

The data for 2023 Index is mostly from 2021.

Progress in gender equality

With 70.2 points out of 100, the European Union still has much to do to reach gender equality.¹ The EU's current score represents a moderate improvement of 1.6 points compared with the previous edition of the Index – the highest year-on-year rise since the first edition of the Index in 2013. The increase in the EU's score since 2020 is mainly due to progress in gender equality in the domains of time (+ 3.6 points) and work (+ 2.1 points). Since 2010, the EU's score has increased by 7.1 points, primarily driven by advances in the domain of power (+ 17.2 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 EU is closest to gender equality in the domain of health (88.5 points), especially in the sub-domain of access to health services (97.3 points). Nevertheless, health is the only domain that shows a decline since the previous edition (-0.2 points), and has made the least progress since 2010 (+ 1.8 points). Since 2020, progress has stalled in its subdomains of status (- 0.2 points), access (- 0.3 points) and behaviour (no change in score).

Most room for improvement

Gender inequalities are most pronounced in the domain of power (59.1 points). Since 2020, the EU's score in this domain has increased by 1.9 points. The EU's score masks considerable variation between Member States: despite overall improvements, setbacks in the domain of power took place in eight countries compared with the last Gender Equality Index (BG, CY, EE, FI, HR, LV, RO, SK). The sub-domain of economic decision-making is the second-lowest scoring of all sub-domains across the EU, with a score of 54.7 points. The score for this sub-domain has improved by 2.6 points since 2020.

Biggest improvement

This edition of the Index updates the domain of time after six years without new data, based on data from the EIGE survey on gender gaps in unpaid care, individual and social activities. Since 2020, the biggest improvement in the EU's score has been in the domain of time (+ 3.6 points), in which it now scores 68.5 points. An improvement in the sub-domain of care activities (+ 9.6 points) has been the key driver of this change, with this sub-domain now scoring 78.7 points. However, this increase is primarily due to women's lower engagement in unpaid care and housework overall, rather than men's higher participation in such activities. Within the sub-domain of social activities, the EU's score has decreased slightly (- 1.3 points), and now stands at 59.7 points.

A step backwards

The domain of money remains the EU's second-highest ranked domain in the Gender Equality Index, with a score of 82.6 points. After years of standstill, this domain shows signs of regression in gender equality with regard to economic situation (- 0.4 points) since 2020. This reflects the setbacks predicted as a result of the COVID-19 pandemic, but also serves as a warning of possibly longer-lasting consequences for gender inequalities in income. This is the result of stagnation (- 0.4 points) in the sub-domain of economic situation, in which the EU scores 87.9 points. Progress has also stalled in the sub-domain of financial resources (+ 0.3 points), in which the EU scores 77.5 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.

Convergence analysis shows a mean improvement in gender equality, accompanied by a decline in disparities between Member States for the period 2010–2021. Despite their different starting points, 15 Member States (BE, BG, DK, IE, EL, HR, IT, CY, LT, MT, NL, PT, SI, FI and SE) have come closer to the EU average over time. The remaining 12 Member States (CZ, DE, EE, ES, FR, LV, LU, HU, AT, PL, RO and SK) have increased their distance from the EU average. In detail:

Catching up – Bulgaria, Cyprus, Greece, Croatia, Italy, Lithuania, Malta and Portugal have Index scores lower than the EU average but are making faster improvements over time, reducing the gap between them and the EU

Flattening – Belgium, Denmark, Finland, Ireland, the Netherlands, Sweden, and Slovenia have improved their Index scores. Their gender equality levels are higher than the EU average, but their progress has been slower than the EU average. As a result, the gaps between these countries and the EU have narrowed over time.

Outperforming – Austria, Germany, Spain, France and Luxembourg perform better than the EU average on gender equality and progress more rapidly. Consequently, the gap between these countries and the EU is widening.

Slower pace – Czechia, Estonia, Hungary, Latvia, Poland, Romania and Slovakia have all improved their Gender Equality Index scores, but are consistently and significantly lower than the EU average. In addition, their progress in gender equality is slower, leading to growing disparities over time compared with the EU.

