

The data for 2023 Index is mostly from 2021.





















































































## Progress in gender equality

With 77.9 points out of 100, the Netherlands ranks 2nd in the EU on the Gender Equality Index. Its score is 7.7 points above the score for the EU as a whole.<sup>1</sup>

Since 2010, the score for the Netherlands has increased by 3.9 points, mainly due to improvements in the domain of power (+ 15.8 points). Since 2020, the country's score has increased slightly (+ 0.6 points). As a result, since 2020 the Netherlands has risen from 3rd to 2nd place in this domain. The country has seen the highest improvement in the domains of both power (+ 3.8 points) and knowledge (+ 2.1 points).

[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

The Netherlands ranks 1st in the EU for the domain of time, with a score of 76.9 points. Since 2020, the country has moved up one place despite a decrease of 7.0 points in this domain. This rise is mainly due to the differing paces of change in this domain in several countries. The Netherlands' best ranking in the domain of time is in the sub-domain of social activities, in which it has risen from 2nd place in 2020 to currently rank 1st, with a score of 69.7 points. Within the domain of time, the Netherlands' highest-scoring sub-domain is that of care activities (85.0 points), which has increased by 5.7 points since 2020, and in which it ranks 6th.

## Most room for improvement

The Netherlands has the greatest room for improvement in the domain of knowledge (69.1 points). Despite gaining 2.1 points since 2020, faster progress on the part of other Member States has resulted in the Netherlands falling from 7th position to 8th in this domain. Within the domain of knowledge, the Netherlands ranks 16th in the sub-domain of segregation (52.0 points), falling one place since 2020.

## Biggest improvement

Since 2020, the biggest rise in the Netherlands' ranking has been in the domain of money, in which it has risen from 7th place to 5th. The country scores 88.1 points in this domain – an increase of 1.5 points since 2020, which was the third biggest increase among all EU countries in this domain. An improvement in the sub-domain of economic situation (+ 1.9 points) has been the key driver of this change. The Netherlands' ranking has risen by four places to 7th in this sub-domain.

## A step backwards

Since 2020, the Netherlands has fallen from 3rd to 5th place in the domain of work, despite a slight increase in score of 0.6 points. This backwards step in the ranking for this domain is due to a decrease in the sub-domain of segregation and quality of work (– 2.4 points), which resulted in the Netherlands dropping from 1st place to 5th in this sub-domain.

## 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.

The Netherlands is *flattening*. Its Gender Equality Index score is higher than the EU average, but has grown at a slower pace over time. The gap between the country and the EU average has narrowed over time.

# Explore Netherlands's Index results

									Change since	
	2010	2012	2015	2017	2018	2019	2020	2021	2010	2020
<b>Index</b>	<b>74.0</b>	<b>74.0</b>	<b>72.9</b>	<b>72.1</b>	<b>74.1</b>	<b>75.9</b>	<b>77.3</b>	<b>77.9</b>	<b>3.9</b>	<b>0.6</b>
<b>Work</b>	<b>76.3</b>	<b>76.2</b>	<b>76.7</b>	<b>77.4</b>	<b>77.8</b>	<b>78.3</b>	<b>78.7</b>	<b>79.3</b>	<b>3.0</b>	<b>0.6</b>
Participation	78.5	78.6	79.2	80.7	81.7	82.8	83.0	87.2	8.7	4.2
Segregation and quality of work	74.1	73.9	74.3	74.2	74.2	73.9	74.5	72.1	-2.0	-2.4
<b>Money</b>	<b>86.6</b>	<b>87.0</b>	<b>86.8</b>	<b>86.7</b>	<b>86.2</b>	<b>87.0</b>	<b>86.6</b>	<b>88.1</b>	<b>1.5</b>	<b>1.5</b>
Financial resources	77.7	77.6	79.1	80.4	80.4	80.9	81.4	82.5	4.8	1.1
Economic situation	96.5	97.5	95.4	93.5	92.4	93.5	92.1	94.0	-2.5	1.9
<b>Knowledge</b>	<b>66.9</b>	<b>66.9</b>	<b>67.3</b>	<b>67.1</b>	<b>67.3</b>	<b>67.4</b>	<b>67.0</b>	<b>69.1</b>	<b>2.2</b>	<b>2.1</b>
Attainment and participation	77.1	78.0	80.9	83.4	84.1	85.5	86.7	91.9	14.8	5.2
Segregation	58.1	57.5	56.0	53.9	53.9	53.1	51.7	52.0	-6.1	0.3
<b>Time</b>	<b>85.9</b>	<b>86.7</b>	<b>83.9</b>	<b>83.9</b>	<b>83.9</b>	<b>83.9</b>	<b>83.9</b>	<b>76.9</b>	<b>-9.0</b>	<b>-7.0</b>
Care activities	76.5	78.0	79.3	79.3	79.3	79.3	79.3	85.0	8.5	5.7
Social activities	96.4	96.4	88.7	88.7	88.7	88.7	88.7	69.7	-26.7	-19.0
<b>Power</b>	<b>56.9</b>	<b>56.6</b>	<b>52.9</b>	<b>50.0</b>	<b>57.2</b>	<b>64.0</b>	<b>68.9</b>	<b>72.7</b>	<b>15.8</b>	<b>3.8</b>
Political	69.5	66.0	70.6	70.6	71.9	73.4	74.8	76.4	6.9	1.6
Economic	40.4	41.8	33.1	29.3	45.9	58.7	69.6	72.0	31.6	2.4
Social	65.8	65.8	63.4	60.2	56.7	60.7	62.9	70.1	4.3	7.2
<b>Health</b>	<b>90.3</b>	<b>89.7</b>	<b>89.9</b>	<b>90.0</b>	<b>90.0</b>	<b>90.2</b>	<b>94.2</b>	<b>94.2</b>	<b>3.9</b>	<b>0.0</b>
Status	93.6	91.8	91.7	92.1	92.2	92.8	93.4	93.2	-0.4	-0.2
Behaviour	79.3	79.3	79.3	79.3	79.3	79.3	89.9	89.9	10.6	0.0
Access	99.2	99.3	99.9	99.9	99.9	99.6	99.6	99.6	0.4	0.0

