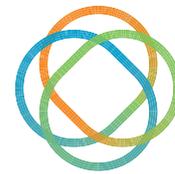


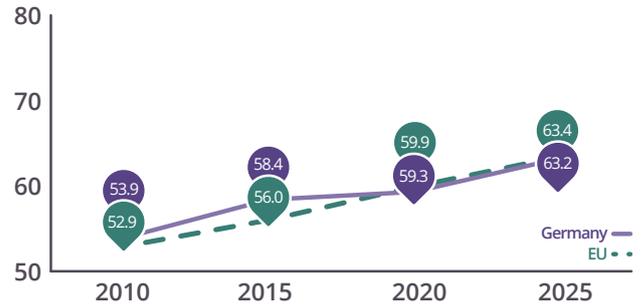
Gender Equality Index 2025



European Institute for Gender Equality



Germany



Germany scores 63.2 points out of 100 in the Gender Equality Index. Germany ranks 11th in the EU. Since 2015, the Gender Equality Index score increased by 4.8 points. Since 2020 it has increased by 3.9 points, mostly due to improvements in the domain of power.¹

Germany is improving in gender equality over time, but in 2025 performed lower than the EU. The scores show that the distance from the EU average is reducing.



¹ The Gender Equality Index has been reviewed in 2025 (see About the Index below). The domain of time is calculated with the 2024 EIGE CARE survey. Index 2025 uses 2024 data for the most part and traces progress from a short-term (2020–2024) and longer-term (2015–2024) perspective. Greece and Romania have the same scores. Their position in the ranking is determined statistically based on the second decimal place of the Index score.

Best performance

Germany achieves the higher rank (6th) in the EU in the knowledge and health domains. The score in the domain of knowledge is mainly given by an high score in the subdomain of attainment and participation (96.1 points, 1st in the EU), while Germany still faces a higher level of segregation in education (36.3 points, 22nd in the EU).

Most room for improvement

Germany has the most room for improvement in the domain of work, where it ranks 25th with a score of 63.9 points. This result is mainly due to a low score in the subdomain of segregation and quality of work (49.9 points, 26th in ranking). However, the lowest score overall is in the domain of power, with a score of 47.5 points (10th in the EU).

Biggest improvement

The **biggest improvement** since 2020 has been in the domain of power, which increased by 11.5 points. This growth is mainly given by improvements in the subdomains of politic power (+ 12.3 points) and social power (+ 10.6 points).

A step backwards

A step backwards has been recorded in the domain of health, which declined by 1.2 points. The subdomain of behaviour remained unchanged, and the subdomain of health status decreased by 2.5 points.

Explore Germany's Index results

	2010	2015	2020	2025	Change since 2015	Change since 2020
Index	53.9	58.4	59.3	63.2	4.8	3.9
Work	60.4	60.5	62.5	63.9	3.4	1.4
Participation	75.5	78.9	80.8	81.9	3.0	1.1
Segregation and quality of work	48.4	46.5	48.3	49.9	3.4	1.6
Money	56.4	59.1	63.7	68.1	9.0	4.4
Financial resources	56.4	57.7	67.0	72.2	14.5	5.2
Economic situation	56.3	60.5	60.7	64.3	3.8	3.6
Knowledge	60.4	59.9	59.3	59.0	-0.9	-0.3
Attainment and participation	98.5	99.6	99.1	96.1	-3.5	-3.0
Segregation	37.0	36.0	35.4	36.3	0.3	0.9
Time	69.3	69.3	61.2	61.2	-8.1	0.0
Care activities	63.8	63.8	49.7	49.7	-14.1	0.0
Social activities	75.3	75.3	75.3	75.3	0.0	0.0
Power	21.8	32.1	36.0	47.5	15.4	11.5
Political	41.5	55.4	51.2	63.5	8.1	12.3
Economic	13.6	32.8	54.4	61.9	29.1	7.5
Social	18.2	18.2	16.7	27.3	9.1	10.6
Health	88.3	89.1	89.0	87.8	-1.3	-1.2
Status	92.2	93.8	95.3	92.8	-1.0	-2.5
Behaviour	84.7	84.7	83.2	83.2	-1.5	0.0

