

The data for 2023 Index is mostly from 2021.





























Progress in gender equality

With 70.8 points out of 100, Germany ranks 11th in the EU on the Gender Equality Index. Its score is 0.6 points above the score for the EU as a whole.¹

Since 2010, Germany's score has increased by 8.2 points, mainly due to improvements in the domain of power (+ 29.3 points). Since 2020, Germany's score has increased by 2.1 points. This is connected to improvements in the domains of work (+ 3.9 points), money (+ 3.6 points) and power (+ 2.8 points). However, due to other Member States making faster progress, Germany's ranking remains the same as in 2020, in 11th place.

[1] The Gender Equality Index 2023 has been affected by certain changes in EU-wide surveys and through the use of the most up-to-date sources. For the first time, it benefits from EIGE's survey data on gender gaps in care, individual and social activities carried out across the EU in 2022, and from new data from the 2021 EWCTS survey (Eurofound). Regulation (EU) 2019/1700, which came into force from 1 January 2021, also introduced some changes into the EU-LFS. These methodological changes will affect nine indicators included in the domains of work, knowledge and time, together with their respective scores, as well as the overall Index and the analysis of intersecting inequalities using the respective indicators.

An analysis has been carried out of the possible impact that these changes may have had on the Index and on the interpretation of the corresponding time series. Despite the break in time series that the changes entail, the time series analysis can be considered adequate (see Index 2023 report).

			Change since	
			2010	2020
SE	82.2		2.1	-1.7
NL	77.9		3.9	0.6
DK	77.8		2.6	0.0
ES	76.4		10.0	1.8
BE	76.0		6.7	1.8
FR	75.7		8.2	0.6
LU	74.7		13.5	1.2
FI	74.4		1.3	-1.0
IE	73.0		7.6	-1.3
AT	71.2		12.5	2.4
DE	70.8		8.2	2.1
EU	70.2		7.1	1.6
SI	69.4		6.7	1.9
IT	68.2		14.9	3.2
MT	67.8		13.4	2.2
PT	67.4		13.7	4.6
BG	65.1		10.1	4.4
LT	64.1		9.2	3.5
PL	61.9		6.4	4.2
LV	61.5		6.3	0.1
HR	60.7		8.4	0.0
CY	60.7		11.7	3.4
EE	60.2		6.8	-0.8
SK	59.2		6.2	3.2
EL	58.0		9.4	4.6
CZ	57.9		2.3	0.7
HU	57.3		4.9	3.1
RO	56.1		5.3	2.4

Best performance

Germany ranks 8th among all Member States in the domain of health, with 89.8 points. Since 2020, however, Germany's progress in this domain has stalled (– 0.2 points). The country ranks 1st in the sub-domain of health access with 99.8 points, which represents an increase of one place since 2020. In the sub-domain of health behaviour, Germany scores 79.7 points and ranks in 8th place.

Most room for improvement

Germany has the greatest room for improvement in the domain of knowledge. The country scores 56.1 points in this domain, ranking it in 24th place. In the sub-domain of knowledge segregation, Germany's progress has almost stalled since 2020 (+ 0.3 points), and the country continues to rank 23rd. Overall, Germany's score in the domain of knowledge has improved by 1.4 points since 2020.

Biggest improvement

Since 2020, Germany's biggest improvement has been in the domain of work (+ 3.9 points). Here, Germany has risen from 16th to 8th since 2020 –the country's largest improvement in ranking in any domain, and the second biggest in the EU in this domain. This change was driven by an improvement in the sub-domain of segregation and quality of work (+ 7.1 points) since 2020. After ranking 12th in this sub-domain in 2020, Germany has now risen to 8th position.

A step backwards

Since 2020, Germany has dropped from 12th place to 14th in the domain of time, with its score remaining unchanged at 65.0 points. This step backwards in the domain of time is due to a drop in Germany's ranking in the sub-domain of care activities, from 10th to 19th. This was the second-highest drop in ranking in this sub-domain across all Member States since 2020. In the sub-domain of social activities, Germany's score decreased by 2.2 points.

