

Gender Empowerment Measure (GEM)

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Values of the GEM and its components for selected countries, 2001¹

	Slovenia	Iceland	Austria	Portugal	Slovakia
GEM	0.582	0.847	0.782	0.647	0.598
Rank in the world	27	1	7	21	24
Members of Parliament (as a % of total)	12.2	34.9	30.6	19.1	19.3
Senior officials and managers (as a % of total)	31	31	29	32	31
Technicians and associate professionals (as a % of total)	54	55	48	50	61
Income of (all) women relative to income of (all) men, estimates	0.62	0.63	0.50	0.53	0.65

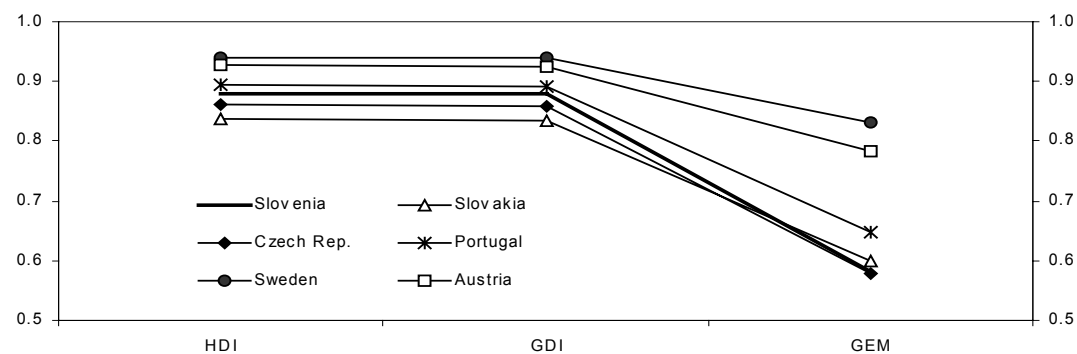
Source of data: (2003) *Human Development Report 2003*. Oxford, New York: Oxford University Press, UNDP.
Note: ¹ data are published with a two-year delay.

The *gender-related development index* (GDI; see SEM 3/2003:21) and the *gender empowerment measure* (GEM), which measures (to a limited extent) women's active participation in the public sphere, are development indices that may help determine the place of women in society. The GEM measures (in)equality in opportunities in three areas: representation and participation of women in politics (measured by the share of women in parliament); employment and the power of decision-making (measured by the share of women in senior and executive positions and the share of women in technical and associated professions); and use of economic resources. The **calculation method** is similar to that of the GDI (a formula is used that measures deviation from equality). The components of the GEM are calculated by means of the average weighted by the share of each gender in the total population. The GEM, like the other development indices, displays values at an interval of [0,1], while its total value shows the differences in empowerment between women and men. A value of 1 indicates that women and men are equally empowered, while the shares of men and women are equal in all key indicators.

Comparisons with other development indicators show that countries invariably achieve (much) lower values in their GEMs than other indicators (see graph). In **2001**, none of the 70 countries recorded a value higher than 0.90. Only five countries exceeded a value of 0.80, while many countries had values lower than 0.50 (33%). The situation in these countries has practically not changed for years, and the measured indicators suggest that they have made less than half of the development path of highest-ranking countries. The results, however, cannot be interpreted without taking into account their contextual determinants such as social and historical processes and the organisation of social institutions. On the basis of the given indicators we can draw a rough conclusion that women most actively participate in the public sphere in Scandinavian countries (first-ranking Iceland, Sweden and Norway), while **Slovenia** is placed in the upper half of the GEM ranking. Slovenia was **ranked 27th** out of 70 countries in 2001, with a value of 0.582, which fell (albeit marginally) for the first time in the last ten years. Slovakia, Poland and Singapore are placed just ahead of Slovenia, while Latvia and Italy are placed right below. Portugal, which Slovenia resembles in other development indices, is also ranked higher.

Slovenia's main weaknesses are the absence of women from senior and executive positions and the small share of women actively engaged in politics. Even though women represent half of all voters, they can hardly be referred to as political subjects or agents because they have almost disappeared from the government and parliament since Slovenia created these institutions after gaining independence. There are only 12.2% of women in the Slovenian parliament compared to 31% in the European Parliament, the world average of 15% and the average of 14% in the accession countries. Slovenia is also outperformed as regards the share of women who break through the 'glass ceiling' (an invisible barrier preventing women from rising to the top jobs which is the result of complicated organisational structures). Some of these countries are Poland, Hungary, Estonia, Costa Rica, Uruguay etc. Women have less-paid and lower-ranking jobs in the hierarchical structure than men (segregation by gender) which, in turn, reduces their opportunities to exercise influence and power (see table). As regards the ratio of women's to men's income, which is an important component of the GEM, Slovenia is still ahead of many countries because this ratio has been relatively high for several years now.

Graph: Relationships between individual development indices in selected countries, 2001



Source of data: (2003) *Human Development Report 2003*. Oxford, New York: Oxford University Press, UNDP.