



Gender Equality Index: Measuring progress in the Western Balkans



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**Albania, Bosnia and Herzegovina, Kosovo, Montenegro,
North Macedonia and Serbia**

European Institute for Gender Equality

We are an independent centre and the primary source for information on gender equality in the European Union. We contribute to making the European Union become a Union of Equality, where women and men, girls and boys in all their diversity are free to pursue their chosen path in life, have equal opportunities to thrive, and can equally participate in and lead our societies.

EIGE's unique expert knowledge, research, data and tools help policy makers design measures that are inclusive, transformative and promote gender equality in all areas of life. We communicate our expertise effectively and work closely with partners in order to raise awareness at the EU and national levels, as well as in EU candidate countries and potential candidates.

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Frequently used abbreviations

ADHS	Albania Demography and Health Survey
BHAS	Bosnia and Herzegovina Agency for Statistics
EIGE	European Institute for Gender Equality
EQLS	European Quality of Life Survey
GBV	gender-based violence
HBS	Household Budget Survey
IPA	Instrument for Pre-Accession Assistance
IPH	Institute for Public Health (Montenegro)
KAS	Kosovo (*) Agency for Statistics
LFS	Labour Force Survey
pp	percentage point
SES	Structure of Earnings Survey
SORS	Statistical Office of Serbia
SSO	State Statistical Office (North Macedonia)
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
VAW	violence against women
WMID	women and men in decision-making

Country codes

AL	Albania
BA	Bosnia and Herzegovina
XK	Kosovo (*)
MN	Montenegro
MK	North Macedonia
RS	Serbia

(*) This designation is without prejudice to positions on status, and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.

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Introduction

The Gender Equality Index of the European Institute for Gender Equality (EIGE) is the main tool to monitor and measure progress in achieving gender equality. It allows us to check how gender equality policies and other related EU policies affect the state of play of gender equality in the European Union. Since 2016, with EIGE's support, the Gender Equality Index has been gradually introduced among the EU candidate countries and potential candidates. Introducing the Gender Equality Index in the Western Balkans (Albania, Bosnia and Herzegovina, Kosovo, Montenegro, North Macedonia and Serbia) represents a breakthrough in monitoring gender equality in the region for several reasons. It grounds the monitoring of gender equality and provides a powerful policymaking tool that enables achievements to be measured across main policy areas. It allows for initial comparisons to be made within the region of the Western Balkans and with the EU ⁽¹⁾, stimulating exchanges and fostering motivation to apply more effective policy solutions and speed up processes that lead to greater gender equality.

The overall aim of this pilot exercise is to compare the scores of the domains and sub-domains of the Gender Equality Index in the region. Despite the differences in data – different reference years and individual indices and data sources for each country – the publication provides initial insights on the state of play of gender equality in the region. It also fosters peer-to-peer learning and sharing, which are important for the advancement of regional cooperation and of the accession of the region to the EU. This publication also aims to compare EU candidate countries and one potential candidate in the Western Balkans with the EU-27 average and EU Member States, which is an important step for these countries on their road to EU accession.

The Gender Equality Index contributes to regional cooperation and EU accession processes

This initiative is in line with the EU strategy for the Western Balkans ⁽²⁾, which emphasises that regional cooperation is a prerequisite for EU accession. The strategy asserts that 'fostering good neighbourly relations and reconciliation needs strong ownership in the Western Balkans and should be led first and foremost by the countries of the region. Good neighbourly relations should continue to be reinforced through regional cooperation initiatives'. The European Commission stands ready to continue to support this cooperation.

It is also worth noting that the citizens in the region perceive regional cooperation as very important. According to the 2022 Balkan Barometer Survey ⁽³⁾ conducted by Regional Cooperation Council, regional cooperation is perceived as a driving force of an improved political, security and economic situation in the countries of the region by a majority of citizens (76 %). Gender equality is one of the areas that has great potential to contribute to regional cooperation, and the Gender Equality Index is a powerful instrument in this process.

Moreover, the Gender Equality Index contributes to the alignment of national policies with EU gender equality *acquis* by allowing to monitor and measure countries' progress according to EU gender equality standards and priority policy areas. According to the Balkan Barometer Survey, confidence in the socioeconomic benefits of EU membership is high in the region, with 60 % of citizens endorsing the accession to the EU.

(1) Comparison should be approached with caution because data for different countries and for the EU are not fully harmonised in terms of the years to which data refer, but also in terms of individual indicators and data sources.

(2) European Commission (2018), 'A credible enlargement perspective for and enhanced EU engagement with the Western Balkans' (https://neighbourhood-enlargement.ec.europa.eu/system/files/2019-03/western_balkans_strategy_brochure.pdf).

(3) Regional Cooperation Council (2022), Balkan Barometer 2022: Public opinion, analytical report (<https://www.rcc.int/balkanbarometer/publications>).

History of the Gender Equality Index in the Western Balkans

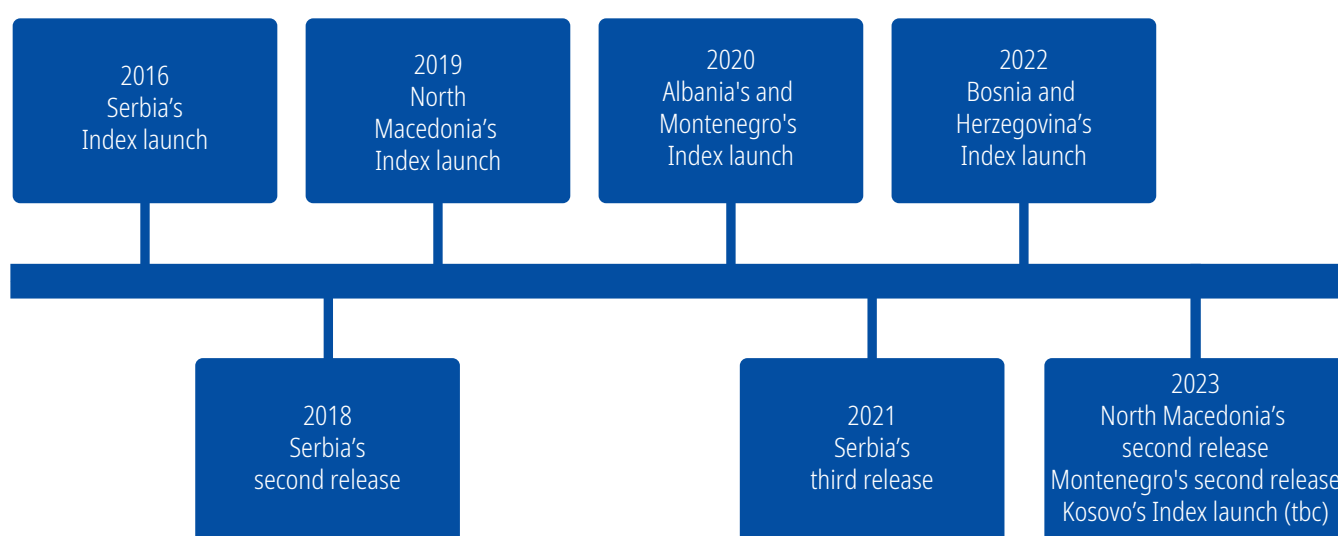
The development of the Gender Equality Index was not an easy task for the Western Balkan countries. It required intensive efforts to improve or introduce statistics that provide data for different domains of the Gender Equality Index, along with concerted cooperative efforts between national statistical offices and gender equality mechanisms and EIGE on this joint objective.

The cooperation of EIGE with the EU candidate countries and potential candidates has evolved since its inception in 2012. The process of introducing the Gender Equality Index for monitoring gender equality in these countries was further facilitated through EIGE's project 'Increased capacity of EU candidate countries and potential candidates to measure and monitor the impact of gender equality policies (2018–2023)' ⁽⁴⁾. EIGE's project operates under the Instrument of Pre-Accession Assistance (IPA) funded by the European Commission's Directorate-General for Neighbourhood and Enlargement Negotiations. The main governmental cooperation partners are the national bodies and institutions responsible for

gender equality policies and national statistical offices. Other important non-governmental stakeholders are civil society, academia, gender equality experts and journalists. Besides supporting gender equality monitoring and improving related policies, EIGE fosters regional cooperation and peer-to-peer learning.

The first Gender Equality Index in the Western Balkans was published by Serbia, in 2016. North Macedonia developed their first Index in 2019, and Montenegro and Albania in 2020. In 2022, Bosnia and Herzegovina published its first Gender Equality Index report, which included scores for only some Index domains and sub-domains due to data limitations. Kosovo has already completed the calculations of its first Gender Equality Index, which is also limited to certain domains and sub-domains for which data is available. Kosovo plans to publish its report in 2023. Serbia has published three reports in total (2016, 2018, 2021). North Macedonia published the second edition of the Index, and Albania plans to do the same in 2023. Montenegro released the scores of their second Index in 2023, though the work on the full report is still ongoing. Such regular releases already allow us to see trends, and not just a snapshot of the gender equality situation.

Figure 1. Timeline of Gender Equality Index publication in the Western Balkans



⁽⁴⁾ For more information about EIGE's IPA project, click [here](#).

Introducing the Gender Equality Index in the Western Balkans and Türkiye

Albania

The first Gender Equality Index for Albania (2020) ⁽⁵⁾ was developed by the Ministry of Health and Social Protection and the Institute of Statistics of the Republic of Albania and supported by EIGE under the IPA, funded by the European Union. The Gender Equality Index report for Albania was written with the support of the World Bank and Expertise France. The launch event was organised on 28 January 2020 and attended by around 60 participants from national institutions, civil society, international organisations and a wide range of media reporters. The 2nd edition of the Gender Equality Index for Albania is planned to be published in 2023.

Bosnia and Herzegovina

The Gender Equality Index for Bosnia and Herzegovina 2022 ⁽⁶⁾ was developed by the Agency for Statistics of Bosnia and Herzegovina, the Agency for Gender Equality of Bosnia and Herzegovina and the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) in Bosnia and Herzegovina, in cooperation with EIGE. The report was prepared with the financial support of the European Union within the 'Gender Equality Facility' project implemented by UN Women in Bosnia and Herzegovina. The launch event was organised by the Agency for Gender Equality, the delegation of the European Union and EU special representative, the Ministry of Human Rights and Refugees of Bosnia and Herzegovina, and the UN Women office in Bosnia and Herzegovina. Though the calculation was done with the available data for only three domains of the Gender Equality Index, it supports the establishment of an evidence base for future efforts in achieving gender equality in Bosnia and Herzegovina and the development of the full Gender Equality Index in the future. The launch event coincided with the EU's announcement to grant candidacy status to Bosnia and Herzegovina in December 2022.

Kosovo

Following the expression of interest by the Agency for Gender Equality of Kosovo and subject to data availability in 2020, EIGE supported Kosovo's development of three domains of the Gender Equality Index: time, power and health. These domains were calculated by the Kosovo Agency of Statistics with the technical assistance of the Swedish International Development Agency. The calculations were confirmed by EIGE in 2021. The work on the Gender Equality Index report is still ongoing.