Convergence

Upward convergence in gender equality describes increasing equality between women and men in the EU, accompanied by a decline in variations between Member States. This means that countries with lower levels of gender equality are catching up with those with the highest levels, thereby reducing disparities across the EU. Analysis of convergence patterns in the Gender Equality Index shows that disparities between Member States decreased over the period 2010–2021, and that **EU countries continue their trend of upward convergence**.

Looking more closely at the performance of each Member State, patterns can be identified that reflect a relative improvement or slipping back in the Gender Equality Index score of each Member State in relation to the EU average.

Germany is **outperforming** other Member States. Its Gender Equality Index score is above the EU average, and has grown at a faster rate. The gap between the country and the EU has widened over time.

Explore Germany's Index results

									Change since	
	2010	2012	2015	2017	2018	2019	2020	2021	2010	2020
Index	62.6	64.9	65.5	66.9	67.5	68.6	68.7	70.8	8.2	2.1
Work	70.0	70.6	71.4	72.1	72.1	72.4	72.9	76.8	6.8	3.9
Participation	79.0	80.2	81.9	83.3	83.6	84.2	84.9	84.6	5.6	-0.3
Segregation and quality of work	62.1	62.1	62.2	62.3	62.2	62.3	62.5	69.6	7.5	7.1
Money	83.2	84.0	84.2	86.0	84.9	86.0	83.5	87.1	3.9	3.6
Financial resources	77.1	78.1	81.2	82.1	82.9	84.5	85.2	86.5	9.4	1.3
Economic situation	89.8	90.2	87.4	90.1	86.9	87.5	81.8	87.7	-2.1	5.9
Knowledge	56.3	57.1	52.9	53.7	54.0	54.7	54.7	56.1	-0.2	1.4
Attainment and participation	59.9	62.7	61.0	62.4	63.2	64.3	64.8	67.9	8.0	3.1
Segregation	53.0	51.9	45.9	46.2	46.2	46.6	46.1	46.4	-6.6	0.3
Time	69.8	67.8	65.0	65.0	65.0	65.0	65.0	65.0	-4.8	0.0
Care activities	70.1	66.1	71.3	71.3	71.3	71.3	71.3	74.1	4.0	2.8
Social activities	69.6	69.6	59.3	59.3	59.3	59.3	59.3	57.1	-12.5	-2.2
Power	38.3	46.0	53.0	56.6	59.5	62.8	64.8	67.6	29.3	2.8
Political	60.2	59.9	71.5	69.6	67.8	66.7	67.8	71.4	11.2	3.6
Economic	19.0	33.0	42.1	49.7	56.5	64.4	67.3	68.1	49.1	0.8
Social	49.2	49.1	49.5	52.4	55.0	57.5	59.7	63.6	14.4	3.9
Health	89.3	89.4	90.5	90.5	90.6	90.7	90.0	89.8	0.5	-0.2
Status	90.4	90.2	91.8	92.0	92.3	92.5	91.6	91.1	0.7	-0.5
Behaviour	80.9	80.9	80.9	80.9	80.9	80.9	79.7	79.7	-1.2	0.0
Access	97.5	97.9	99.7	99.7	99.7	99.8	99.9	99.8	2.3	-0.1