Explore Germany's performance by indicator

		Germany		EU	
		Women	Men	Women	Men
Work					
Participation	Full-time equivalent employment rate (% , 15-89, 2023) ¹	44	61	44	59
	Duration of working life (years, 15+ population, 2024)	38	42	35	39
Segregation and quality of work	ICT specialists (% , 15-74, 2024)	19	81	20	81
	Managerial positions (% , 15-74, 2024)	29	71	35	65
	Low paid workers (% , 16+, 2024)	37	18	28	16
Money					
Financial resources	Median earnings (PPS, 18-64 employed population, 2024)	30263	43169	23000	29960
	Gender pension gap (65+, %, 2024)		26		25
Economic situation	Median partner earnings ratio (18-64, %, 2024) ²	60	188	70	152
	In-work poverty of adults in single or single-parent households (% , 16+ employed population, 2024)	15	13	16	13
Knowledge					
Attainment and participation	Graduates of tertiary education (% , 30-34, 2024)	44	41	50	39
	Graduates in IVET (Initial vocational education and training) (% , 25-34, 2024)	37	37	27	34
Segregation	Graduated in tertiary education in EHW (Education, Health and Welfare, Humanities and Art (tertiary students) (% , 2023)	75	25	75	25
	Graduated in tertiary education in STEM (Science, Technology, Engineering and Mathematics) (% , 2023)	28	72	34	66
Time					
Care activities	Informal childcare (0-11) for more than 35 weekly hours (% , 16-74, 2024)	38	18	41	20
	Informal long-term care for more than 20 hours per week (% , 45-64, 2019)	14	6	20	13
	Housework chores every day (% , 16-74, 2024)	55	33	59	33
Social activities	Hours spent on leisure activities per week (% , 16-74, 2024)	36	50	30	43
	Voluntary, charitable or political activities at least once per week (% , 16-74, 2024)	16	20	13	17
Power					
Political	Share of ministers (% , 2024)	48	52	35	65
	Share of members of parliament (% , 2024)	36	64	33	67
	Share of members of regional assemblies/local municipalities (% , 2024) ³	33	67	32	68
Economic	Share of members of boards in largest quoted companies (% , 2024)	39	61	34	66
Social	Share of members of highest decision making body of the national Olympic most popular sport organisations (% , 2024)	22	78	23	77
Health					
Status	Self-perceived health, good or very good (% , 16+, 2024)	63	67	66	71
	Healthy life years at 65 in percentage of the total life expectancy (% , 65+, 2023)	43	47	44	50
Behaviour	People who don't smoke and are not involved in harmful drinking (% , 16+ population, 2019)	61	44	73	56
	People doing physical activities and/or consuming fruits and vegetables (% , 16+ population, 2019)	52	55	38	43

EU-LFS, EU-SILC, European Health Interview Survey (EHIS), Eurostat health statistics, EIGE's CARE survey, EIGE, Gender Statistics Database, WMID.

¹ FTE employment rate measures employed persons in a comparable way, even though they may work a different number of hours per week.

² Median of the annual earnings expressed as a percentage of a partner's earnings for coupled women and men in employment and in working age.

³ Share of members in local municipalities for BG, EE, IE, CY, LT, LU, MT, SI.

Women's employment gains narrow but don't close the gender gap

In Germany, the full-time equivalent (FTE) employment rate¹ is 44 % for women and 61 % for men. Since 2015 the FTE employment rate has increased more for women (+ 4 percentage points) than for men (+ 2 percentage points). This contributed to narrowing the gender gap. However, the disparities remain high mainly among couples with children, individuals with low education levels and foreign-born people.

Vertical and horizontal segregation in the labour market are still high

Women account for 19 % of information and communications technology specialists in Germany, due to an increase of 3 percentage points in the last decade. Less than one woman out of three is holding a managerial position, and there are no changes in the last decade.