Montenegro

The National Gender Equality Index for Montenegro 2019 ⁽⁷⁾ was developed by the State Statistical Office of Montenegro in cooperation with the Department for Gender Equality of the Ministry for Human and Minority Rights, EIGE and the United Nations Development Programme in Montenegro, under the remit of the EU-funded 'Support to Anti-Discrimination and Gender Equality Policies' project. The launch event took place in January 2020 and gathered over

⁽⁵⁾ Babović, M. & Miluka, J. (2019), *Gender Equality Index for the Republic of Albania 2020* (https://eurogender.eige.europa.eu/system/files/events-files/gender_equality_index_albania.pdf).

⁽⁶⁾ Karađinović, N. (2022), *Moving towards the Gender Equality Index: Bosnia and Herzegovina 2022*, United Nations Entity for Gender Equality and the Empowerment of Women (https://eige.europa.eu/sites/default/files/eige-eng_web.pdf).

⁽⁷⁾ Komar, O. (2019), *Gender Equality Index Montenegro 2019* (https://eurogender.eige.europa.eu/system/files/events-files/gender_equality_index_2019_report_final.pdf).

a hundred stakeholders from national institutions, civil society, the international community and academia, including students.

In July 2023, Montenegro released the scores of their 2nd Gender Equality Index ⁽⁸⁾. The work on the full report is still ongoing and is planned to be completed later in the year. However, during the preparation of this publication, new index scores were not yet available and therefore it includes only the results of the first Gender Equality Index for Montenegro (2019).

North Macedonia

The first Gender Equality Index ⁽⁹⁾ was launched in October 2019. The report was developed by the Ministry of Labour and Social Policy and State Statistical Office in the Republic of North Macedonia in cooperation with EIGE in the context of EIGE's cooperation with the Western Balkans and Türkiye, funded by the European Commission. The launch event was well attended, with over a hundred participants, including diverse stakeholders from key national institutions (including the parliament), local municipalities, civil society and the international community.

North Macedonia published its second Gender Equality Index ⁽¹⁰⁾ in 2023 in cooperation with EIGE and with the support of a UN Women project funded by Switzerland and Sweden. The latter report also includes a set of data on the prevalence of violence against women.

Serbia

Serbia was the first country to calculate the Gender Equality Index in the region. The first Gender Equality Index report ⁽¹¹⁾ was launched in 2016, the second release in 2018 ⁽¹²⁾ and the latest, third report in 2021 ⁽¹³⁾. The Gender Equality Index for Serbia was a result of the cooperation between the Statistical Office of the Republic of Serbia, the Coordination Body for Gender Equality and the Social Inclusion and Poverty Reduction Unit of the Government of Serbia (supported by Switzerland during the development of the first two reports), UN Women (supported by the EU) and EIGE. The third report has a thematic focus on digitalisation (same as the Gender Equality Index for the EU for the previous year) and included for the first time indicators on violence against women. The launch event in Serbia gathered over 70 participants, including from the government, academia, civil society, local communities and international organisations.

⁽⁸⁾ Monstat (2023), *Gender Equality Index for Montenegro: 2023*, factsheet (<https://eige.europa.eu/sites/default/files/documents/Montenegro%20Gender%20Equality%20Index.pdf>).

⁽⁹⁾ Bashevska, M. (2019), *Gender Equality Index for North Macedonia* (https://eurogender.eige.europa.eu/system/files/events-files/gender_equality_index_macedonia_eng.pdf).

⁽¹⁰⁾ Bashevska, M. (2022), *Gender Equality Index for North Macedonia 2022*, (<https://eige.europa.eu/sites/default/files/documents/Gender%20Equality%20Index%20for%20North%20Macedonia%20%282022%29.pdf>).

⁽¹¹⁾ Babović, M. (2016), *Gender Equality Index 2016: Measuring gender equality in Serbia 2014*, Social Inclusion and Poverty Reduction Unit of the Government of the Republic of Serbia (https://eige.europa.eu/sites/default/files/documents/gender_equality_index_for_serbia_2016.pdf).

⁽¹²⁾ Gender Equality Index for the Republic of Serbia 2018, (https://eige.europa.eu/sites/default/files/indeks_rodne_ravnopravnosti_srbija_eng.pdf).

⁽¹³⁾ Babović, M. & Petrović, M. (2021), *Gender Equality Index for the Republic of Serbia 2021: Digitalization, future of work and gender equality*, Social Inclusion and Poverty Reduction Unit of the Government of the Republic of Serbia (https://eurogender.eige.europa.eu/system/files/events-files/gender_equality_index_for_serbia_2021.pdf).

Türkiye

Under the IPA, besides the Western Balkans, EIGE also cooperates with the candidate country Türkiye. Training on the Gender Equality Index was held by EIGE in Türkiye in 2019. The Statistical Office of Türkiye (TurkStat) has shown strong interest for and commitment to developing its Gender Equality Index. Given the good working relations with TurkStat, EIGE supported their Gender Equality Index calculation in 2019, maintained good working relations during later years and welcomed participants at several EIGE-hosted meetings and events. The Gender Equality Index has not yet been developed for Türkiye. EIGE remains in touch with Turkish authorities about the possibility of completing it in 2023.

Methodological remarks

EIGE's Gender Equality Index is a composite indicator that provides a measure of the complex concept of gender equality. It provides a measure that captures **gender gaps**, while also taking into account the **levels of achievement** in each policy domain: work, money, knowledge, time, power and health, with additional domains of intersectionality and violence against women. As such, EIGE's Gender Equality Index ensures that a good score is the reflection of both **low gender gaps and high levels of achievement**. It is therefore a **measure of both gender equality and social cohesion** ⁽¹⁴⁾ (EIGE 2013a: 7-8).

In this publication it was not possible to calculate a precise average of the Gender Equality Index for the Western Balkans, like in the case of the EU-27, for several reasons. Not all countries have calculated a full Index (i.e. taking into account all domains). Bosnia and Herzegovina and Kosovo have calculated only some domain and sub-domain indices due to the partial availability of data. It would not be methodologically correct to average elements (individual indices) which are based on indicators that are not fully identical in some sub-domains, which is the case in the Western Balkan context, and which, in some cases, originate from different data sources.

It is important to note that Index values are also calculated based on data from different years for different countries. The data used in this report mainly refers to 2018 for Albania (first Index), 2019–2021 for Bosnia and Herzegovina, 2018 for Kosovo, 2017 for Montenegro (first

Index), 2018–2020 for North Macedonia (second Index) and 2018 for Serbia (third Index). Comparisons with the EU refer to the 2022 Gender Equality Index, which is based mainly on 2020 data.

The presented results should be read with caution because the data from different countries are not fully harmonised in terms of the years to which they refer, but also in terms of individual indicators and data sources. In order to achieve transparency regarding the comparability of results, data sources and years are specified for each domain and sub-domain. A complete overview is also presented in the table in [Annex 1](#).

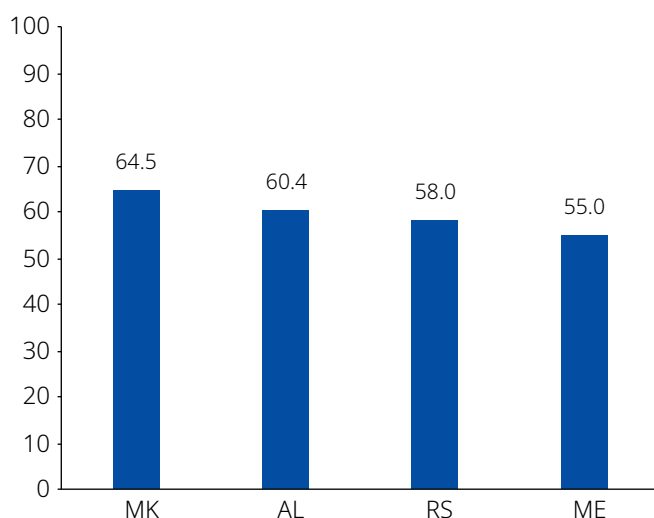
It is only possible to measure progress or regress in Gender Equality Index scores for North Macedonia and Serbia due to the need for at least two Gender Equality Index calculations for different years.

⁽¹⁴⁾ EIGE (2013), *Gender Equality Index: Report*, pp. 7–8 (https://eige.europa.eu/publications-resources/publications/gender-equality-index-report?language_content_entity=en).

Gender Equality Index for the Western Balkans

The Gender Equality Index varies greatly between the Western Balkan countries, with the lowest score for Montenegro and the highest one for North Macedonia (Figure 1). However, it should be noted that the time difference can at least partly explain the differences in Index values. As it was noted, it was not possible to calculate the full Gender Equality Index for Bosnia and Herzegovina and Kosovo due to the availability of data for some domains and sub-domains only.

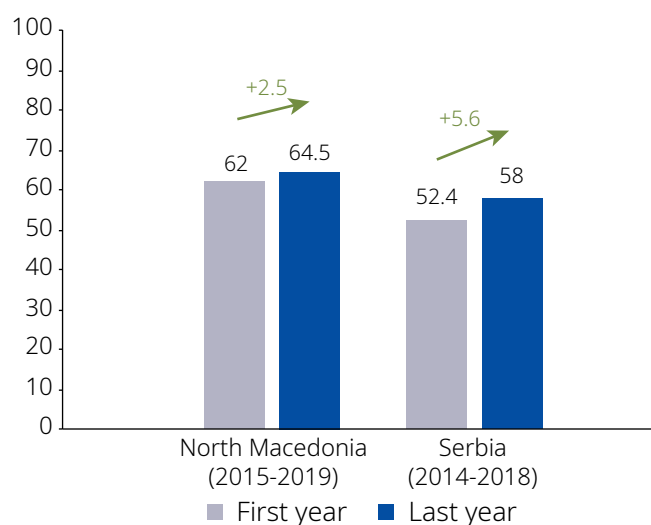
Figure 1. Gender Equality Index for the Western Balkans



Note: The data mostly pertains to: Albania (2018), Montenegro (2017), North Macedonia (2019) and Serbia (2018), see Annex 1.

The biggest increase in Gender Equality Index value is recorded in Serbia (5.6 points), though it should be kept in mind that the observation period is also the longest (4 years). It is followed by North Macedonia, where the Index increased by 2.5 points in 3 years (Figure 2).

