

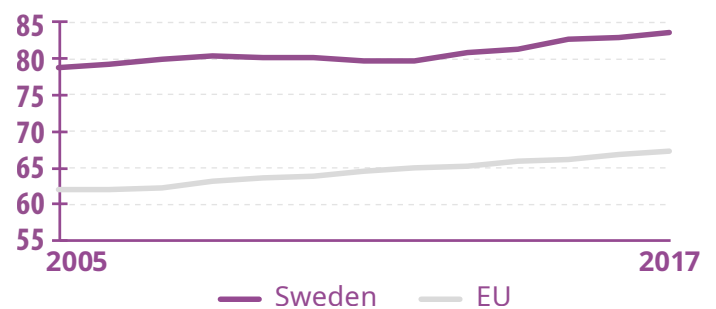
Gender Equality Index 2019: Sweden

With **83.6 out of 100 points**, Sweden ranks first in the EU on the Gender Equality Index. Between 2005 and 2017, Sweden's score increased by 4.8 points (+ 1 point since 2015) and it is 16.2 points above the EU's score. Despite slower progress towards gender equality than other EU Member States, Sweden has maintained its rank since 2005.

Sweden's scores are the highest in the domains of health (94.7 points) and time (90.1 points). Gender inequalities are most pronounced in the domain of knowledge (73.8 points). Between 2005 and 2017, its scores improved in all domains. Greatest improvements are in the domains of power (+ 9.3 points) and knowledge (+ 5.7 points). Sweden's progress was slowest in the domains of time (+ 0.5 points) and money (+ 2.7 points).

Between 2005 and 2017, Sweden improved its Index scores. Throughout this period, Sweden's scores were higher than the EU's, but improved more slowly. The gap between Sweden and the EU has decreased over time.

The gap has narrowed between Sweden and the EU average

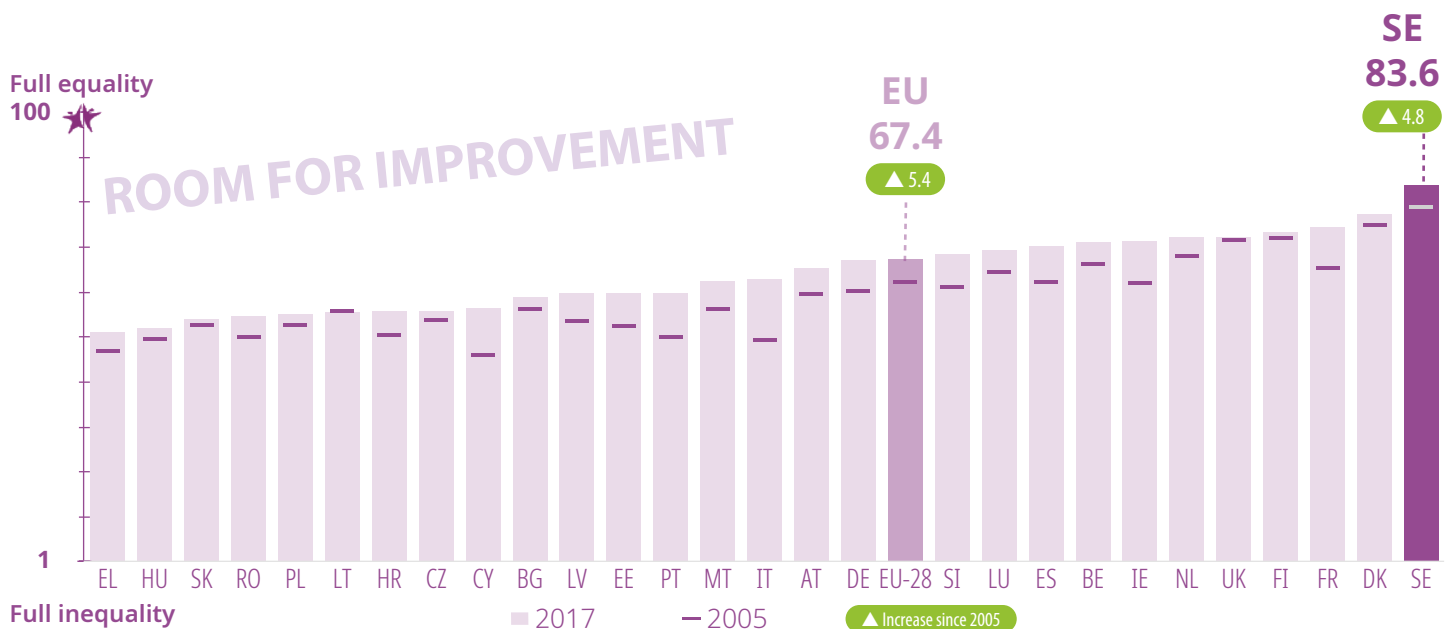


Each year we score EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality.

