

SOCIOECONOMIC EMPOWERMENT OF WOMEN IN EUROPEAN UNION COUNTRIES

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One of the main topics of discussion today is women's empowerment. The Human Development Reports of the United Nations Organization analyzes this topic by using three dimensions: reproductive health and family planning, violence against girls and women, and socioeconomic empowerment. In this paper we will talk about the socioeconomic empowerment of women's in EU Countries.

Key words: *women's empowerment, HDR 2020, share of female graduates, HDI rank*

1. INTRODUCTION

According to the World Vision Organization, women empowerment can be defined as: promoting women's sense of self-worth, their ability to determine their own choices, and their right to influence social change for themselves and others.

In the Human development Report 2020: The next frontier: Human development and the Anthropocene we can find the data for women's empowerment in Dashboard 3.

The Sustainable Development Goal no 5 (Gender equality) and Sustainable Development Goal no 1 (No poverty) have as one of the components the Socioeconomic empowerment of the women's,

with the following 5 indicators: female share of graduates in science, technology, engineering and mathematics programmes at tertiary level; share of graduates from science, technology, engineering and mathematics programmes in tertiary education who are female; female share of employment in senior and middle management; women with account at financial institution or with mobile money-service provider; and mandatory paid maternity leave. We will present those indicators for the EU member countries.

The Human Development Index for the above mentioned countries, alongside the country codes are presented in Table 1, Table 2 and Table 3.

Table 1. HDI for AT-EL

HDI rank	18	14	56	33	27	6	10	29	32
Country	Austria	Belgium	Bulgaria	Cyprus	Czechia	Germany	Denmark	Estonia	Greece
Code	AT	BE	BG	CY	CZ	DE	DK	EE	EL

Table 2. HDI for ES-LU

HDI rank	25	11	26	43	40	2	29	34	23
Country	Spain	Finland	France	Croatia	Hungary	Ireland	Italy	Lithuania	Luxembourg
Code	ES	FI	FR	HR	HU	IE	IT	LT	LU

Table 3. HDI for LV-SK

HDI rank	37	28	8	35	38	49	7	22	39
Country	Latvia	Malta	Netherlands	Poland	Portugal	Romania	Sweden	Slovenia	Slovakia
Code	LV	MT	NL	PL	PT	RO	SE	SI	SK

2. METHODS

2.1. The first indicator

For each of the 5 indicators we synthesized the data in intervals in the following tables.

According to the HDR 2020, the share of graduates in science, technology, engineering and mathematics programmes at tertiary level, female is the *share of female tertiary graduates in science, technology, engineering and mathematics programmes among all female tertiary graduates*.

This indicator (Table 4) is less than 10.5% in Belgium (7.5% - minimum value), Netherlands

(8.7%), Cyprus (8.9%), Luxembourg (9.5%), Latvia (10.2%), and Malta (10.3%).

This share is between 10.5% and 15.5% in Slovakia (11.9%), Hungary (12.2%), Lithuania (12.3%), Finland (12.4%), Spain (12.4%), Bulgaria (12.5%), Denmark (12.7%), Czechia (13.9%), Ireland 14.1%), Austria (14.3%), Slovenia (14.5%), France (14.5%), and Poland (15.3%).

The highest shares, between 15.5% and 20.5% are in Sweden (15.7%), Italy (15.7%), Estonia (17.5%), Croatia (17.6%), Portugal (19%), Germany (19.2%), Greece (20.2%), and the maximum value is in Romania (20.3%).

Table 4. Female share of graduates in science, technology, engineering and mathematics programmes at tertiary level

Share of graduates in science, technology, engineering and mathematics programmes at tertiary level, female	Countries	No of countries
5.5-10.5	MT,LV,LU,CY,NL,BE	6
10.5-15.5	PL,FR,SI,AT,IE,CZ,DK, BG,ES,FI,LT,HU,SK	13
15.5 – 20.5	RO,EL,DE,PT,HR,EE,IT,SE	8

2.2. The second indicator

Concerning the share of graduates from science, technology, engineering and mathematics programmes in tertiary education who are female we have the synthesized data in Table 5.

According to the HDR 2020, this indicator is the *share of female tertiary graduates in science, technology, engineering and mathematics programmes among all female tertiary graduates*.

This share is less than 31.5% in: Belgium (25.8% - minimum value), Austria (25.9%), Finland (27.4%),

Germany (27.6%), Luxembourg (27.6%), Malta (27.8%), Ireland (29%), Netherlands (29.3%), Spain (29.6%), Lithuania (29.6%), and Latvia (31.1%).

The majority of EU countries have this share between 31.5% and 38.5%: Hungary (31.7%), France (31.8%), Slovenia (33.3%), Denmark (34.2%), Slovakia (35.2%), Sweden (35.5%), Czechia (35.6%), Bulgaria (36.9%), Portugal (37.8%), Cyprus (38.3%), and Estonia (38.4%).

The highest shares, between 38.5% and 43.5% are in Croatia (38.9%), Italy (39.5%), Greece (40.1%), Romania (41.2%), and the maximum value in Poland (43.4%).