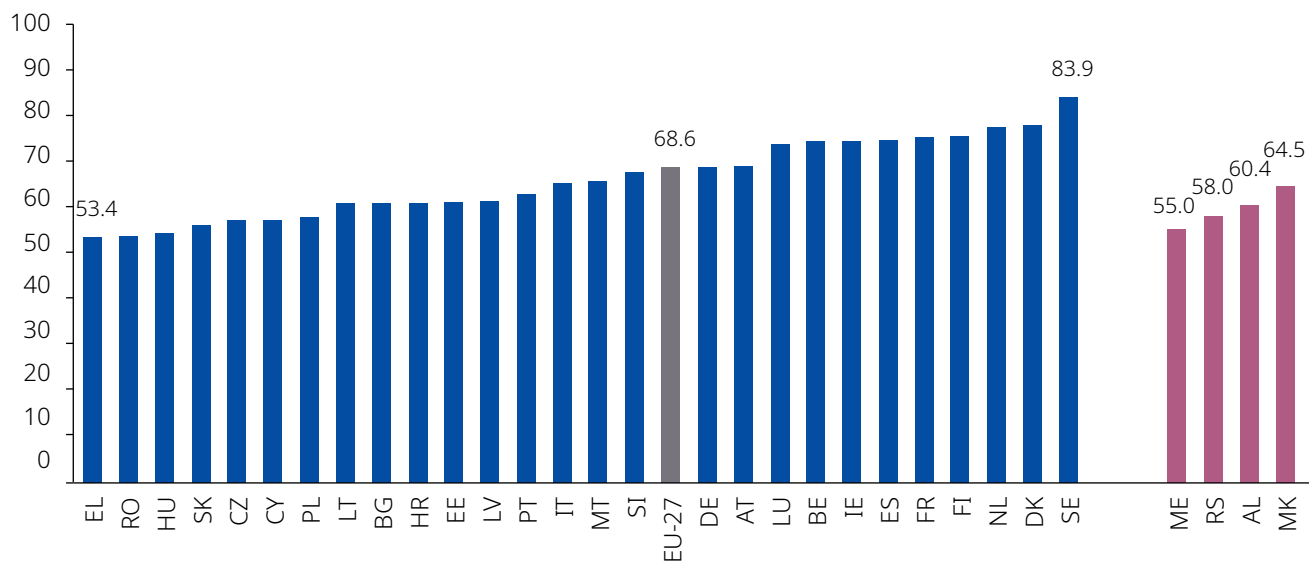
Figure 2. Gender Equality Index change between the first and last calculation year: North Macedonia, Serbia



Note: Years in the figure refer to data source years and not publishing years.

The Western Balkans are faced with the challenging task of catching up with EU gender equality achievements, as all countries have Index values below the EU-27 average. Gaps between national Gender Equality Index scores and the EU-27 average range from 4.1 points for North Macedonia and 8.2 points for Albania to 10.6 for Serbia and 13.6 points for Montenegro. Ranked together with the EU Member States, Montenegro is placed between Slovakia and Hungary; Serbia and Albania between Lithuania and Poland; and North Macedonia between Italy and Portugal (Figure 3).

Figure 3. Gender Equality Index for the Western Balkans and EU-27 (2022)



Note: EU Gender Equality Index: EIGE’s calculations, data mostly from 2020; Western Balkan countries calculations: data mostly pertains to: Albania (2018), Montenegro (2017), North Macedonia (2019) and Serbia (2018).

1. Domain of work

The Gender Equality Index in the domain of work measures the extent to which women and men can benefit from equal access to employment and good working conditions. It ranges from 65.2 in Montenegro to 70.7 in North Macedonia. For Bosnia and Herzegovina, scores are available only for the sub-domain of participation, while for Kosovo the domain of work was not calculated (Figure 4a). All countries systematically perform better in the sub-domain of participation (Figure 4b) than that of segregation and quality of work (Figure 4c).

Figure 4a. Gender Equality Index in the domain of work, Western Balkans

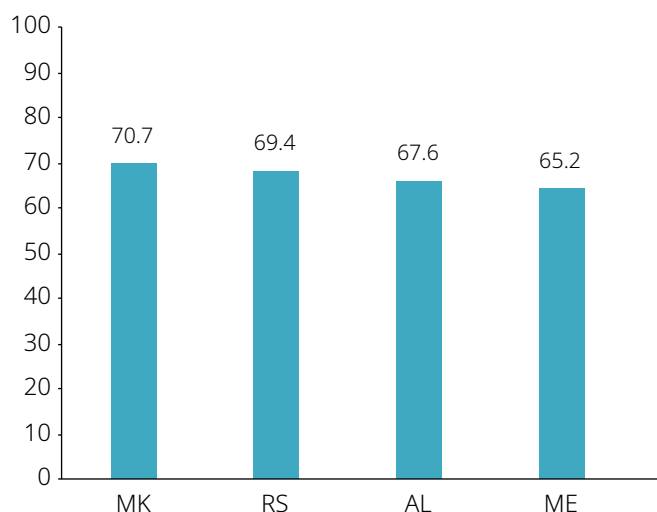


Figure 4b. Participation sub-domain

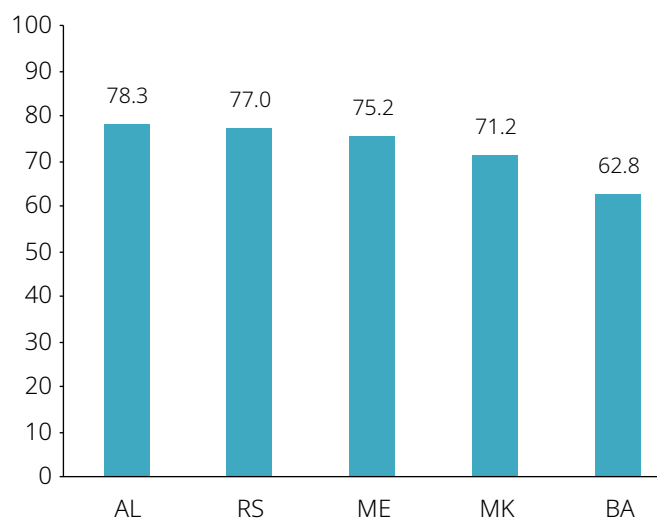
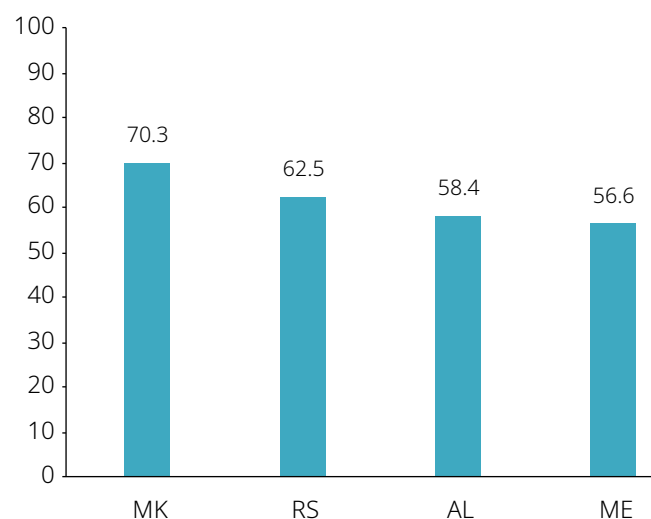


Figure 4c. Segregation and quality of work sub-domain



Note: The data mostly pertains to: Albania (2018), Bosnia and Herzegovina (2020), Montenegro (2017), North Macedonia (2019) and Serbia (2018), see Annex 1.

In the domain of work, the analysis of indicators reveals the following.

- Albania has the highest full-time equivalent employment rate for women and men (40 % and 55 % respectively). That said, it has a relatively big gender gap of 15 percentage points (pp). The smallest gap is in Montenegro, with 14 pp, but the employment rate is lower, amounting to 37 % for women and 51 % for men.
- Albania has the longest duration of working life for both women (31 years) and men (41 years), but also the biggest gender gap together with North Macedonia (10 years). Serbia and Montenegro have the smallest gender gap (6.5 years).
- Segregation measured by the concentration of employed women in sectors of education, human health and social work activities is the lowest in Albania (14 %) and the highest in North Macedonia (20 %).
- Flexibility in working hours allowing for the possibility to take an hour or two to tend to personal or family matters is the highest in

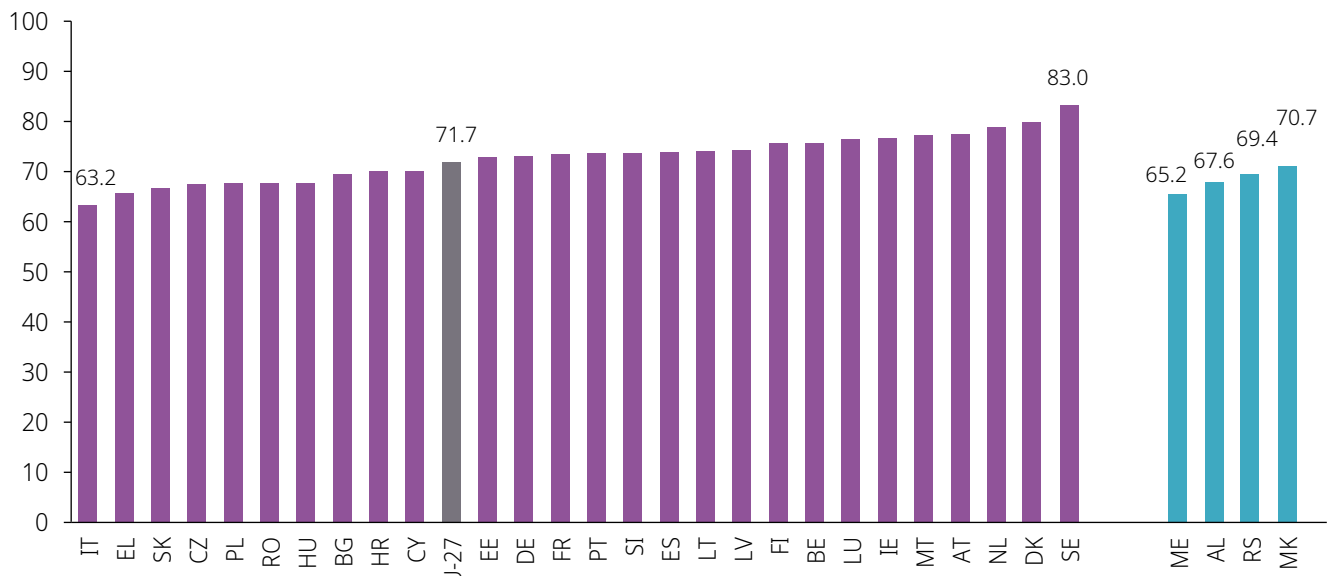
North Macedonia, with 41 % of employed women and 44 % of employed men reporting such a possibility.

- North Macedonia has also been leading the Career Prospects Index, which is the last indicator in the domain of work, with a score of 65.1.

Among the two countries for which it is possible to monitor progress, North Macedonia has registered a bigger increase (1.3 points during 2019–2022) than Serbia (1.2 points during 2016–2018).

Compared to the EU, all Western Balkan countries are below the EU-27 average, though North Macedonia’s score is only one point behind the EU-27 average (Figure 5).

Figure 5. Gender Equality Index in the domain of work, Western Balkans and EU-27 (2022)



Note: EU Gender Equality Index: EIGE’s calculations, data mostly from 2020; Western Balkan countries calculations: data mostly pertains to: Albania (2018), Bosnia and Herzegovina (2020), Montenegro (2017), North Macedonia (2019) and Serbia (2018).

2. Domain of money

The domain of money measures gender inequalities in access to financial resources and women's and men's economic situation. The Gender Equality Index in the domain of money ranges from 55.5 points in Kosovo to 64.3 points in North Macedonia (Figure 6a). Values for sub-domain indexes show much higher scores in the sub-domain of economic situation (Figure 6c) than that of financial resources (Figure 6b).

North Macedonia consistently delivers the best performance on all individual indicators, with the highest mean monthly earnings, mean equivalised net income, share of population not at risk of poverty among women and men, and the lowest income inequalities measured by S20/S80 income quintile share.