The scores are based on the gaps between women and men and levels of achievement in six core domains: work, money, knowledge, time, power and health. Two additional domains are integrated into the Index but do not have an impact on the final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence.

In addition to providing a snapshot into the Index scores, the Gender Equality Index 2019 includes a thematic focus on work-life balance.

Gender Equality Index scores for EU Member States, 2005 and 2017



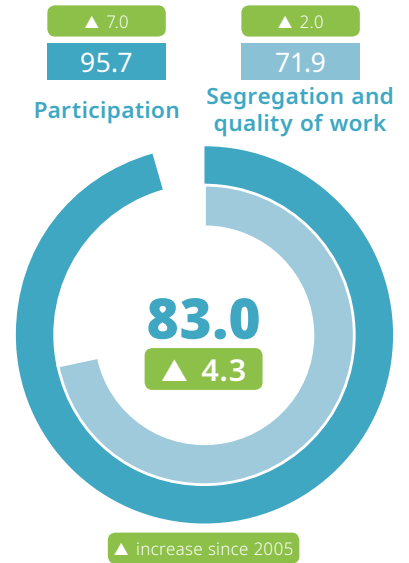


Work

Sweden's score in the domain of work is 83.0, showing progress of 4.3 points since 2005 (+ 0.4 points since 2015), with increased participation of women and men in employment. Sweden ranks first in the domain of work in the EU.

The employment rate (of people aged 20-64) is 80 % for women and 85 % for men. With the overall employment rate of 83 %, Sweden has reached its national EU 2020 employment target of 80 %. The full-time equivalent (FTE) employment rate rose from 48 % to 59 % for women and from 59 % to 66 % for men between 2005 and 2017, narrowing the gender gap (from 12 percentage points (p.p.) to 8 p.p.). The gap is wider between women and men in couples with children (13 p.p.) whereas there is no gap between women and men in couples without children. Around 36 % of women work part-time, compared to 16 % of men. On average, women work 35 hours per week and men 38.

The uneven concentration of women and men in different sectors of the labour market remains an issue: 43 % of women work in education, health and social work, compared to 12 % of men. Fewer women (8 %) than men (36 %) work in science, technology, engineering and mathematics (STEM) occupations.



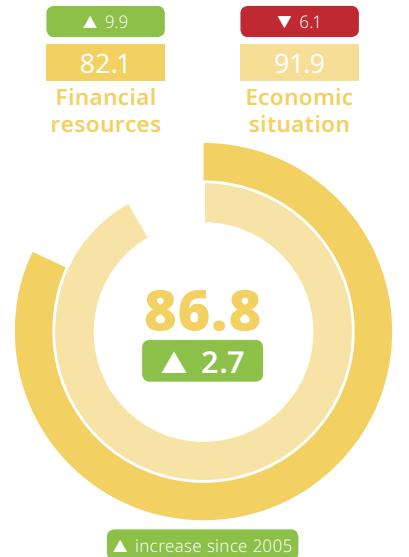
Money

Sweden's score in the domain of money is 86.8, showing progress of 2.7 points since 2005 (- 0.7 points since 2015), with improvements in the financial situations of women and men but increased poverty and inequalities in the distribution of wealth. Sweden ranks fifth in the EU in the domain of money.

Although mean monthly earnings increased for women and men (+ 18 % for both) between 2006 and 2014, the gender gap persists: women earn 15 % less than men. In couples with children, women earn 28 % less than men (24 % less for women in couples without children).

The risk of poverty increased from 2005 to 2017: 16 % of women (+ 6 p.p.) and 15 % of men (+ 6 p.p.) are at risk. People facing the highest risk of poverty are lone parents (34 %), women and men born outside Sweden (32 %) and women and men with disabilities (31 % and 34 %).

Inequalities in income distribution increased among both women and men between 2005 and 2017. Women earn on average 87 cents for every euro a man makes per hour, resulting in a gender pay gap of 13 %. The gender pension gap is 26 %.