# Explore Netherlands's performance by indicator

		Netherlands		EU	
		Women	Men	Women	Men
<b>Work</b>					
Participation	Full-time equivalent employment rate (% , 15-89 population, 2021)*	45	61	42	57
	Duration of working life (years, 15+ population, 2021)	41	44	34	38
Segregation and quality of work	Employed people in education, human health and social work activities (% , 15-89 employed, 2021)	40	11	30	8
	Ability to take one hour or two off during working hours to take care of personal or family matters (% , 15+ workers, 2021)	47	67	29	37
	Career Prospects Index (points, 0-100, +15 population, 2015)	61	62	62	63
<b>Money</b>					
Financial resources	Mean monthly earnings (PPS, +16 working population, 2018)	2374	2938	2321	2818
	Mean equivalised net income (PPS, 16+ population, 2021)	25659	26815	20261	21221
Economic situation	At-risk-of-poverty (% , 16+ population, 2021)	15	14	17	15
	Income distribution S20/80 (16+ population, 2021)	26	26	20	20
<b>Knowledge</b>					
Attainment and participation	Graduates of tertiary education (% , 15-89 population, 2021)	34	35	28	26
	People participating in formal or non-formal education and training (15-74 population, 2021)	32	31	19	18
Segregation	Tertiary students in education, health and welfare, humanities and arts (% , 15+ population, 2021)	36	19	43	21
<b>Time</b>					
Care activities	People caring for and educating their children or grandchildren, elderly or people with disabilities, every day (% , 18-74 population, 2022)	30	26	34	25
	People doing cooking and/or housework, every day (% , 18-74 population, 2022)	69	44	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)	46	48	29	34
	Workers involved in voluntary or charitable activities, at least once a month (% , 16-74 workers, 2022)	12	20	11	15
<b>Power</b>					
Political	Share of ministers (% , 2nd quarter 2023)	48	52	34	66
	Share of members of parliament (% , 2nd quarter 2023)	36	64	33	67
	Share of members of regional assemblies/local municipalities (% , 2023)**	40	60	30	70
Economic	Share of members of boards in largest quoted companies, supervisory board or board of directors (% , 1st semester 2023)	41	59	33	67
	Share of board members of central bank (% , 2022)	40	60	28	72
Social	Share of board members of research funding organisations (% , 2022)	60	40	41	59
	Share of board members of publically owned broadcasting organisations (% , 2022)	30	70	38	62
	Share of members of highest decision making body of the national Olympic sport organisations (% , 2022)	35	65	20	80
<b>Health</b>					
Status	Self-perceived health, good or very good (% , 16+ population, 2021)	73	74	67	72
	Life expectancy at birth (years, 2021)	83	80	83	77
	Healthy life years at birth (years, 2021)	60	61	64	63
Behaviour	People who don't smoke and are not involved in harmful drinking (% , 15+ population, 2019)***	75	58	73	56
	People doing physical activities and/or consuming fruits and vegetables (% , 15+ population, 2019)	71	74	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