Employed women with low income decreased

The amount of low-pay workers² among women is 37 %, given by a decrease of 5 percentage points since 2015. The percentage for men reaches 18 %, after an increase of 1 percentage point in the last decade. This resulted in a reduction in disparities.

The gender pension gap has greatly reduced

In Germany, men receive an average gross pension 26 % higher than women. Although the difference remains high, it marks an improvement since 2015 of 17 percentage points.

Gender disparity in earnings has decreased, but it is still wide

Women living in couples earn on average 60 % of their partner's earnings, while men earn 88 % more than their partner. Although the gap has narrowed over the past decade, women's earnings within couples remain among the most unequal in the EU. The disparity is especially pronounced in couples with children and in those where at least one partner has either a high or low level of education. Couples where at least one partner has a medium level of education show smaller differences.

Smallest gender gap in tertiary graduates, but women and men performing worse than the EU

In Germany, 44 % of women aged 30–34 have completed tertiary education, compared to 41 % of men, showing the lowest gender gap in the EU. However, the proportion of women and men reaching tertiary education is below the EU average. The gender gap is wider among people born outside the country.

Equal shares of men and women have completed IVET

The percentage of women and men aged 25–34 who have successfully completed initial vocational education and training (IVET) is the same for both genders, at 37 %. Both percentages have fallen over the last decade by 14 percentage points.

¹ The FTE employment rate measures working hours comparatively, even though people may work different numbers of hours per week.

² Percentage of employed population receiving two thirds or less of the national median employee income, which covers gross employee cash or near cash income, gross non-cash employee income and employers' social insurance contributions.

Gender segregation in education remains mainly unchanged over the last decade

Three out of four graduates in Education, Health and Welfare, Humanities, and the Arts (EHW) are women. On the other hand, the STEM sector (Science, Technology, Engineering and Mathematics) remains male-dominated, with men making up a similar share of graduates. There have not been any relevant changes in the past decade.

Women do most of the childcare and housework

Women continue to carry out most of the childcare and housework activities. Among women with children aged 0–11, 38 % are involved in childcare activities for more than five hours per day, while for men it is 18 %. Moreover, women bear a greater burden of household chores (cooking, cleaning, laundry) daily, with 55 % of women compared to 33 % of men taking responsibility. The gender gap is wider among couples with children and older people.

Women's presence in government is one of the highest in the EU

In Germany, women hold 48 % of senior and junior ministerial posts, a share that has remained stable since 2023. It is one of the highest in the EU. Women's representation in parliament stands at 36 %, reflecting a slight increase of 1 percentage point since 2023, while in regional assemblies, women account for 33 % of members.

Germany does not have gender quotas for parliament.

Women's board representation is mixed: corporate gains, sports declines

The share of women on the boards of the largest listed companies has reached 39 %, an increase of 1 percentage point since 2023.

Germany has gender quota target of 30 % for large stock companies or enterprises with more than 2 000 workers.