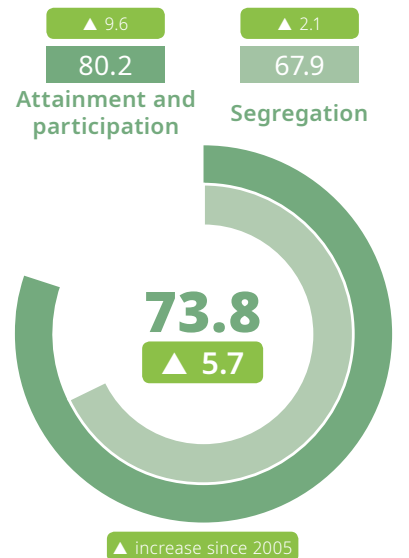


Knowledge

Sweden's score in the domain of knowledge is 73.8, showing a progress of 5.7 points since 2005 (+ 1 point since 2015). Sweden is progressing more than two times faster than the EU (+ 2.7 points) in this domain. Sweden ranks first in the domain of knowledge in the EU. There are improvements in the sub-domains of attainment and participation, and segregation.

The share of women tertiary graduates increased at a faster pace than the share of men between 2005 and 2017, widening the gender gap (from 8 p.p. to 11 p.p.). Around 40 % of women have tertiary degrees, compared to 29 % of men (29 % and 21 % in 2005). The gender gap is wider among lone parents (17 p.p.), between women and men in couples with children (14 p.p.) and within the 25-49 age group (14 p.p.). Sweden has met its national EU 2020 target of having 45-50 % of people aged 30-34 with tertiary education. The current rate is 52 % (with 59 % for women and 45 % for men). Participation in lifelong learning increased for both women (from 31 % to 41 %) and men (from 23 % to 29 %), between 2005 and 2017.

The uneven concentration of women and men in different study fields in tertiary education continues to be a challenge for Sweden. About 54 % of women students study education, health and welfare, or humanities and arts, compared to 30 % of men students.



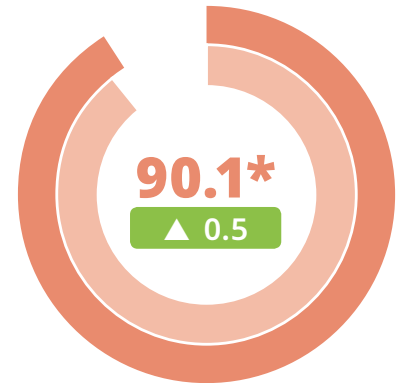
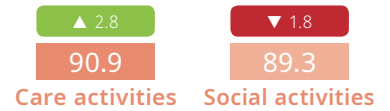


Time

Sweden's score in the domain of time has not changed since the last edition of the Index, because new data is not available. The next data update for this domain is expected in 2021. More frequent time-use data would help to track progress in this domain.

In the domain of time, Sweden's score is 90.1, well above the EU's score of 65.7. Gender inequalities have decreased in time-share for care responsibilities and have slightly increased in the sub-domain of social activities since 2005. Although women take on more family care responsibilities, the gender gap is much narrower than in any other EU Member State (3 p.p.). Overall, 30 % of women care for and educate their family members for at least one hour per day, compared to 27 % of men. These shares are higher among women (93 %) and men (86 %) in couples with children. More women (74 %) than men (56 %) cook and do housework for at least one hour every day.

A lower share of women (51 %) than men (55 %) participates in sporting, cultural and leisure activities outside the home. Similar shares of women (27 %) and men (30 %) are involved in voluntary or charitable activities.



▲ increase since 2005 ▼ decrease since 2005

* Scores not updated since 2017 edition.

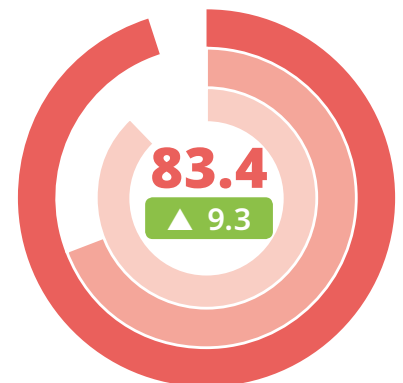


Power

Sweden's score in the domain of power is 83.4, showing progress of 9.3 points since 2005 (+ 3.9 points since 2015). It is the highest power score in the EU. Sweden's scores in all sub-domains have improved, with significant progress in economic decision-making.