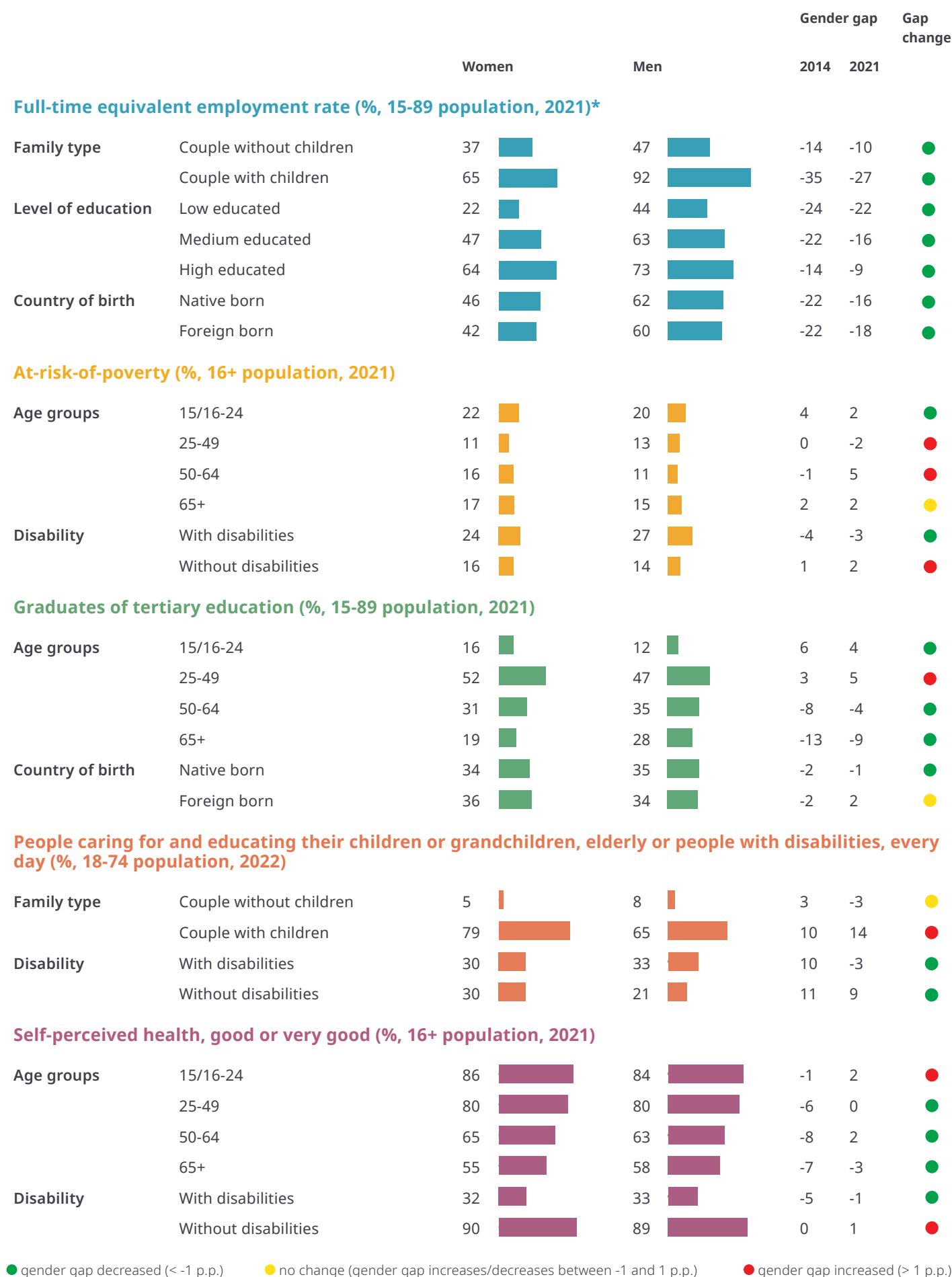
\* FTE employment rate measures employed persons in a comparable way, even though they may work a different number of hours per week

\*\* NL: 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 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 the Netherlands 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 the Netherlands, 23 women were murdered by an intimate partner, and four women were murdered by a family member.