Explore Germany's performance by indicator

		Germany		EU	
		Women	Men	Women	Men
Work					
Participation	Full-time equivalent employment rate (% , 15-89 population, 2021)*	43	60	42	57
	Duration of working life (years, 15+ population, 2021)	37	41	34	38
Segregation and quality of work	Employed people in education, human health and social work activities (% , 15-89 employed, 2021)	32	10	30	8
	Ability to take one hour or two off during working hours to take care of personal or family matters (% , 15+ workers, 2021)	32	39	29	37
	Career Prospects Index (points, 0-100, +15 population, 2015)	65	68	62	63
Money					
Financial resources	Mean monthly earnings (PPS, +16 working population, 2018)	2765	3461	2321	2818
	Mean equivalised net income (PPS, 16+ population, 2021)	26902	28141	20261	21221
Economic situation	At-risk-of-poverty (% , 16+ population, 2021)	17	15	17	15
	Income distribution S20/80 (16+ population, 2021)	20	20	20	20
Knowledge					
Attainment and participation	Graduates of tertiary education (% , 15-89 population, 2021)	23	29	28	26
	People participating in formal or non-formal education and training (15-74 population, 2021)	15	15	19	18
Segregation	Tertiary students in education, health and welfare, humanities and arts (% , 15+ population, 2021)	40	17	43	21
Time					
Care activities	People caring for and educating their children or grandchildren, elderly or people with disabilities, every day (% , 18-74 population, 2022)	21	13	34	25
	People doing cooking and/or housework, every day (% , 18-74 population, 2022)	44	25	63	36
Social activities	Workers doing sporting, cultural or leisure activities outside of their home, at least daily or several times a week (% , 16-74 workers, 2022)	21	28	29	34
	Workers involved in voluntary or charitable activities, at least once a month (% , 16-74 workers, 2022)	13	18	11	15
Power					
Political	Share of ministers (% , 2nd quarter 2023)	48	52	34	66
	Share of members of parliament (% , 2nd quarter 2023)	35	65	33	67
	Share of members of regional assemblies/local municipalities (% , 2023)**	33	67	30	70
Economic	Share of members of boards in largest quoted companies, supervisory board or board of directors (% , 1st semester 2023)	38	62	33	67
	Share of board members of central bank (% , 2022)	33	67	28	72
Social	Share of board members of research funding organisations (% , 2022)	44	56	41	59
	Share of board members of publically owned broadcasting organisations (% , 2022)	37	63	38	62
	Share of members of highest decision making body of the national Olympic sport organisations (% , 2022)	26	74	20	80
Health					
Status	Self-perceived health, good or very good (% , 16+ population, 2021)	61	65	67	72
	Life expectancy at birth (years, 2021)	83	78	83	77
	Healthy life years at birth (years, 2021)	67	65	64	63
Behaviour	People who don't smoke and are not involved in harmful drinking (% , 15+ population, 2019)***	61	44	73	56
	People doing physical activities and/or consuming fruits and vegetables (% , 15+ population, 2019)	52	55	38	43
Access	Population with unmet needs for medical examination (% , 16+ population, 2021)	1	1	5	4
	Population with unmet needs for dental examination (% , 16+ population, 2021)	1	1	5	5
























































































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

** DE: Regional assemblies

*** EU: EIGE estimation

Source: Eurostat (education statistics, European Union Labour Force Survey, European Health Interview Survey, European Union Statistics on Income and Living Conditions, Structure of Earnings Survey), EIGE (Survey on gender gaps in care, individual and social activities, Women and Men in Decision-Making).

Explore intersecting inequalities

				Gender gap		Gap change
		Women	Men	2014	2021	
Full-time equivalent employment rate (% , 15-89 population, 2021)*						
Family type	Couple without children	40 	46 	-6	-6	
	Couple with children	55 	90 	-42	-35	
Level of education	Low educated	22 	45 	-22	-23	
	Medium educated	45 	61 	-18	-16	
	High educated	59 	67 	-8	-8	
Country of birth	Native born	44 	59 	-18	-15	
	Foreign born	39 	62 	-24	-23	
At-risk-of-poverty (% , 16+ population, 2021)						
Age groups	15/16-24	24 	22 	7	2	
	25-49	13 	12 	1	1	
	50-64	13 	12 	1	1	
	65+	21 	17 	4	4	
Disability	With disabilities	22 	21 	3	1	
	Without disabilities	15 	13 	2	2	
Graduates of tertiary education (% , 15-89 population, 2021)						
Age groups	15/16-24	7 	5 	2	2	
	25-49	34 	34 	-4	0	
	50-64	22 	32 	-11	-10	
	65+	15 	33 	-20	-18	
Country of birth	Native born	23 	31 	-10	-8	
	Foreign born	24 	25 	-4	-1	
People caring for and educating their children or grandchildren, elderly or people with disabilities, every day (% , 18-74 population, 2022)						
Family type	Couple without children	8 	3 	-4	5	
	Couple with children	45 	25 	22	20	
Disability	With disabilities	23 	19 	-3	4	
	Without disabilities	21 	8 	12	13	
Self-perceived health, good or very good (% , 16+ population, 2021)						
Age groups	15/16-24	90 	91 	-2	-1	
	25-49	80 	83 	-3	-3	
	50-64	58 	59 	1	-1	
	65+	36 	41 	-3	-5	
Disability	With disabilities	11 	13 	-1	-2	
	Without disabilities	79 	82 	-1	-3	

 gender gap decreased (< -1 p.p.)