The share of women ministers is 52 % in 2018, compared to 42 % in 2005. There are also slightly more women in regional assemblies (47 %). There is a slight decrease in the share of women among members of parliament (from 47 % to 46 %).

Economic power is the only sub-domain of power where Sweden's score is not the first, but second highest, in the EU. Progress in economic decision-making is driven by the share of women on the boards of the largest publicly listed companies rising from 24 % to 36 %, between 2005 and 2018. The share of women on the board of the central bank has also increased (from 30 % to 35 %) over the same time period. In the sub-domain of social power, women comprise 57 % of board members of research-funding organisations, 56 % of publicly owned broadcasting organisations, and 49 % of board members of the highest decision-making bodies of national Olympic sports organisations. This makes Sweden the most gender-equal Member State in the sub-domain of social power.



▲ increase since 2005

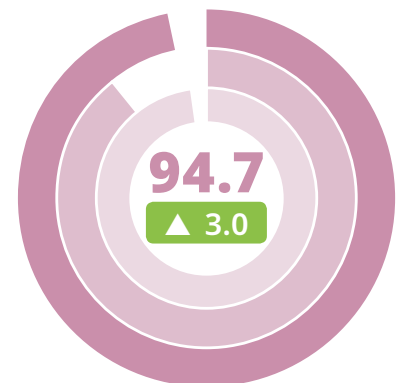


Health

Sweden's score in the domain of health is 94.7, showing progress of 3.0 points since 2005 (+ 0.6 points since 2015). There are improvements in both sub-domains of health status and access to health services (with no new data for the sub-domain of health behaviour). Sweden has the highest health score in the EU.

Self-perceptions of good health increased for women (from 73 % to 75 %) and slightly decreased for men (from 79 % to 78 %), between 2005 and 2017. Health satisfaction increases with a person's level of education and decreases in proportion to their age. The gender gap is wider between lone parents (14 p.p.), and women and men born outside of Sweden, but within the EU (12 p.p.). Both life expectancy and healthy life years increased in Sweden between 2005 and 2016. Women on average live three years longer than men (84 years compared to 81 years). Both women and men have 73 years of healthy life.

Adequate access to healthcare services has improved significantly in Sweden. Only 5 % of women and 3 % of men report unmet medical needs (compared to 16 % and 14 % in 2005). Around 3 % of women and men report unmet needs for dental examinations (compared to 13 % of both in 2005). Women and men with disabilities report higher needs for medical care (12 % and 15 %) than women and men without disabilities (6 % for both).



▲ increase since 2005

* Scores not updated since 2017 edition.