Women's presence in sport is low

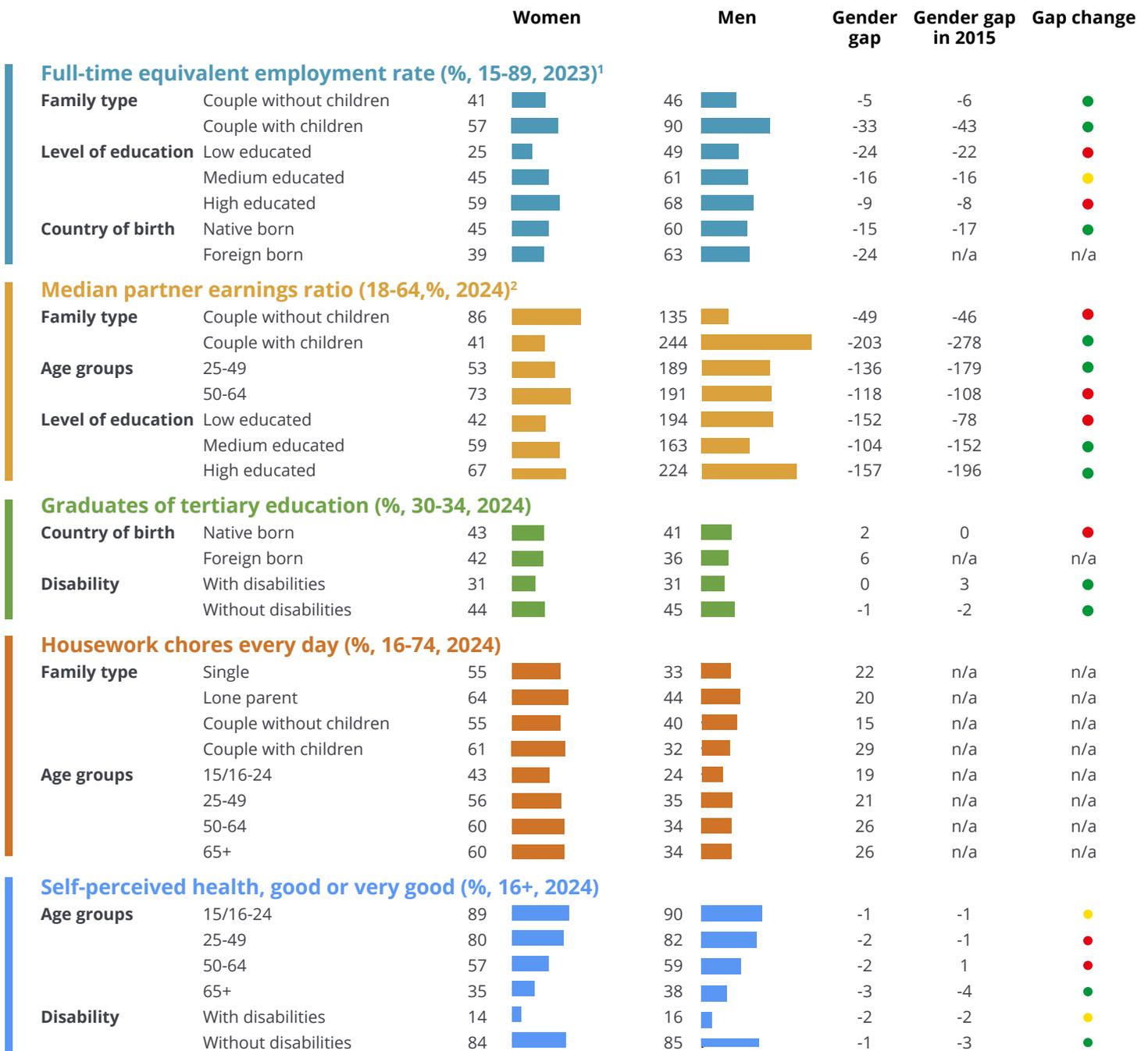
Among board members of the 10 largest national Olympic sports organisations, women represent 22 %, a decrease of 6 percentage points since 2023.

Self-perceived health levels remained higher for men than for women

In 2024, 63 % of women in Germany rated their health as 'good' or 'very good', compared to 67 % of men. Since 2020, self-perceived health has improved slightly for both genders, with men showing greater gains (+ 2 percentage points) than women (+ 1 percentage point). Among people with disabilities, only 14 % of women and 16 % of men reported good health.

Women aged 65 are expected to spend 43 % of their remaining life in good health, compared to 47 % for men. Since 2020, this share has decreased both for women and men.

Explore intersecting inequalities



● gender gap decreased (< -1 p.p.) ● no change (gender gap increases/decreases between -1 and 1 p.p.) ● gender gap increased (> 1 p.p.)

Eurostat (European Union Labour Force Survey, European Union Statistics on Income and Living Conditions), EIGE CARE survey.

¹ FTE employment rate measures employed persons in a comparable way, even though they may work a different number of hours per week. Family type is based on the relationships between the members of households. Children are only those economically dependent household members (i.e. aged below 18).