Table 5. Share of graduates from science, technology, engineering and mathematics programmes in tertiary education who are female

Share of graduates from science, technology, engineering and mathematics programmes in tertiary education who are female	Countries	No of countries
25.5-31.5	LV,LT,ES,NL,IE,MT,LU,DE,FI,AT,BE	11
31.5-38.5	EE,CY,PT,BG,CZ,SE,SK,DK,SI,FR,HU	11
38.5-43.5	PL,RO,EL,IT,HR	5

2.3. The third indicator

The third indicator is the female share of employment in senior and middle management – *the proportion of women in total employment in senior and middle management*, according to the HDR 2020.

This share (Table 6) is less than 28.5% in: Luxembourg (17.9% - minimum value), Italy (23.3%), Croatia (24.3%), Netherlands (26%), Czechia (26.6%), Denmark (26.65), and Cyprus (27%).

With this share between 28.5% and 35.5% are: Germany (28.6%), Greece (29.8%), Malta (30%), Ireland (31.3%), Belgium (31.9%), Austria (32%), Slovakia (33.3%), Spain (33.7%), Romania (34.2%), France (34.2%), and Estonia (35.1%).

With a share of more than 35.5% are: Hungary (35.9%), Finland (36.8%), Portugal (37%), Lithuania (38.6%), Bulgaria (39.3%), Slovenia (40.5%), Poland (41.2%), Sweden (41.9%), and Latvia (43.5% - maximum value).

Table 6. Female share of employment in senior and middle management

Female share of employment in senior and middle management	Countries	No of countries
17.5-28.5	CY,DK,CZ,NL,HR,IT,LU	7
28.5-35.5	EE,FR,RO,ES,SK,AT,BE,IE,MT,EL,DE	11
35.5-45.5	LV,SE,PL,SI,BG,LT,PT,FI,HU	9

2.4. The fourth indicator

The fourth indicator is the share of women with account at financial institution or with mobile money-service provider (Table 7) – *the percentage of women ages 15 and older who report having an account alone or jointly with someone else at a bank or other type of financial institution or who report personally using a mobile money service in the past 12 months*, according to the HDR 2020.

This indicator is the lowest in: Romania (53.6% - minimum value), Hungary (72.2%), Bulgaria (73.6%), and Czechia (78.6%).

Between 80% and 90% are: Lithuania (81%), Croatia (82.7%), Slovakia (83.1%), Greece (84.5%), Poland (88%), and Cyprus (90%).

The majority of the EU countries have at this share more than 90%: Portugal (90.6%), France (91.3%), Italy (91.6%), Spain (91.6%), Latvia (92.5%), Ireland (95.3%), Slovenia (96.9%), Malta (97%), Luxembourg (98.2%), Estonia (98.4%), Austria (98.4%), Belgium (98.8%), Germany (99.2%), Finland (99.6%), Netherlands (99.8%), Sweden (100%), and Denmark (100%)

2.5. The fifth indicator

The last indicator (Table 8) is mandatory paid maternity leave. According to the HDR 2020, this is the *mandatory minimum number of calendar days that legally must be paid by the government, the employer or both. It refers to leave related to the birth of a child that is available only to the mother; it does not cover parental leave that is available to both parents.*

Less than 110 days have the women from: Germany (98 days), Slovenia and Belgium (105 days).

112 days of mandatory paid maternity leave we have in Netherlands, Latvia, Luxembourg, France, Spain, and Austria and 119 in Greece.

In Romania, Malta, Lithuania, Denmark, and Cyprus we have 126 days of mandatory paid maternity leave. Poland and Estonia have 140

Table 7. Women with account at financial institution or with mobile money-service provider

Women with account at financial institution or with mobile money-service provider	Countries	No of countries
50-80	CZ,BG,HU,RO	4
80-90	CY,PL,EL,SK,HR,LT	6
90-100	DK,SE,NL,FI,DE,BE,AT,EE,LU,MT,SI,IE,LV,ES,IT,FR,PT	17

days, and Finland 147 days. More than 150 days are in: Italy, Hungary, Ireland, Czechia, Croatia, Slovakia, and Bulgaria (410 days – maximum value).

tertiary education who are female; the female share of employment in senior and middle management; the women with account at financial institution or with mobile money-

Table 8. Mandatory paid maternity leave

Mandatory paid maternity leave	Countries	No of countries
Less than 110	BE,SI,DE	3
110-120	EL,AT,ES,FR,LU,LV,NL	7
120-130	CY,DK,LT,MT,RO	5
130-140	EE,PL	2
140-150	IT,FI	2
More than 150	BG,SK,HR,CZ,IE,HU	8

3. CONCLUSIONS

Gender equality is a very sensitive subject of discussion that is why the United Nations has propose it as the Sustainable Development Goal no 5 worldwide. The Socioeconomic empowerment of the women's is very important not only in the countries with medium and low human development, but also in the ones with high and very high human development.

The female share of graduates in science, technology, engineering and mathematics programmes at tertiary level; the share of graduates from science, technology, engineering and mathematics programmes in

service provider; and the mandatory paid maternity leave are indicators that demonstrate that the womens are having an important role in the society, but the way to obtain the gender equality is very long.

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