**Source:** Eurostat, 2021

## Violence at a glance

### Intimate partner violence

In the Netherlands, around 33 % of women who have ever been in a relationship have experienced violence by an intimate partner during their adult life. In total, 17 % have experienced physical violence (including threats) or sexual violence, while 32 % have experienced psychological violence. Up to 5 % have experienced intimate partner violence during the last 12 months, and 13 % have experienced it in the last five years.

**Source:** Eurostat, 2021

### Sexual harassment at work

In the Netherlands, 41 % of all women who have ever worked have experienced sexual harassment at work. Around 7 % of women have experienced sexual harassment at work during the last 12 months, while up to 19 % have experienced it in the last 5 years.

**Source:** Eurostat, 2021

## 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. The Netherlands signed the Istanbul Convention in November 2012, and ratified it in November 2015. The Convention entered into force in the Netherlands in March 2016.

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.<sup>1</sup> 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 and men in the Netherlands are less likely to choose environmentally options than their counterparts elsewhere in the EU**

In 2022, 36 % of women and 41 % of men in the Netherlands reported regularly choosing environmentally friendly options in childcare; for example, by avoiding single-use items, buying second-hand goods and educating the children under their care about environmental issues. In comparison, the EU average was 51 % for women and 49 % for men. Similarly, 47 % of both women and men regularly opted for environmentally friendly options in housework activities, such as recycling. These figures were lower than the EU average (59 % and 53 %, respectively).

### **Non-EU migrants in the Netherlands are experiencing energy-related difficulties**

In the Netherlands, 7 % of non-EU migrant women and 10 % of non-EU migrant men reported being unable to keep their home adequately warm in 2021. Lone mothers (7 %) and lone fathers (2 %) also faced this challenge. Meanwhile, 4 % of both non-EU migrant women and men were in arrears on their utility bills in 2021, which was lower than the EU average (11 % and 12 %, respectively).

### **The Netherlands has a lower share of women than men working in its energy and transport sectors**

In 2022, women made up just 21 % of workers in the energy sector in the Netherlands, which was 3 % lower than the EU average. In the same year, women represented 23 % of those employed in the transport sector in the Netherlands (just above the EU average of 22 %).

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[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 Netherlands

	Netherlands		EU	
	Women	Men	Women	Men
<b>Public attitudes and behaviours on climate change and mitigation</b>				
Personal responsibility to try to reduce climate change (% , 15+, 2018)	66	60	62	61
Avoiding animal products (% , 16-74, 2022)				
Regularly	31	24	31	23
Sometimes	35	34	43	41
Never	34	42	26	36
Avoiding plastic single-use products (% , 16-74, 2022)				
Regularly	44	42	49	42
Sometimes	42	39	44	46
Never	14	19	7	11
Choosing environmentally friendly options in childcare activities (% , 16-74, 2022)				
Regularly	36	41	51	49
Sometimes	46	41	41	41
Never	18	18	8	10
Choosing friendly options in housework activities daily (% , 16-74, 2022)				
Regularly	47	47	59	53
Sometimes	38	37	35	39
Never	15	16	6	8
Tertiary graduates in natural sciences and technologies (% , 15+, 2021)				
Natural sciences and technologies	n/a	n/a	36	64
Natural sciences	n/a	n/a	56	44
Technologies	n/a	n/a	28	72
<b>Energy</b>				
People unable to keep the home adequately warm (% , +16, 2021)				
65+	3	3	8	6
Low educational attainment	3	4	12	12
Single	4	7	10	9
Lone parents	7	2	12	11
Non-EU migrants	7	10	12	13
People with disabilities	5	7	12	11
People with arrears on utility bills (% , +16, 2021)				
16-24	1	1	8	9
Low educational attainment	2	2	9	10
Single	4	7	10	9
Lone parents	7	2	12	11
Non-EU migrants	4	4	11	12
People with disabilities	2	2	8	9
Employed in the energy sector (% , +15, 2022)	21	79	24	76
<b>Transport</b>				
People opting for low carbon-emission modes of transport (% , 16-74, 2022)				
Regularly	53	51	42	41
Sometimes	30	32	39	41
Never	17	17	19	18
People using the car as main means of transport during a typical week (% , 16-74, 2022)	62	68	66	70
People using public transportation as main means of transport during a typical week (% , 16-74, 2022)	21	19	32	29
People using walking as main means of transport during a typical week (% , 16-74, 2022)	54	52	46	43
Employed in the transport sector (% , 15+, 2022)	23	77	22	78
<b>Decision-making</b>				
Senior administrators in national ministries dealing with environment and climate change (% , 2022)	52	48	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.

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## 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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