 no change (gender gap increases/decreases between -1 and 1 p.p.)

 gender gap increased (> 1 p.p.)

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

Source: Eurostat (European Union Labour Force Survey, European Health Interview Survey, European Union Statistics on Income and Living Conditions, Structure of Earnings Survey), EIGE's survey on gender gaps in care, individual and social activities.

Violence

A lack of evidence to assess violence against women

No score is given to Germany in the domain of violence, due to a lack of comparable EU-wide data.

Femicide

In 2021, 720 women were murdered by an intimate partner, family member or relative in 17 EU Member States, according to official reports. In Germany, 121 women were murdered by an intimate partner, and 86 women were murdered by a family member.

Source: Eurostat, 2021

Violence at a glance

Intimate partner violence

No data is available. Data on intimate partner violence will be updated in 2024 using Eurostat data, complemented by the survey on violence against women carried out by FRA and EIGE.

Sexual harassment at work

No data is available. Data on sexual harassment at work will be updated in 2024 using Eurostat data, complemented by the survey on violence against women carried out by FRA and EIGE.

Istanbul Convention: state of play

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.

EIGE/FRA survey on violence against women

The Fundamental Rights Agency (FRA) and the European Institute for Gender Equality (EIGE) will carry out a survey on violence against women (VAW II) in eight EU Member States (CZ, DE, IE, CY, LU, HU, RO, SE), which will complement the Eurostat-led data collection on gender-based violence and other forms of interpersonal violence (EU-GBV) in the remaining countries. The use of a unified methodology will ensure the availability of comparable data across all EU Member States. Data collection will be completed this year, and the results will be used to update the domain of violence in the Gender Equality Index 2024, with its thematic focus on violence against women.

Thematic focus

The Gender Equality Index 2023 focuses on the socially fair transition of the European Green Deal. Its thematic focus analyses the following aspects:

- **Public attitudes and behaviours on climate change and mitigation**
- **Energy**
- **Transport**
- **Decision-making**

The data was collected through various surveys, such as the EIGE 2022 survey on gender gaps in unpaid care, individual and social activities, as well as other EU-wide surveys.¹ The EIGE survey focused on gender differences in unpaid care, including links to transport, the environment and personal consumption and behaviour.

Focus 2023: The European Green Deal

Women in Germany embrace eco-friendly choices more often than men

In 2022, 34 % of women in Germany, compared with 22 % of men, regularly avoided animal products. Meanwhile, 55 % of women, compared with 49 % of men, reported regularly choosing environmentally friendly options for housework activities. In 2018, around 72 % of women and 68 % of men felt personally responsible for trying to reduce climate change, which were higher than the EU averages for women and men (62 % and 61 %, respectively).

Women are underrepresented among tertiary graduates in natural sciences and technologies in Germany

In Germany, in the field of technologies, including engineering, manufacturing, architecture and transport services, only 22 % of all tertiary graduates in 2021 were women. Contrastingly, in the field of natural sciences, Germany reported an equal share of men and women graduating with tertiary degrees in 2021.

Germany has a gender gap in the share of women and men employed in its energy and transport sectors

In 2022, women made up only 26 % of workers in Germany's energy sector. Similarly, women accounted for less than a quarter of workers in the country's transport sector in 2022 (24 %). These shares put Germany roughly in line with the EU average (24 % of workers in the energy sector and 22 % of employees in the transport sector being women).

[1] The following sources were used: the EIGE survey on gender gaps in unpaid care, individual and social activities; the European Social Survey; Eurostat-LFS; EU-SILC; education statistics; and the EIGE's WiDM.