Figure 6a. Gender Equality Index in the domain of money, Western Balkans

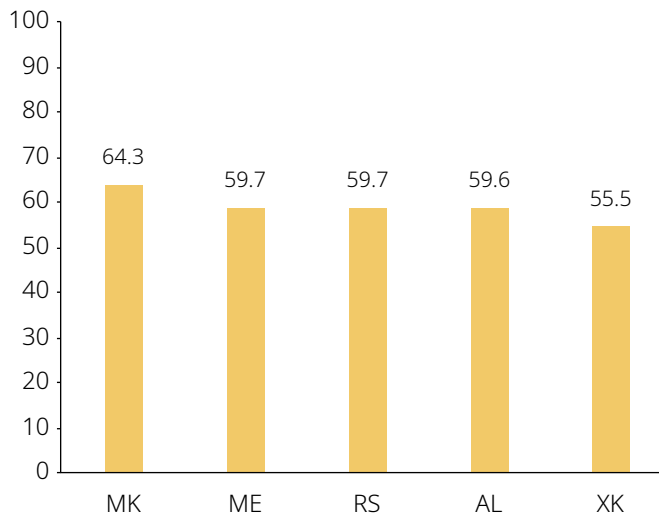


Figure 6b. Financial resources sub-domain

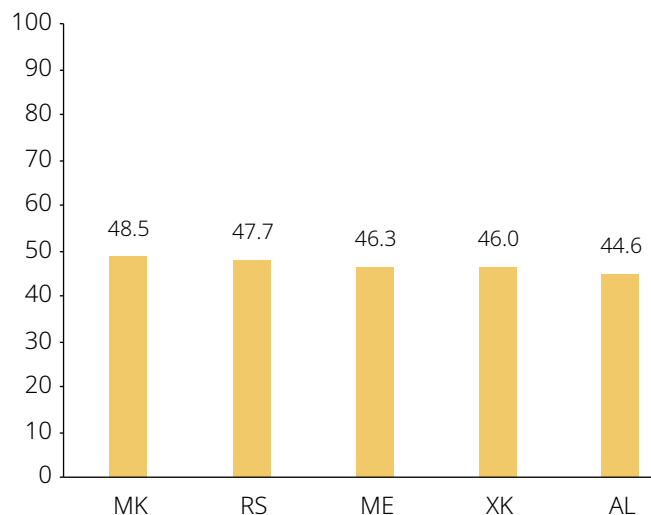
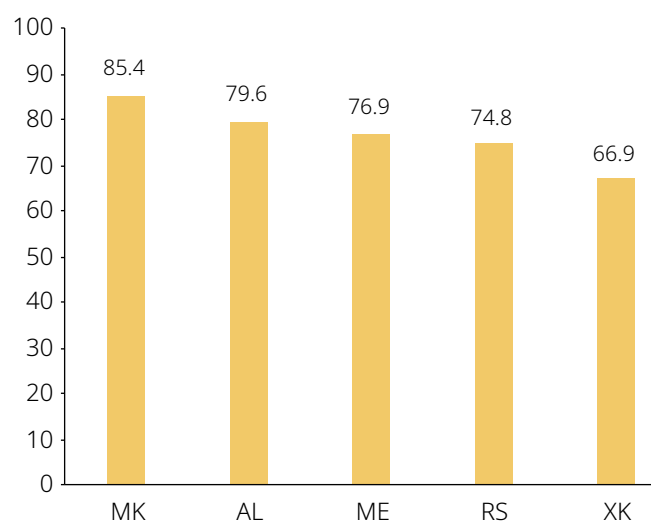


Figure 6c. Economic situation sub-domain

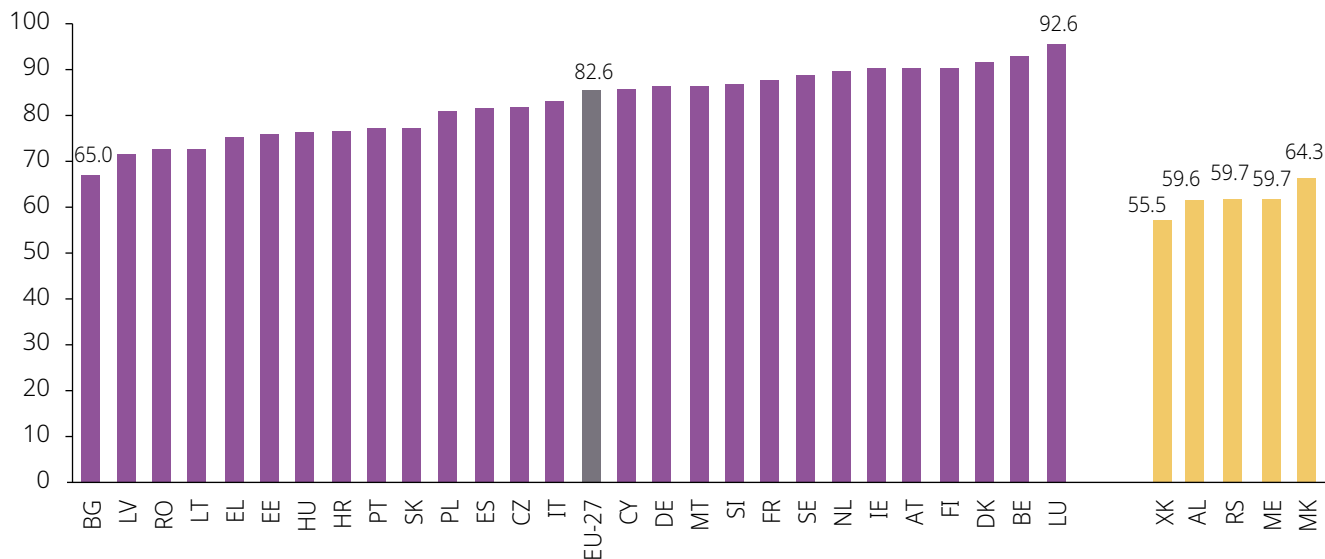


Note: The data mostly pertains to: Albania (2017-2018), Kosovo (2018), Montenegro (2017), North Macedonia (2019) and Serbia (2018), see Annex 1.

Progress monitoring shows that North Macedonia has experienced an increase of 2.2 points (2015-2019) in Index value for this domain, while Serbia has experienced a decrease of 0.5 points (2016–2018).

Compared to the EU, however, the scores of all Western Balkan countries are much lower than the EU-27 average and lower than that of any EU Member State (Figure 7).

Figure 7. Gender Equality Index in the domain of money, Western Balkans and EU-27 (2022)



Note: EU Gender Equality Index: EIGE's calculations, data mostly from 2020; Western Balkan countries calculations: data mostly pertains to: Albania (2017-2018), Kosovo (2018), Montenegro (2017), North Macedonia (2019) and Serbia (2018).

3. Domain of knowledge

The domain of knowledge measures gender inequalities in educational attainment, participation in education and training over the life course and gender segregation. The Gender Equality Index in the domain of knowledge ranges from 49.7 in Kosovo to 62.4 in North Macedonia (Figure 8a). There is a negative trend over time for Serbia, with a decrease in the Index value of 1.3. At the same time, North Macedonia made big progress with an increase of 12.8 points in the Index value.

Figure 8a. Gender Equality Index in the domain of knowledge, Western Balkans

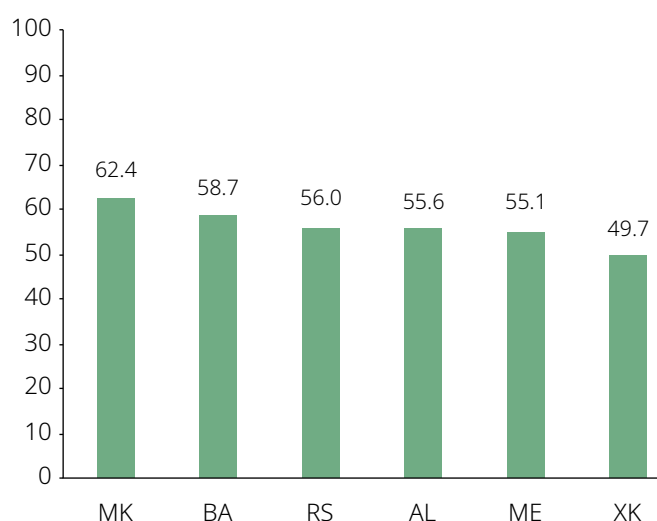


Figure 8b. Attainment and participation sub-domain

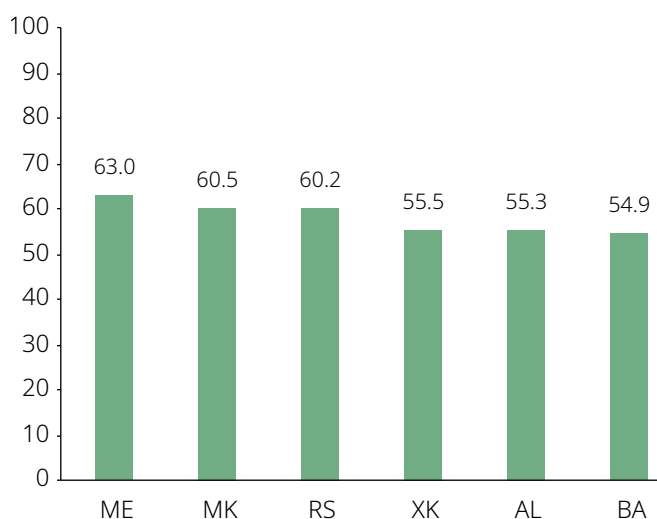
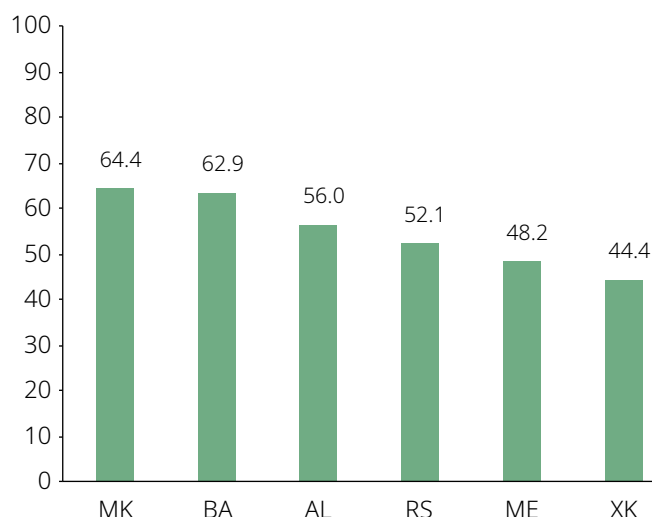


Figure 8c. Segregation sub-domain



Note: The data mostly pertains to: Albania (2018), Kosovo (2018), Montenegro (2017), North Macedonia (2019) and Serbia (2018), see Annex 1.