Explore EU's Index results

| | 2010 | 2012 | 2015 | 2017 | 2018 | 2019 | 2020 | 2021 | Change since | |
|---------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|-------------|
| | 2010 | 2012 | 2015 | 2017 | 2018 | 2019 | 2020 | 2021 | 2010 | 2020 |
| Index | 63.1 | 64.4 | 65.7 | 66.9 | 67.4 | 68.0 | 68.6 | 70.2 | 7.1 | 1.6 |
| Work | 69.7 | 70.2 | 70.6 | 71.1 | 71.4 | 71.6 | 71.7 | 73.8 | 4.1 | 2.1 |
| Participation | 77.6 | 78.3 | 79.2 | 80.4 | 80.9 | 81.3 | 81.1 | 82.3 | 4.7 | 1.2 |
| Segregation and quality of work | 62.6 | 62.9 | 62.9 | 62.9 | 62.9 | 63.1 | 63.3 | 66.2 | 3.6 | 2.9 |
| Money | 79.1 | 79.1 | 80.1 | 81.1 | 81.6 | 82.4 | 82.6 | 82.6 | 3.5 | 0.0 |
| Financial resources | 70.6 | 71.2 | 73.9 | 74.9 | 75.5 | 76.9 | 77.2 | 77.5 | 6.9 | 0.3 |
| Economic situation | 88.7 | 88.0 | 86.7 | 88.0 | 88.1 | 88.3 | 88.3 | 87.9 | -0.8 | -0.4 |
| Knowledge | 59.8 | 61.1 | 62.4 | 62.6 | 62.8 | 62.7 | 62.5 | 63.6 | 3.8 | 1.1 |
| Attainment and participation | 66.0 | 68.2 | 71.2 | 71.8 | 72.2 | 72.5 | 72.1 | 74.6 | 8.6 | 2.5 |
| Segregation | 54.2 | 54.7 | 54.7 | 54.5 | 54.5 | 54.1 | 54.1 | 54.2 | 0.0 | 0.1 |
| Time | 65.2 | 68.1 | 64.9 | 64.9 | 64.9 | 64.9 | 64.9 | 68.5 | 3.3 | 3.6 |
| Care activities | 65.4 | 71.3 | 69.1 | 69.1 | 69.1 | 69.1 | 69.1 | 78.7 | 13.3 | 9.6 |
| Social activities | 65.0 | 65.0 | 61.0 | 61.0 | 61.0 | 61.0 | 61.0 | 59.7 | -5.3 | -1.3 |
| Power | 41.9 | 43.6 | 48.4 | 51.6 | 53.1 | 55.0 | 57.2 | 59.1 | 17.2 | 1.9 |
| Political | 47.5 | 49.0 | 53.0 | 55.0 | 56.8 | 58.5 | 60.2 | 61.4 | 13.9 | 1.2 |
| Economic | 29.0 | 31.9 | 39.2 | 43.0 | 45.9 | 48.8 | 52.1 | 54.7 | 25.7 | 2.6 |
| Social | 53.2 | 53.2 | 54.5 | 58.2 | 57.4 | 58.2 | 59.9 | 61.5 | 8.3 | 1.6 |
| Health | 86.7 | 86.7 | 87.1 | 87.8 | 87.8 | 87.8 | 88.7 | 88.5 | 1.8 | -0.2 |
| Status | 90.4 | 90.6 | 90.9 | 91.9 | 92.0 | 92.1 | 91.9 | 91.7 | 1.3 | -0.2 |
| Behaviour | 74.8 | 74.8 | 74.8 | 74.8 | 74.8 | 74.8 | 77.8 | 77.8 | 3.0 | 0.0 |
| Access | 96.2 | 96.2 | 97.0 | 98.3 | 98.3 | 98.2 | 97.6 | 97.3 | 1.1 | -0.3 |