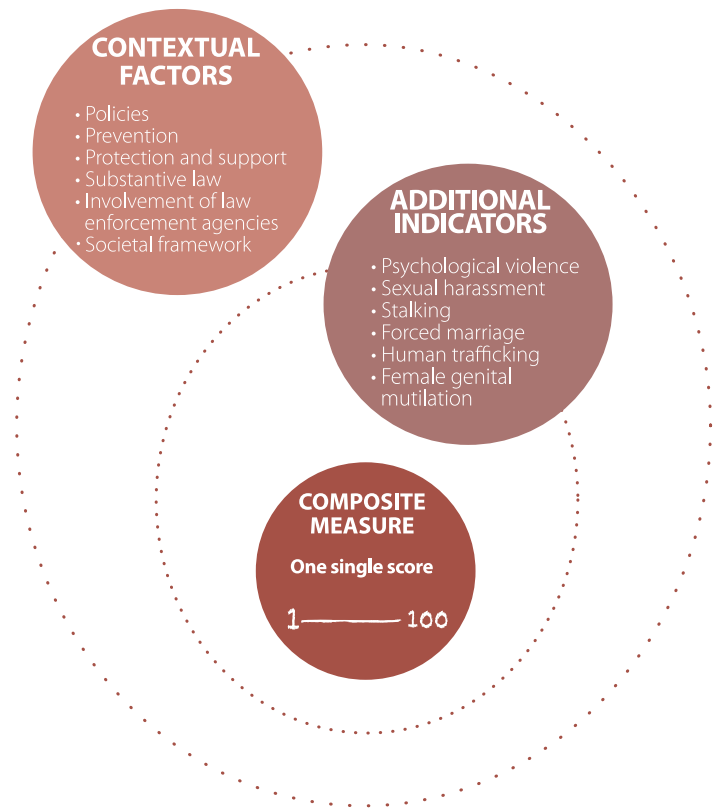
Violence

Violence against women is both a consequence and cause of persisting gender inequalities in the areas of work, health, money, power, knowledge and time. In contrast to other domains, the domain of violence does not measure differences between women's and men's situations but examines women's experiences of violence. For this reason, the domain of violence is not captured in the calculations of the Gender Equality Index. Instead, it is calculated as a separate composite measure of three aspects: prevalence, severity and disclosure of violence against women. The calculation of scores relied on the 2014 European Union Agency for Fundamental Rights survey data results. No EU-wide survey on gender-based violence has been carried out since then. Until the completion of the next survey, the scores cannot be updated.

Sweden signed and ratified the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) in July 2014.

The domain of violence presents updated data on three additional indicators to help monitor femicide, female genital mutilation and trafficking in human beings. However, not all Member States collect such data and improvements in data collection are necessary.

Sweden does not provide data on women victims of intentional homicide by an intimate partner or family member. EIGE's estimates show that 3 % to 19 % of 54 409 girls (in the resident migrant population) are at risk of female genital mutilation. Statistics on trafficking in human beings are gathered and reported. There were three registered women victims of trafficking in human beings in 2016. Comparable data, disaggregated by sex,



is essential to the development of EU-wide strategies on preventing and eliminating violence against women across Member States.



Thematic focus on work-life balance

Gender Equality Index 2019 focuses on work-life balance — an issue of high political importance in the EU. In addition to work-life balance related indicators captured by the Index (e.g. in the domains of work, time and knowledge), the thematic focus presents additional indicators — a work-life balance scoreboard (WLB scoreboard). The WLB scoreboard cuts across three broad areas: paid work, unpaid work (care) and education and training. It presents 15 indicators in six specific areas of concern: parental leave policies; caring for children and childcare services; informal care for older persons and persons with disabilities and long-term care services; transport and infrastructure; flexible working arrangements; and lifelong learning.

Parental leave policies

Parental leave helps parents balance their caring duties and work life. However, it is often unavailable to potential parents as their eligibility might be dependent on criteria such as whether a person is in paid work; if they are an employee or self-employed; the sector in which they work; the length of service; or leave might not be accessible to same-sex couples or migrants. Changes in the labour market, such as the spread of atypical forms of employment (e.g. temporary contracts and on-demand work, bogus self-employment,

voucher-based work) have increased concerns about parents' access to leave, especially in cases where it is based on definitions of traditional standard employment.

In 2016, all women and men potential parents, aged 20-49, were eligible for parental leave in Sweden. In contrast to most of the EU countries, eligibility for parental leave is not constrained by employment status, duration or type of employment. Same-sex couples are also eligible for parental leave in Sweden.

Informal childcare and childcare services

As the number of dual-earning and single-parent families grows, new needs for childcare services appear. High-quality, available, accessible and affordable childcare services are essential to allow parents to stay in or join the labour market and reduce the gender gap in employment.

In Sweden, 51 % of all informal carers of children are women. Overall, 52 % of women and 55 % of men are involved in caring for or educating their children or grandchildren at least several times a week. Compared to the EU average (56 % of women and 50 % of men), slightly fewer women and more men are involved in caring for or educating their children or grandchildren in Sweden. The gender gaps are wider within the 50-64 age group (22 % and 39 %) and between women and men working in the public sector (67 % and 75 %).

Sweden has reached both Barcelona targets to have at least 33 % of children below the age of three and 90 % of children between the age of three and school age in childcare. Overall, 53 % of children below the age of three are under some form of formal care arrangements, and 37 % of children this age are in formal childcare for at least 30 hours a week. Formal childcare is provided for 98 % of children from age three to the minimum compulsory school age (78 % are in formal childcare for at least 30 hours a week), which is the second highest coverage in the EU. Around 7 % of households report unmet needs for formal childcare services in Sweden. Lone mothers are more likely to report higher unmet needs for formal childcare services (13 %), compared to couples with children (6 %).

Informal care for older persons and persons with disabilities and long-term care services

Available, accessible, and affordable care services and infrastructure are crucial if people with caring responsibilities are to maintain a healthy balance between their care duties and work life. This is especially relevant for women, who are often more engaged than men in both formal and informal care of older persons and/or persons with disabilities. In light of emerging demographic trends, such as ageing societies, lower birth rates and consequently the decline of the working age population, the need for formal and informal long-term care services becomes more important than ever.