Index scores in the domain of knowledge show that:

- Montenegro has the best results in terms of the share of graduates of tertiary education in the 15+ population, with a share of 21 % among women and 19 % among men;
- Kosovo delivers the best performance in terms of people participating in formal or non-formal education, with 18 % of such persons among women and 17 % among men;
- regarding gender segregation in tertiary education, Montenegro records the smallest gender gap of 14 pp (with 29 % of women and 15 % of men in tertiary education studying in the fields of health and welfare, education, humanities and arts), while the biggest gap is recorded in Kosovo, with a difference of 28 pp between the proportion of women and men enrolled in tertiary studies in the abovementioned fields;
- gender gaps in terms of segregation are remarkable in other countries as well, with

a difference of 23 pp in Albania, 20 pp in Bosnia and Herzegovina, 19 pp in North Macedonia and 16 pp in Serbia.

Compared to the EU, all Western Balkan countries delivered a lower performance than the EU-27 average, with North Macedonia however ranking just 0.1 below the EU-27 average value (Figure 9).

Figure 9. Gender Equality Index in the domain of knowledge, Western Balkans and EU-27 (2022)



Note: EU Gender Equality Index: EIGE's calculations, data mostly from 2020; Western Balkan countries calculations: data mostly pertains to: Albania (2018), Kosovo (2018), Montenegro (2017), North Macedonia (2019) and Serbia (2018).

4. Domain of time

The domain of time measures gender inequalities in time spent doing care and domestic work and social activities. Gender Equality Index scores for the domain of time range from 48.1 in Albania to 55.8 in North Macedonia (Figure 10a). The domain of time has two sub-domains for care and social activities. While Serbia shows the highest score in the sub-domain of care, Montenegro has the highest score in the sub-domain of social participation. The progress is not possible to monitor due to the lack of data for at least 2 years in all countries.

Figure 10a. Gender Equality Index in the domain of time, Western Balkans

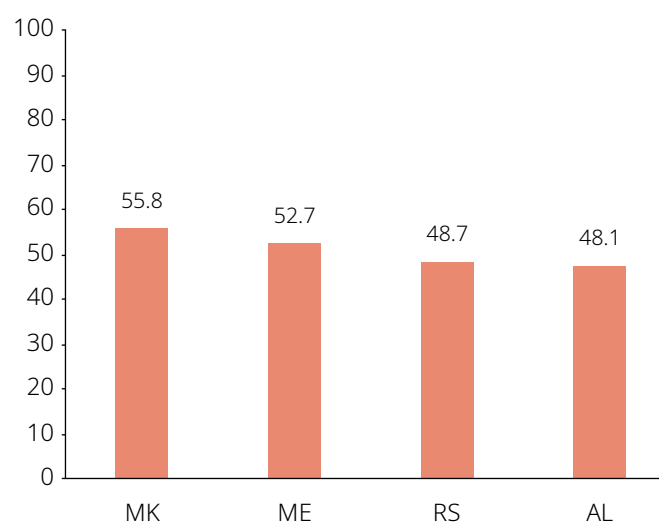


Figure 10b. Care activities sub-domain

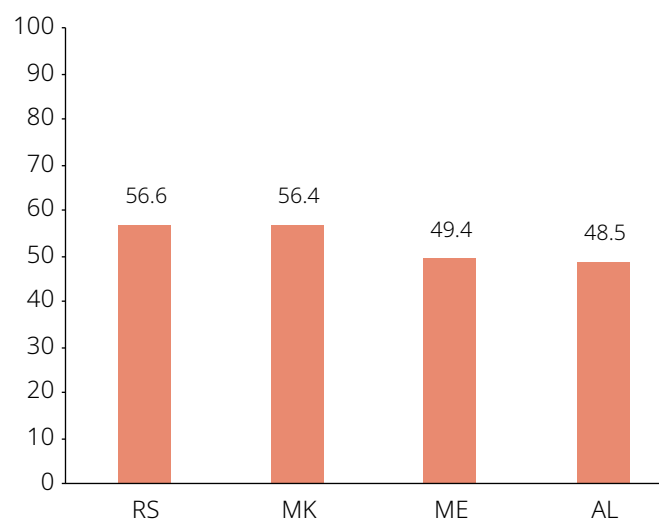
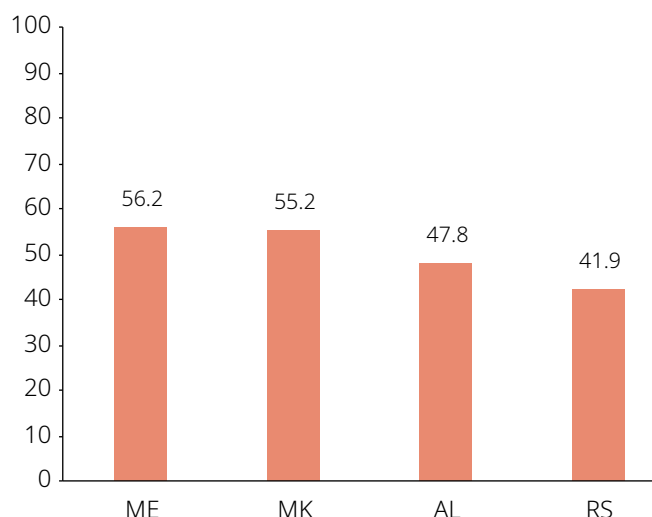


Figure 10c. Social activities sub-domain



Note: The data mostly pertains to the 2015-2016 period for all countries, see Annex 1.

Individual indicators in the domain of time show that:

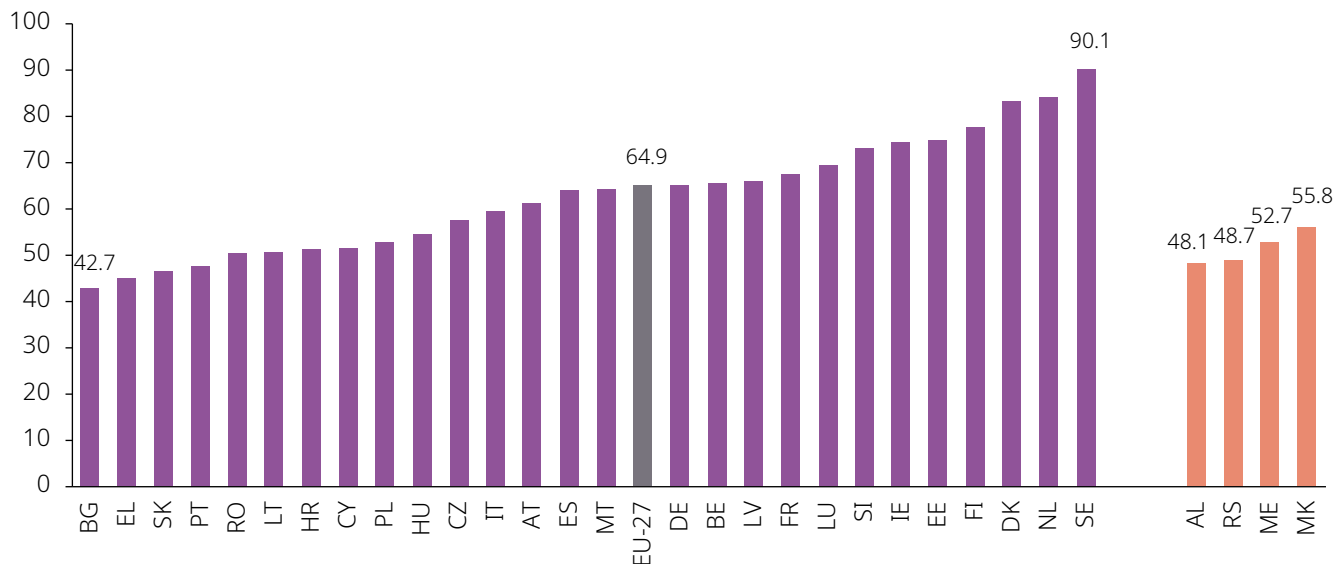
- North Macedonia has the best performance in the area of care, measured by the share of people caring for and educating their children or grandchildren, the elderly and disabled people, every day for one hour or more, with 39 % among women and 30 % among men;
- Serbia has the lowest gender gap of 56 pp in regard to the people doing cooking and housework every day for one hour or more among workers aged 18 years and more, with 68 % of such persons among women and 12 % of such persons among men;
- in the social sub-domain, in terms of leisure time measured by workers doing sporting, cultural or other leisure activities outside of their home at least every other day, the best performer is Albania, with 31 % among women and 44 % among men;
- in regard to people participating in voluntary or charitable activities, North Macedonia has the best score, with 17 % among

working women and 23 % among working men.

Compared to the EU, all Western Balkan countries have scores that are lower than the EU-27

average. North Macedonia is positioned between Czechia and Hungary; Montenegro is positioned between Hungary and Poland; and Serbia and Albania are positioned between Romania and Portugal (Figure 11).

Figure 11. Gender Equality Index in the domain of time, Western Balkans and EU-27 (2022)



Note: EU Gender Equality Index: EIGE's calculations, data from 2015-2016, as there are no more recent data available. Western Balkan countries calculations: the data refers to the 2015-2016 period.

5. Domain of power

The domain of power measures gender equality in decision-making positions across the political, economic and social spheres. The Gender Equality Index in the domain of power ranges from 34.1 in Kosovo to 60.9 in Albania (Figure 12a). Countries for which it is possible to measure progress show an increase in the Index values for this domain: North Macedonia with 6.6 points and Serbia with 9.2 points. When observing the performance of the sub-domains, Albania leads in terms of political and economic power (Figures 12b and 12c), while North Macedonia has the best score in the social power sub-domain (Figure 12d).