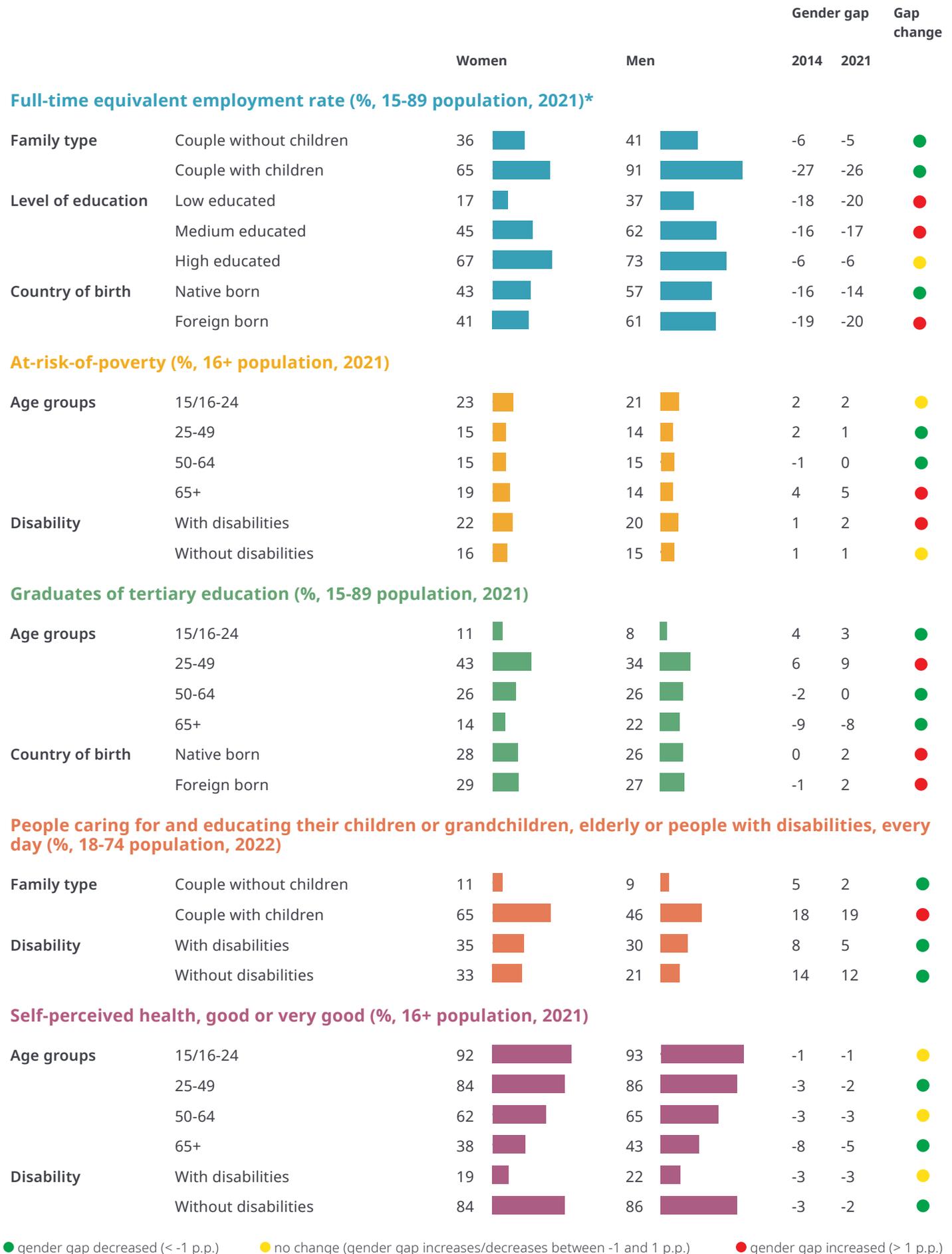
Explore EU's performance by indicator

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

* FTE employment rate measures employed persons in a comparable way, even though they may work a different number of hours per week
 ** 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 EU in the domain of violence, due to a lack of comparable EU-wide data. Data on gender-based violence remains scarce and lacks comparability across the EU. Clear, comprehensive and systematic definitions of all forms of violence against women and girls are crucial for informed decision-making.

Femicide

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

Source: Eurostat, 2021

Istanbul Convention: state of play

The Europe Convention on preventing and combating violence against women and domestic violence (the Istanbul Convention) is the most comprehensive international human rights treaty on preventing and combatting violence against women and domestic violence. In 2017, the EU signed the Istanbul Convention. After six years of discussions, the EU formally acceded to the Istanbul Convention in June 2023. The EU's accession is a strong symbolic commitment and paves the way to improve the legal situation for victims of violence.

While all Member States have signed the Convention, challenges related to its ratification persist in Bulgaria, Czechia, Latvia, Lithuania, Hungary and Slovakia.

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 the EU display a higher tendency than men to opt for environmentally friendly choices

In 2022, 31 % of women in the EU, compared with 23 % of men, reported regularly avoiding animal products. Around 49 % of women and 42 % of men indicated regularly avoiding plastic and/or single-use products. Similarly, more women (59 %) than men (53 %) reported regularly choosing environmentally friendly options in housework activities. In terms of childcare activities, 51 % of women and 49 % of men reported choosing environmentally friendly options, such as avoiding single-use items, buying second-hand goods, and educating the children under their care about environmental issues.

Almost half of women and men in the EU regularly choose low carbon-emission modes of transport

In the EU, 42 % of women and 41 % of men reported regularly opting for low carbon-emission modes of transport in 2022. With regard to their usual weekly modes of transportation, 46 % of women and 43 % of men opted for walking among their top three preferences. Public transportation was chosen by 32 % of women and 29 % of men as one of their three main means of transport, while the car was utilised by 66 % of women and 70 % of men as one of their three main means of transport.

Women are significantly underrepresented in the EU's energy and transport sectors and in decision-making roles

In 2022, the workforce in the EU energy sector comprised 24 % women, while in the transport sector, 22 % of employees were women. In the same year, 30 % of decision-makers in parliamentary committees dealing with environmental and climate change matters were women. Women held 44% of senior administrative positions in national ministries specifically dedicated to the topics of the environment and climate change.

[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 European Union

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

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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