Green Deal in Germany

	Germany		EU	
	Women	Men	Women	Men
Public attitudes and behaviours on climate change and mitigation				
Personal responsibility to try to reduce climate change (% , 15+, 2018)	72	68	62	61
Avoiding animal products (% , 16-74, 2022)				
Regularly	34	22	31	23
Sometimes	44	44	43	41
Never	22	34	26	36
Avoiding plastic single-use products (% , 16-74, 2022)				
Regularly	49	43	49	42
Sometimes	45	49	44	46
Never	5	9	7	11
Choosing environmentally friendly options in childcare activities (% , 16-74, 2022)				
Regularly	47	51	51	49
Sometimes	45	40	41	41
Never	8	9	8	10
Choosing friendly options in housework activities daily (% , 16-74, 2022)				
Regularly	55	49	59	53
Sometimes	40	43	35	39
Never	6	7	6	8
Tertiary graduates in natural sciences and technologies (% , 15+, 2021)				
Natural sciences and technologies	30	70	36	64
Natural sciences	50	50	56	44
Technologies	22	78	28	72
Energy				
People unable to keep the home adequately warm (% , +16, 2021)				
65+	2	2	8	6
Low educational attainment	5	7	12	12
Single	4	5	10	9
Lone parents	5	6	12	11
Non-EU migrants	7	8	12	13
People with disabilities	5	5	12	11
People with arrears on utility bills (% , +16, 2021)				
16-24	4	5	8	9
Low educational attainment	5	6	9	10
Single	4	5	10	9
Lone parents	5	6	12	11
Non-EU migrants	6	7	11	12
People with disabilities	4	4	8	9
Employed in the energy sector (% , +15, 2022)	26	74	24	76
Transport				
People opting for low carbon-emission modes of transport (% , 16-74, 2022)				
Regularly	42	42	42	41
Sometimes	43	42	39	41
Never	15	16	19	18
People using the car as main means of transport during a typical week (% , 16-74, 2022)	66	69	66	70
People using public transportation as main means of transport during a typical week (% , 16-74, 2022)	28	28	32	29
People using walking as main means of transport during a typical week (% , 16-74, 2022)	43	42	46	43
Employed in the transport sector (% , 15+, 2022)	24	76	22	78
Decision-making				
Senior administrators in national ministries dealing with environment and climate change (% , 2022)	77	23	56	44
Members of parliamentary committees dealing with environment and climate change (% , 2022)	67	33	70	30

Source: EIGE Survey on gender gaps in unpaid care, individual and social activities, European Social Survey, Eurostat LFS, EU-SILC, Education statistics, EIGE Women and Men in Decision-Making.

About Index

The Gender Equality Index is a tool for monitoring progress in gender equality across the EU over time. It measures gender gaps between women and men in six core domains – work, money, knowledge, time, power and health – and is composed of 31 indicators. The Index uses a scale of 1 to 100, where 1 stands for total inequality and 100 for total 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, dis/ability, education, family type and migrant background (based on the country of birth). The domain of violence against women monitors, measures and analyses the most common and widely criminalised forms of violence against women across the EU.

The Gender Equality Index 2023 also includes a thematic focus on the socially fair transition of the European Green Deal.

This year's edition of the Index includes a long-awaited update to the domain of time using the EIGE survey on gender gaps in unpaid care, individual and social activities.

EIGE's survey on gender gaps in unpaid care, individual and social activities

This EIGE survey focuses on gender differences in unpaid care in order to better understand how they impact the job opportunities, work-life balance, leisure and social activities of women and men. The survey aims to fill current data gaps and improve the capacity of the Gender Equality Index to capture changes in the domain of time in a more conceptually sound, coherent and regular way. The findings from this EIGE survey will contribute to monitoring the European Care Strategy and the EU Gender Equality Strategy 2020-2025, as reducing the gender gap in care is a key objective of these strategies. The survey was carried out during the summer of 2022, and involved over 60,000 respondents aged 16-74 across the 27 EU Member States.

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.

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