Figure 12a. Gender Equality Index in the domain of power, Western Balkans

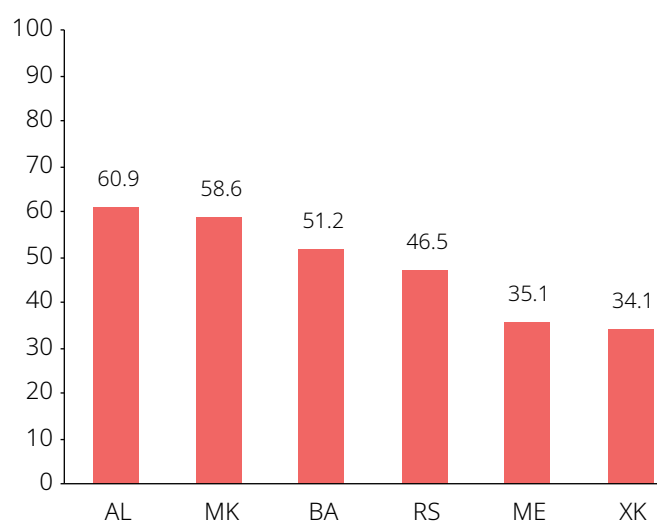


Figure 12b. Political power sub-domain

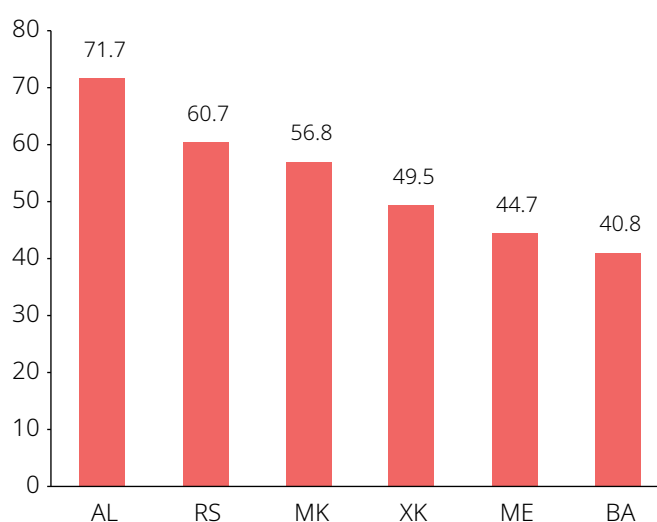


Figure 12c. Economic power sub-domain

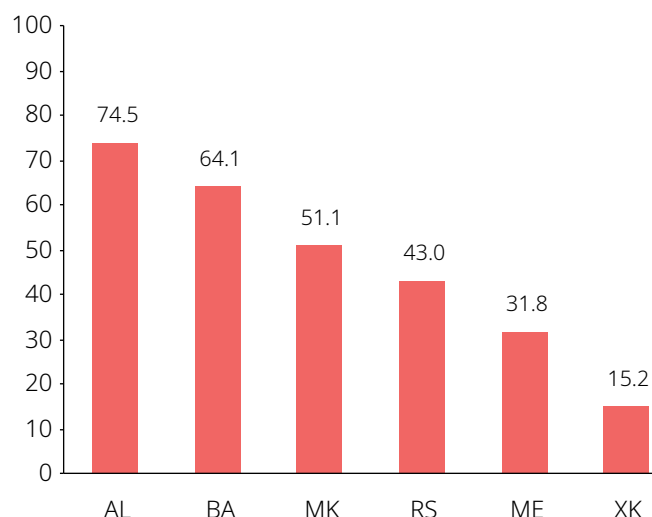
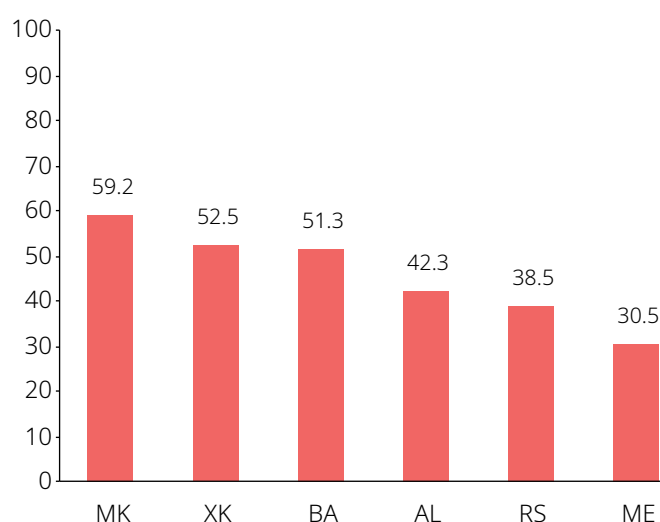


Figure 12d. Social power sub-domain



Note: The data mostly pertains to 3-year averages: Albania (2016–2018), Bosnia and Herzegovina (2019–2021), Kosovo (2016–2018), Montenegro (2015–2017), North Macedonia (2018–2020) and Serbia (2017–2019), see [Annex 1](#).

In the sub-domain of political power, Albania has the highest 3-year average share of women in junior and senior ministerial positions (45 %) and in the regional or local assemblies (36 %), while North Macedonia has the highest 3-year average share of women in the national parliament (38 %). In the sub-domain of economic power, Albania has the highest 3-year average share of women among members of boards in the largest quoted companies (26 %), while Bosnia and Herzegovina has the highest 3-year average share of women among members of

the Central Bank (50 %). In the sub-domain of social power, North Macedonia has the highest share of women among members of research-funding organisations (52 %), along with the highest 3-year average share of women among board members in media (46 %), while Kosovo has the highest share of women among members of the highest decision-making body

of the national Olympic sport organisations (19 %).

Compared to the EU, two Western Balkan countries – Albania and North Macedonia – have scores that are better than the EU-27 average and are relatively highly ranked (Albania as 11th and North Macedonia as 13th).

Figure 13. Gender Equality Index in the domain of power, Western Balkans and EU-27 (2022)



Source: Women and Men in Decision-Making Positions, EIGE’s Gender Statistics Database.
 Note: EU Gender Equality Index: EIGE’s calculations, data from 3-year averages 2019-2021; Western Balkan countries calculations: data pertains to 3-year averages: Albania (2016-2018), Bosnia and Herzegovina (2019-2021), Kosovo (2016-2018), Montenegro (2015-2017), North Macedonia (2018-2020) and Serbia (2017-2019).

6. Domain of health

The Gender Equality Index in the domain of health measures gender equality in three health-related aspects: health status, health behaviour and access to health services. The Gender Equality Index scores in the domain of health range from 81.8 in Albania to 87.2 in North Macedonia (Figure 14a). North Macedonia and Serbia show just a small increase of the Index value in this domain by 0.1. Index sub-domains show that North Macedonia achieved the best performance in the areas of health status (14b) and access to health services (14d), while the best performance in the sub-domain of behaviour was achieved by Montenegro (14c).

Figure 14a. Gender Equality Index in the domain of health, Western Balkans



Figure 14b. Health status sub-domain

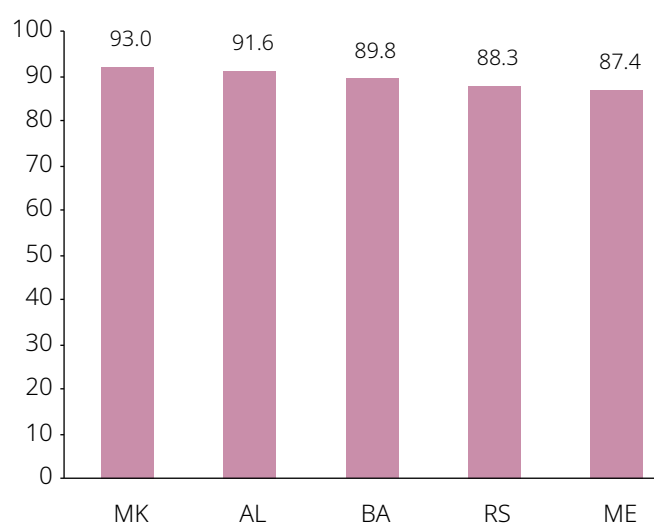


Figure 14c. Health behaviour sub-domain

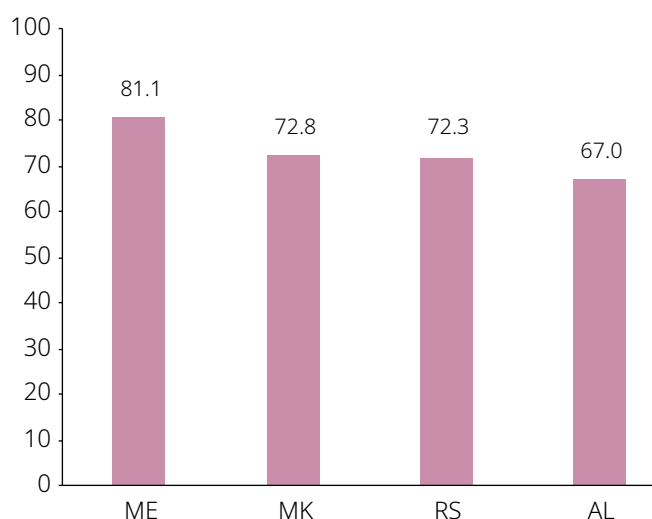
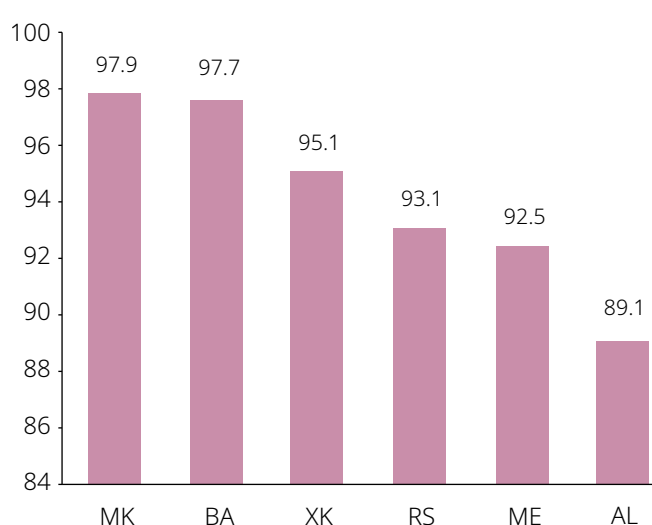


Figure 14d. Access to health services sub-domain



Note: The data mostly pertains to: Albania (2017-2018), Bosnia and Herzegovina (2015), Kosovo (2018), Montenegro (2017), North Macedonia (2019) and Serbia (2018), see Annex 1.

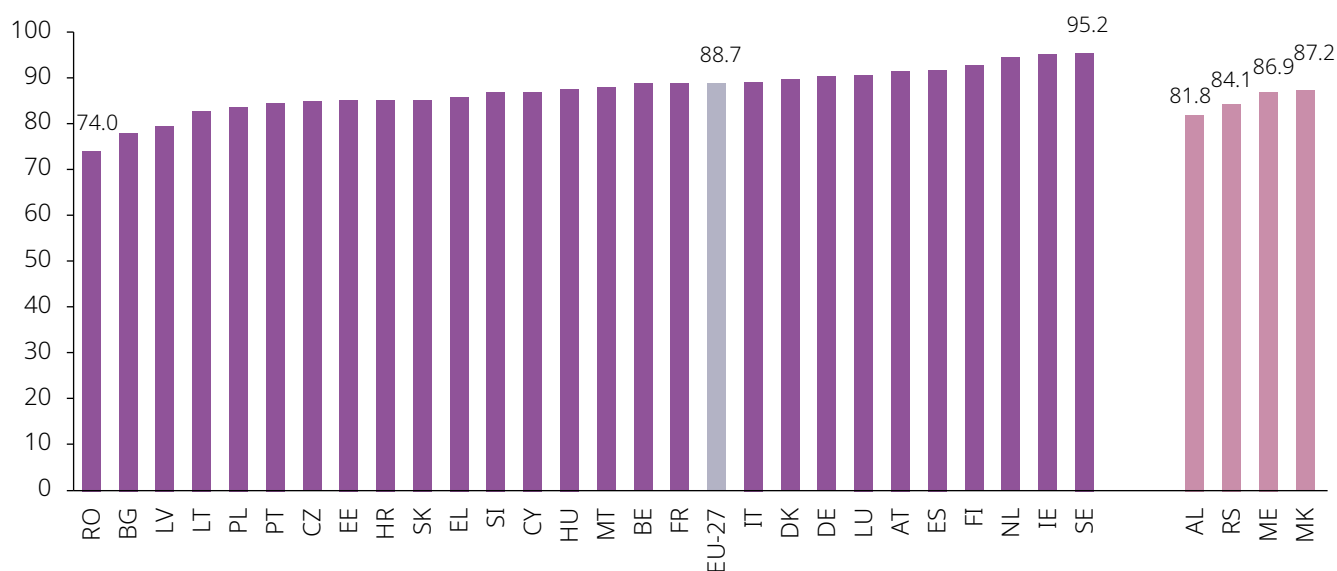
The data in the health domain, as reflected by individual indicators, show the following.