² Median of the annual earnings expressed as a percentage of a partner's earnings for coupled women and men in employment and in working age.

Violence against women

Violence against women is one of the additional domains of the Gender Equality Index. The 2024 edition of the composite indicator on violence against women is calculated on the basis of the EU-GBV survey on violence against women. The 2024 composite measure scores are not fully comparable with scores calculated in 2017.

Germany's score for the domain of violence is 34 points, which is higher than the EU average.¹

The score for the subdomain of prevalence is 14.8 points, the subdomain of severity is 48.6 points and the subdomain of disclosure is 38.5 points.

- In Germany, 26 % of women have experienced physical and/or sexual violence since the age of 15. This is 5 percentage points lower than the EU-27 average (31 %).
- Some 70 % of women have experienced health consequences of physical and/or sexual violence since the age of 15.
- Around 38 % of women who have experienced physical or sexual violence by any perpetrator in the past 12 months have not told anyone.

The **Istanbul Convention** is the most comprehensive international human rights treaty on preventing and combatting violence against women and domestic violence.

Germany signed the Istanbul Convention in May 2011 and ratified it in October 2017. The Convention entered into force in Germany in February 2018.

The European Council approved the EU's accession to the Istanbul Convention on 1 June 2023.

¹ More information can be found in the report 'Gender Equality Index 2024. Tackling violence against women, tackling gender inequalities'.

Violence against women

	Germany Women	EU Women
Physical and/or sexual violence		
1 Women having experienced physical and/or sexual violence by any perpetrator since age 15 (% , 18-74, 2021)	26	31 e
18-29	21	35 e
30-44	26	35 e
45-64	27	31 e
65-74	27	24 e
severe limitations	53 u	46 e
limited but not severely or not limited at all	25	30 e
some	37	40 e
some or severe	40	41 e
no limitations	23	28 e
intimate partner violence	16	18 e
non-partner violence	14	20 e
2 Women having experienced physical and/or sexual violence by any perpetrator in the past 12 months (% , 18-74, 2021)	2	3 e
Femicide		
3 Women victims of intentional homicide by intimate partner or family member, rate per 100 000 inhabitants (2022)	0.47	:
family member	0.14	:
current or former partner	0.32	:
Health consequences of violence and multiple victimisation		
4 Women having experienced health consequences of physical and/or sexual violence since the age of 15 (% , 18-74, 2021)	70	57 e
intimate partner violence	78	72 e
non-partner violence	58	37 e
5 Women having experienced health consequences of physical and/or sexual violence in the past 12 months (% , 18-74, 2021)	52 u	37 e
6 Women having experienced physical and/or sexual violence from one or several types of perpetrators (non-partner, current partner or former partner) (% , 18-74, 2021)	22	31 e
Disclosure of violence to institutions or to anyone else		
7 Women having experienced physical and/or sexual violence in the past 12 months and have not told anyone (% , 18-74, 2021)	38	31 e
intimate partner violence	39	31 e
non-partner violence	41	38 e

EU-GBV survey on violence against women (Statistics | Eurostat (europa.eu))

Italy, the data based on Victimisation survey 2022-2023 (Le molestie: vittime e contesto – Anno 2022-2023 – Istat); women aged 18-70.

Femicide, Eurostat (crim_hom_vrel)

e: EIGE's estimation

u: low reliability (estimate is based on 20 to 49 sample observations or if non-response for the item concerned exceeds 20% and is lower or equal to 50%)

d: definition differs

: not available

Gender stereotypes in Germany

The Gender Equality Index 2025 present data on gender stereotypes across the EU and key findings alongside public perceptions of gender roles in each domain. The data shows how deeply engrained gender norms continue to influence our daily lives, choices and opportunities.