Most informal carers for older persons and/or persons with disabilities in Sweden are women (51 %). The shares of women and men involved in informal care of older persons and/or people with disabilities several days a week or every day are 6 % and 5 %. The proportion of women involved in in-

formal care is 9 p.p. lower than the EU average, while the involvement of men is 5 p.p. lower. About 8 % of women and 5 % of men aged 50-64 take care of older persons and/or persons with disabilities, in comparison to 3 % of women and 4 % of men in the 20-49 age group. Around 40 % of women carers for older persons and/or persons with disabilities are employed, compared to 66 % of men combining care with professional responsibilities. There are also fewer women than men informal carers working in the EU. But the gender gap is wider in Sweden than in the EU (26 p.p. compared to 14 p.p. for the EU). In the 50-64 age group, 42 % of women informal carers work, compared to 100 % of men. Around 12 % of women and men in Sweden report unmet needs for professional home care services, which is the lowest percentage in the EU.

Transport and infrastructure

Access to affordable and quality public infrastructure, such as care and educational facilities, health services and transportation, impacts women's and men's opportunities to balance paid work with other activities. The uneven division of caring duties and household tasks between women and men influences the ways in which they use or need certain types of transport and infrastructure. Time spent commuting is a good indication of whether existing public infrastructure helps or hinders women and men in juggling their everyday activities.

In Sweden, men spend slightly more time commuting to and from work than women (around 53 minutes per day for men

and 47 minutes for women). In couples with children, women commute 3 minutes more than men, while in couples without children men travel 13 minutes more than women. Single women travel around 48 minutes per day compared to 53 minutes per day for single men. Women working part-time travel 45 minutes from home to work and back, while men commute 40 minutes, compared to 48 minutes for women and 56 minutes for men working full-time.

Generally, men are more likely to travel directly to and from work, whereas women make more multi-purpose trips, to fit in other activities such as school drop-offs or grocery shopping.

Flexible working arrangements

Flexible working arrangements, such as opportunities to transition between part-time and full-time work, flexibility in working hours and remote work, typically give employees a greater ability to control how much, when and where they can work. If carefully designed, keeping in mind the different needs of women and men, flexible working arrangements can make it easier to balance work and family life. They can support people with caring responsibilities to enter the labour market, as full-time employees.

Around one third of women (35 %) and men (34 %) have no control over their working time arrangements. Access

to flexible working arrangements is higher in Sweden than in the EU, where 57 % of women and 54 % of men have no possibility to change their working time arrangements. Around one third of women in the private (33 %) and the public (36 %) sectors, and 34 % of men in both sectors, have no control over their working time arrangements.

Even though there are more women than men working part-time in Sweden, fewer women (24 %) than men (40 %) part-time workers transitioned to full-time work in 2017. The gender gap is wider than in the EU, where 14 % of women and 28 % of men moved from part-time to full-time work.

Lifelong learning

Constant advances in technology require workers to continuously upskill and stay up to date with new developments and technologies over the course of their careers. Lifelong learning is a catalyst for gender equality as it gives women and men greater choice in their work options and more opportunities to achieve their full potential. Insufficient financial resources and time-related barriers such as conflicts with work schedules and/or family responsibilities can prevent access to lifelong learning for both women and men. Lifelong learning can help women re-enter the labour market after career breaks due to care responsibilities.

Sweden has the highest participation rate in lifelong learning (30 %) in the EU. At the same time, Sweden has the widest gender gap among Member States (14 p.p.). Women

(aged 25-64) are more likely to participate in education and training than men regardless of their employment status. Around 38 % of women employees participate in education and training, compared to 23 % of men employees. Conflicts with work schedules are a greater barrier to participation in lifelong learning for men (35 %) than for women (32 %). Family responsibilities are reported as a barrier to engagement in education and training for 33 % of women compared to 24 % of men. Both work schedules and family responsibilities are less of an obstacle for participation in lifelong learning in Sweden than in the EU overall. In the EU, 38 % of women and 43 % of men report their work schedule as an obstacle, and 40 % of women and 24 % of men report that family responsibilities hinder participation in lifelong learning.

Read more about the Gender Equality Index at <http://eige.europa.eu/gender-equality-index>

European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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