- In all countries, on a consistent basis, fewer women than men perceive their health as being good or very good. The highest proportions are observed in Kosovo (80 % of women and 84 % of men) and Albania (79 % of women and 84 % of men).
- Life expectancy at birth is the highest in Albania (81 years for women and 77 years for men).

- Healthy life years at birth are the longest in Serbia (70 years for women and 67 for men).
- In regard to healthy behaviour, the share of people who do not smoke and are not involved in heavy episodic drinking is the highest in Albania (95 % of women and 60 % of men), while the share of people who are physically active at least 150 minutes per week and/or who consume adequate amounts of fruits and vegetables is the highest in North Macedonia (63 % of women and 53 % of men).
- The share of people without an unmet need for medical examination is the highest in North Macedonia (95 % among both women and men), while the share of people without an unmet need for dental examination is the highest in Bosnia and Herzegovina (98 % among both women and men).

Compared to the EU, all Western Balkan countries score below the EU-27 average (Figure 15).

Figure 15. Gender Equality Index in the domain of health, Western Balkans and EU-27 (2022)



Note: EU Gender Equality Index: EIGE's calculations, data mostly from 2020; Western Balkan countries calculations: data mostly pertains to: Albania (2017-2018), Bosnia and Herzegovina (2015), Kosovo (2018), Montenegro (2017), North Macedonia (2019) and Serbia (2018).

7. Violence against women

Countries in the Western Balkans are not yet in the position to measure the additional Gender Equality Index in the domain of violence. The European Institute for Gender Equality (EIGE) has been making efforts to support the region in establishing harmonised administrative data on violence against women (VAW). The guidance on strengthening data systems on VAW in the Western Balkans and Türkiye has been recently published by EIGE, providing practical advice on how to improve data collection and calculate the indicators of the domain of violence ⁽¹⁵⁾.

In the absence of harmonised and comparable data suitable for the calculation of the Gender Equality Index in the domain of VAW, this report refers to the only comparable data for the countries in the region, obtained in 2018 through an OSCE-led survey on the well-being and safety of women ⁽¹⁶⁾, which replicated the methodology of

the EU survey on VAW ⁽¹⁷⁾ implemented by the European Union Fundamental Rights Agency in 2012. According to this data, prevalence rates of physical and/or sexual violence are lower in countries of the Western Balkans than the EU average (Table 1). The prevalence rates of partner violence are systematically higher than for non-partner violence. The rates of partner violence from the age of 15 are the lowest in Bosnia and Herzegovina and Kosovo and the highest in Albania, while the same rates for the period of the last 12 months preceding the survey are lowest in North Macedonia and, again, highest in Albania. Similarly, non-partner physical or sexual violence from the age of 15 is the least prevalent in North Macedonia and the most prevalent in Albania, while in the last 12 months preceding the survey the prevalence rates were lowest in Kosovo and highest in Albania.

Table 1. Total physical and/or sexual violence committed by an intimate partner or other person after the age of 15 and during the last 12 months, 2018 (%)

	Any partner		Non-partner	
	Since age of 15	Last 12 months	Since age of 15	Last 12 months
Albania	19	7.2	11	2.5
Bosnia and Herzegovina	11	3.4	8	1.6
Kosovo	11	3.7	8	1.1
Montenegro	17	4.8	9	1.5
North Macedonia	10	3.1	7	1.8
Serbia	17	3.4	9	2.4
EU average	22	4.0	22	5.0

Source: OSCE-led survey on wellbeing and safety of women in Southeast and Eastern Europe, 2018, p. 34–35 ⁽¹⁸⁾

Psychological violence at the hand of an intimate partner (current or previous) appears in different forms. In the following table, we can see three forms of psychological violence: economic violence (depriving women of work, income, access to money in the household), controlling

⁽¹⁵⁾ EIGE (2023), 'Strengthening data systems on violence against women in the Western Balkans and Türkiye' (<https://eige.europa.eu/publications-resources/publications/strengthening-data-systems-violence-against-women-western-balkans-and-turkiye>).

⁽¹⁶⁾ OSCE (2019), OSCE-led Survey on the Well-being and Safety of Women (<https://www.osce.org/projects/survey-on-the-well-being-and-safety-of-women>).

⁽¹⁷⁾ European Union Agency for Fundamental Rights (2012), 'Survey on violence against women in the EU' (<https://fra.europa.eu/en/publications-and-resources/data-and-maps/survey-data-explorer-violence-against-women-survey>).

⁽¹⁸⁾ OSCE (2018), *Wellbeing and Safety of Women* (https://www.osce.org/files/f/documents/9/2/413237_0.pdf).

behaviour (limiting freedoms, controlling contact with other people, controlling movements) and abusive behaviour (humiliation, insults, yelling). The highest prevalence rates of all three forms of

psychological partner violence are in Albania. Controlling behaviour appears consistently as the most prevalent form of psychological violence from partners in all Western Balkan countries.

Table 2. Prevalence of the different forms of intimate partner psychological violence, since the age of 15, 2018 (%)

	Economic violence	Controlling behaviour	Abusive behaviour
Albania	22	50	41
Bosnia and Herzegovina	12	28	23
Kosovo	13	42	5
Montenegro	12	35	24
North Macedonia	10	36	24
Serbia	12	35	29

Source: OSCE-led survey on well-being and safety of women in Southeast and Eastern Europe, 2018, p. 45.

Every 10th woman reported that she experienced stalking since the age of 15, with the highest prevalence in Albania (13 %), followed by Serbia (11 %), Kosovo (8 %), North Macedonia (7 %) and Montenegro (6 %), and the lowest prevalence in Bosnia and Herzegovina (5 %), which is much lower than the EU average of 18 %⁽¹⁹⁾.

A total of 42 % of women reported sexual harassment since the age of 15 in Serbia, followed by 34 % of women in Albania, 31 % in Montenegro, 30 % in North Macedonia, 29 % in Kosovo and 28 % in Bosnia and Herzegovina, which is much lower than the EU average of 55 %⁽²⁰⁾.

As part of efforts to calculate the Gender Equality Index in this domain, an initiative to conduct the EU survey on gender-based violence (GBV)⁽²¹⁾ in the countries of the Western Balkans has been launched – with variable progress levels, however. Until now, Serbia and Montenegro have carried out the EU GBV survey in 2021 and 2022 respectively⁽²²⁾, North Macedonia and Kosovo are at different stages of implementation, while Bosnia and Herzegovina and Albania conducted some methodological work. In 2019, Albania

carried out a survey based on the UN Women and United Nations Development Programme methodology and is currently in the process of assessing additional indicators from the EU GBV survey that should be included in the upcoming second edition of the Gender Equality Index report, which is due to be published in 2023. Bosnia and Herzegovina conducted a pilot EU GBV survey on a small sample of 100 respondents and decided not to proceed with it. Serbia in the third edition and North Macedonia in the second edition of the Gender Equality Index included a set of indicators on the prevalence of VAW in the country based on the results of the 2018 OSCE-led survey on the well-being and safety of women. Montenegro also plans to add a set of available indicators on violence in their next Index report.

As the indicators on GBV vary across the region of the Western Balkans, efforts on improving data collection and the development of the domain of violence of the Gender Equality Index are under way. In parallel, EIGE plans to update the domain of violence in the next EU Gender Equality Index in 2024⁽²³⁾.

⁽¹⁹⁾ *Ibid*, p. 67.

⁽²⁰⁾ *Ibid*, p. 72.

⁽²¹⁾ EU survey on gender-based violence against women and other forms of inter-personal violence (<https://ec.europa.eu/eurostat/web/gender-based-violence/overview>).

⁽²²⁾ Data available in the Eurostat database (<https://ec.europa.eu/eurostat/web/gender-based-violence/database>).

⁽²³⁾ For more information, please read EIGE (2023), 'Strengthening data systems on violence against women in the Western Balkans and Türkiye' (<https://eige.europa.eu/publications-resources/publications/strengthening-data-systems-violence-against-women-western-balkans-and-turkiye>).

Conclusions

Since its introduction, the Gender Equality Index has been tracking the slow progress of gender equality in the EU. While equality is more pronounced in some countries than in others, it is far from being a reality for everyone in every area ⁽²⁴⁾. Countries in the region of the Western Balkans also still have a long way to go to achieve gender equality. Despite limited comparability between the countries of the Western Balkans due to the differences in indicators, sources and years to which data refer, initial insights enabled by the Gender Equality Index show that there are similar trends across the region.

Throughout all domains, the poorest performances are registered in the domains of time and money, and the highest scores are registered in the domain of health. Although it was not possible to measure progress in the domain of time, as data were available for 1 year only, it is clear that this domain represents one of the key domains in which women's resources are 'trapped' in unpaid household work and family care. This prevents them from committing more time and efforts to paid work or leisure activities, which are important for personal development and well-being. Patterns of segregation in education and the labour market are also visible across countries, persistently reflecting strong stereotypes of gender roles which 'push' women towards areas of education and activity in social services, care, arts and humanities.

Regarding the decision-making positions, the Gender Equality Index shows that countries in the region have made noticeable progress in the political power sub-domain, due to the increased representation of women in legislative and executive power at different governance levels. These positive tendencies in political power can be attributed to existing legal quotas. While the EU has a directive on quotas of 40 % for the under-represented sex in corporate boards, similar legal

requirements in the structures of economic power are absent in the Western Balkans; this leads to lower achievements in the sub-domain of economic power. Achievements in some countries are even lower in terms of the indicators of social power.

Particular attention should be given to the high prevalence of different forms of violence against women in the region. This is one of the most widespread violations of human rights, which significantly affects women's well-being, autonomy and access to opportunities and solidifies the power imbalance between women and men.

In comparison to the EU, the smallest gaps – or often even better results than some of the EU Member States – are attributed to the EU candidate countries and a potential candidate in the domain of power. This is particularly due to the high scores in the sub-domain of political power, which could be attributed to the introduction of legal electoral quotas. In the meantime, the biggest gaps between the Western Balkans and the EU are found in the domain of money, which can be attributed to the much lower average income levels than in EU Member States.

Exchanging experiences and learning from countries that have good results in specific sub-domains or that have made good progress in recent years could provide a great opportunity to generate synergies in the region. This could potentially increase motivation, commitment and performance in all areas of equality between women and men in these countries and on their path towards EU accession. The findings from the Gender Equality Index comparison provide good grounds for peer-to-peer and mutual learning, the exchange of good practices and strengthened cooperation, which should continue throughout the years and as upcoming Indexes for the region are released.

⁽²⁴⁾ EIGE (2022), 'Gender Equality Index 2022: the COVID-19 pandemic and care' (<https://eige.europa.eu/publications-resources/publications/gender-equality-index-2022-covid-19-pandemic-and-care>).