	Germany		EU	
	Women	Men	Women	Men
Gender stereotypes				
1 Men earn more than women because their jobs are more demanding (% , 15+, 2024) <i>Tend to agree or totally agree</i>	32	39	36	45
2 If childcare services are not available, mothers should stay at home with the child and fathers should prioritise their job (% , 16-74, 2024) <i>Agree or strongly agree</i>	35	44	33	42
3 A man's most important role is to earn money (% , 15+, 2024) <i>Tend to agree or totally agree</i>	35	42	40	45
4 Women should make most of the decisions on how to run a household (% , 16-74, 2024) <i>Agree or strongly agree</i>	36	38	36	38
5 A university education is more important for a boy than for a girl (% , 15+, 2017/22)¹ <i>Disagree or strongly disagree</i>	96	93	92	88
6 Women and men are treated in the same way at school / university (% , 15+, 2024) <i>Agree</i>	61	66	66	69
7 It is good for family wellbeing when fathers and mothers equally share parental leave (% , 16-74, 2024) <i>Agree or strongly agree</i>	81	77	82	78
8 Overall, men are naturally less competent than women to perform household tasks (% , 15+, 2024) <i>Tend to agree or totally agree</i>	51	48	49	48
9 Men are more ambitious than women in politics (% , 15+, 2024) <i>Tend to agree or totally agree</i>	34	36	46	48
10 Soft skills often attributed to women are important for being a good leader (% , 15+, 2024) <i>Tend to agree or totally agree</i>	46	47	65	61
11 Men are better treated by medical staff (% , 15+, 2024) <i>Agree</i>	29	20	22	16
12 Women and men are treated in the same way by medical staff (% , 15+, 2024) <i>Agree</i>	58	64	67	70
13 A man controlling his wife's finance is acceptable (% , 18+, 2024) <i>Acceptable</i>	16	35	26	46
14 If women share intimate pictures of themselves with someone, they are at least partially responsible if the image is shared online without their consent (% , 18+, 2024) <i>Tend to agree or totally agree</i>	42	42	42	45

Special Eurobarometer 545 on Gender Stereotypes
 EIGE' CARE survey II
 2017-2022 European Value Study 5, World Value Survey 7
 Flash Eurobarometer 544 on Gender Stereotypes - Violence against women

e: EIGE's estimation

u: low reliability (estimate is based on 20 to 49 sample observations or if non-response for the item concerned exceeds 20% and is lower or equal to 50%)

d: definition differs

: not available

EIGE's calculations, based on microdata

¹ 23 European countries out of 27 answered the question.

Mothers should stay with children while fathers prioritise work

In Germany, 35 % of women and 44 % of men tend to agree think that if childcare services are unavailable, mothers should stay at home with their children and fathers should prioritise their jobs. These results are slightly over the EU average.

Broad consensus on sharing parental leave equally

In Germany, 81 % of women and 77 % of men agree that equal sharing of parental leave is beneficial for the family. Women tend to support this slightly more than men. The percentages are in line with the EU.

Gender differences in healthcare bias perceptions

Less than one out of three women think men are better treated in the health care system than women, compared to one out of five men. These results are above the EU average.

About the Index

The Gender Equality Index, first launched in 2013, has become a cornerstone of gender monitoring in the European Union. More than a decade has passed since its first release and during this time, it has served as a valuable tool for benchmarking progress, identifying persistent gaps and supporting evidence-based policymaking across Member States. In 2025, the Index underwent a comprehensive review to strengthen its alignment with current EU policy priorities, integrate new data and update its methodology.

The Gender Equality Index measures gender gaps between women and men in six core domains – work, money, knowledge, time, power and health – and is composed of 27 indicators. Scores range from 0 to 100, where 0 reflects complete gender inequality and 100 represents full equality.

Two additional domains are included in the Index, but do not impact a country's final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, disability, education, family type and migrant background (based on the country of birth). The domain of violence against women measures, monitors and analyses the most common and widely criminalised forms of violence against women across the EU.

Given the changes introduced to the Index, the entire time series has been reconstructed, applying the updated methodology to past years to ensure full comparability over time. Each indicator has been recalculated annually using the most recent data available for that specific year. As a result, the Index time series have been updated and the time series published up to 2024 will no longer be used. This revision preserves the accuracy of historical data while allowing consistent trend analysis under the new methodology.

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their effort 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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