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Annexes

Annex 1. List of indicators of the Gender Equality Index for the Western Balkans, sources and reference year of data

Domain	Sub-domain	Indicator and reference population	AL	BH	MK	MN	RS	XK
WORK	PARTICIPATION	Full-time equivalent employment rate (% , 15+ population)	LFS, 2018	LFS, 2020	LFS, 2019	LFS, 2017	LFS, 2018	LFS, 2018
		Duration of working life (years, 15+ population)	LFS, 2018	LFS, 2020	LFS, 2019	LFS, 2017	LFS, 2018	LFS, 2018
	SEGREGATION AND QUALITY OF WORK	Employed people in Education, Human Health and Social Work activities (% , 15+ employed)	LFS, 2018	-	LFS, 2019	LFS, 2017	LFS, 2018	LFS, 2018
		Ability to take an hour or two off during working hours to take care of personal or family matters (% , 15+ workers)	LFS, 2018	-	EWCS, 2015	EWCS, 2015	EWCS, 2015	-
		Career Prospects Index (points, 0-100)	EWCS, 2015	-	EWCS, 2015	EWCS, 2015	EWCS, 2015	-
MONEY	FINANCIAL RESOURCES	Mean monthly earnings (purchasing power standard, working population)	SES, 2018	-	Survey on Income Structure, 2018	MONSTAT, SES, 2014	SES, 2018	SILC, 2018
		Mean equivalised net income (purchasing power standard, 16+ population)	SILC, 2017	-	SILC, 2019	SILC, 2017	SILC, 2018	SILC, 2018
	ECONOMIC SITUATION	Not-at-risk-of-poverty, \geq 60 % of median income (% , 16+ population)	SILC, 2017	-	SILC, 2019	SILC, 2017	SILC, 2018	SILC, 2018
		S20/S80 income quintile share (16+ population)	SILC, 2017	-	SILC, 2019	SILC, 2017	SILC, 2018	SILC, 2018

Domain	Sub-domain	Indicator and reference population	AL	BH	MK	MN	RS	XK
KNOWLEDGE	ATTAINMENT AND PARTICIPATION	Graduates of tertiary education (% , 15+ population)	LFS, 2018	LFS, 2020	LFS, 2019	LFS, 2017	LFS, 2018	LFS, 2018
		People participating in formal or non-formal education and training (% , 15+ population)	LFS, 2018	LFS, 2020	LFS, 2019	LFS, 2017	LFS, 2018	LFS, 2018
	SEGREGATION	Tertiary students in the fields of Education, Health and Welfare, Humanities and Art (tertiary students) (% , 15+ population)	Ministry of education, sports and youth 2018/2019	Education Statistics, BHAS	LFS, 2019	MONSTAT, Higher education statistics, 2017	SORS, Education Statistics, 2018	KAS, 2018
TIME	CARE ACTIVITIES	People caring for and educating their children or grandchildren, elderly or people with disabilities, every day (% , 18+ population)	EQLS, 2016	-	EQLS, 2016	EQLS, 2016	EQLS, 2016	-
		People doing cooking and/or housework, every day (% , 18+ population)	EQLS, 2016	-	EQLS, 2016	EQLS, 2016	EQLS, 2016	-
	SOCIAL ACTIVITIES	Workers doing sporting, cultural or leisure activities outside of their home, at least daily or several times a week (% , 15+ workers)	EWCS, 2015	-	EWCS, 2015	EWCS, 2015	EWCS, 2015	-
		Workers involved in voluntary or charitable activities, at least once a month (% , 15+ workers)	EWCS, 2015	-	EWCS, 2015	EWCS, 2015	EWCS, 2015	-
POWER	POLITICAL	Share of ministers (% W, M)	Prime Minister's Office 2016-2018	EIGE WMID ⁽²⁵⁾ database, 2019, 2020, 2021	EIGE WMID database, 2018, 2019, 2020	EIGE WMID database, 2015, 2016, 2017	EIGE WMID database, 2017, 2018, 2019	EIGE WMID database, 2016, 2017, 2018
		Share of members of parliament (% W, M)	National Parliament of Albania 2016-2018	EIGE WMID ⁽²⁶⁾ database, 2019, 2020, 2021	EIGE WMID database, 2018, 2019, 2020	EIGE WMID database, 2015, 2016, 2017	EIGE WMID database, 2017, 2018, 2019	EIGE WMID database, 2016, 2017, 2018
		Share of members of regional assemblies (% W, M)	Central Election Office 2015-2017	EIGE WMID ⁽²⁷⁾ database, 2019, 2020, 2021	EIGE WMID database, 2018, 2019, 2020	EIGE WMID database, 2015, 2016, 2017	EIGE WMID database, 2017, 2018, 2019	EIGE WMID database, 2018

⁽²⁵⁾ Data refer to the Council of Ministers of Bosnia and Herzegovina and include ministers and deputy ministers.

⁽²⁶⁾ Data refer to the Bosnia and Herzegovina Parliament's House of Representatives and House of Peoples.

⁽²⁷⁾ Data refer to the FBiH Parliament's House of Representatives and RS People's Assembly and local councils (only for the year 2000).

Domain	Sub-domain	Indicator and reference population	AL	BH	MK	MN	RS	XK
POWER	ECONOMIC	Share of members of boards in largest quoted companies, supervisory board or board of directors (% W, M)	Women in Boards and Senior positions in Companies survey 2016 ⁽²⁸⁾	EIGE WMID ⁽²⁹⁾ database, 2019, 2020, 2021	EIGE WMID database, 2018, 2019, 2020	EIGE WMID database, 2015, 2016, 2017	EIGE WMID database, 2017, 2018, 2019	EIGE WMID database, 2018
		Share of board members of central bank (% W, M)	Central Bank of Albania, 2016-2018	BiH Central Bank, 2019, 2020, 2021	EIGE WMID database, 2018, 2019, 2020	EIGE WMID database, 2015, 2016, 2017	EIGE WMID database, 2017, 2018, 2019	EIGE WMID database, 2018
	SOCIAL	Share of board members of research funding organisations (% W, M)	EIGE WMID database, 2018	BiH Ministry of Civil Affairs, 2019,2020,2021	EIGE WMID database, 2018, 2019, 2020	EIGE WMID database, 2015, 2016, 2017	Ministry of Education, Science and Technological Development, 2018	EIGE WMID database, 2018
		Share of board members in publicly owned broadcasting organisations (% W, M)	Radio-Television of Albania, 2016-2018	EIGE WMID ⁽³⁰⁾ database, 2019, 2020, 2021	EIGE WMID database, 2018, 2019, 2020	EIGE WMID database, 2015, 2016, 2017	EIGE WMID database, 2017, 2018, 2019	EIGE WMID database, 2016, 2017, 2018
		Share of members of highest decision-making body of the national Olympic sport organisations (% W, M)	EIGE WMID database, 2018	EIGE WMID database, 2019, 2020, 2021	SSO, 2019	EIGE WMID database, 2015, 2016, 2017	Olympic Committee of Serbia, 2018	EIGE WMID database, 2016, 2017, 2018
HEALTH	STATUS	Self-perceived health, good or very good (% 16+ population)	SILC, 2017	HBS, 2015	SILC, 2019	SILC, 2017	SILC, 2018	SILC, 2018
		Life expectancy in absolute value at birth (years)	Eurostat, 2018	HBS, 2015	SSO, 2019	MONSTAT, Demographic statistics, 2017	SORS, Vital Statistics, 2018	KAS, 2018
		Healthy life years in absolute value at birth (years)	SILC, 2017	HBS, 2015	SSO, 2019	SILC, 2017	SORS, Vital Statistics, 2018	-

⁽²⁸⁾ This indicator is different from standard one. Data come from survey on Women in Boards and Senior Positions in Companies operating in Albania, conducted in 2016, which asked enterprises for the composition of the boards by sex of the members.

⁽²⁹⁾ Data refer to the FBiH Parliament's House of Representatives and RS People's Assembly and local councils (only for the year 2000).

⁽³⁰⁾ Data refer to the BiH Public Broadcasting Service

Domain	Sub-domain	Indicator and reference population	AL	BH	MK	MN	RS	XK
HEALTH	BEHAVIOUR	People who don't smoke and are not involved in harmful drinking (% , 16+ population)	ADHS, 2017-2018	-	SSO, 2015	IPH, 2017	EHIS, 2013	-
		People doing physical activities and/or consuming fruits and vegetables (% , 16+ population)	ADHS, 2017-2018	-	SILC, 2014	SILC, 2017	EHIS, 2013	-
	ACCESS	Population without unmet needs for medical examination (% , 16+ population)	SILC, 2017	HBS, 2015	SILC, 2019	SILC, 2017	SILC, 2018	SILC, 2018
		People without unmet needs for dental examination (% , 16+ population)	SILC, 2017	HBS, 2015	SILC, 2019	SILC, 2017	SILC, 2018	SILC, 2018

Annex 2. Scores of the Gender Equality Index for the Western Balkans

Index release	Reference year (main)	Country	Gender Equality Index	WORK	Participation	Segregation and quality of work	MONEY	Financial resources	Economic situation	KNOWLEDGE	Attainment and participation	Segregation	TIME	Care activities	Social activities	POWER	Political	Economic	Social	HEALTH	Status	Behaviour	Access
2020	2018	AL	60.4	67.6	78.3	58.4	59.6	44.6	79.6	55.6	55.3	56	48.1	48.5	47.8	60.9	71.7	74.5	42.3	81.8	91.6	67.0	89.1
2022	2020	BA	-	-	62.8	-	-	-	-	58.7	54.9	62.9	-	-	-	51.2	40.8	64.1	51.3	-	89.8	-	97.7
2019	2017	ME	55.0	65.2	75.2	56.6	59.7	46.3	76.9	55.1	63.0	48.2	52.7	49.4	56.2	35.1	44.7	31.8	30.5	86.9	87.4	81.1	92.5
2019	2015	MK	62.0	69.4	68.2	70.7	62.1	46.7	82.7	59.6	59.1	60.0	55.8	56.4	55.2	52.6	50.1	44.6	65.2	87.1	93.3	72.8	97.2
2023	2019	MK	64.5	70.7	71.2	70.3	64.3	48.5	85.4	62.4	60.5	64.4	55.8	56.4	55.2	58.6	56.8	51.1	59.2	87.2	93.0	72.8	97.9
2016	2014	RS	52.4	67.3	72.3	62.6	59.1	47.5	73.6	56.9	60.1	54.0	48.7	56.6	41.9	28.0	46.8	46.2	10.2	83.4	87.5	72.3	91.6
2018	2016	RS	55.8	68.2	74.9	62.2	60.2	49.1	73.8	57.3	61.1	53.7	48.7	56.6	41.9	37.3	55.5	44.8	20.8	84.0	88.0	72.3	93.3
2021	2018	RS	58.0	69.4	77.0	62.5	59.7	47.7	74.8	56.0	60.2	52.1	48.7	56.6	41.9	46.5	60.7	43.0	38.5	84.1	88.3	72.3	93.1
	2018	XK	-	-	-	-	55.5	46.0	66.9	49.7	55.5	44.4	-	-	-	34.1	49.5	15.2	52.5	-	-	-	95.1
2022	2020	EU-27	68.6	71.7	81.1	63.3	82.6	77.2	88.3	62.5	72.1	54.1	64.9	69.1	61.0	57.2	60.2	52.1	59.9	88.7	91.9	77.8	97.6

Note: Comparison should be approached with caution because data for different countries and for the EU are not harmonised fully in terms of the years to which data refer and in terms of individual indicators and their data sources.

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