European Institute for Gender Equality

Gender Equality Index 2026

Czechia

54.3

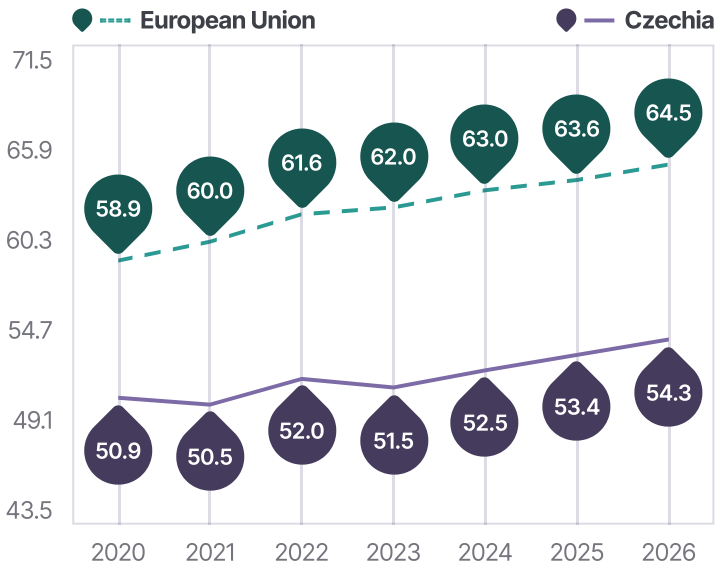
Czechia scores 54.3 points out of 100 in the Gender Equality Index, ranking 25th in the EU. The score has increased by 3.4 points since 2020, and by 0.9 points since 2025. This recent increase is mainly due to an improvement in the domain of power.

Czechia shows an increase of its Gender Equality Index score. Nevertheless, it remains below the EU average, with the gap widening as the EU average has increased at a faster pace.

Scores (0-100)

Index	54.3
Work	65.9
Money	76.1
Knowledge	53.0
Time	57.6
Power	21.9
Health	82.7

Trend (2020 - 2026)



Compare countries

	Index 2026[1]	Change since 2020	Change since 2025
FR	74.8	+5.4	+1.3
SE	73.6	+1.7	-0.1
DK	73.0	+6.4	+1.2
ES	72.6	+8.2	+1.6
NL	70.7	+6.9	+1.2
BE	70.1	+7.9	+1.4
IE	69.4	+8.2	+0.2
FI	68.3	+2.4	-0.1
PT	65.7	+7.4	+2.2
LU	64.7	+8.1	+0.8
EU	64.5	+5.6	+0.9
DE	63.9	+5.7	+0.7
IT	62.7	+6.7	+0.5
AT	61.9	+3.3	+0.7
PL	61.1	+9.8	+3.1
EE	60.2	+6.3	+0.7
EL	60.0	+9.9	+2.7
MT	59.6	+9.8	+0.9
LT	59.5	+7	-1.5
LV	59.5	+2.5	+2.8
SI	59.4	+3.3	+1.3
HR	58.4	+2.6	+1.1
BG	58.4	-0.7	+0.3
SK	58.2	+3.1	+0.7
RO	57.6	+5.4	+0.5
CZ	**54.3**	**+3.4**	**+0.9**
HU	53.6	+2.7	+1.3
CY	46.7	+2.9	-0.9

1. The Gender Equality Index has been reviewed in 2025 (see About the Index). For the Index 2026, data corrections and updates to the European Union Statistics on Income and Living Conditions (EU-SILC) microdata carried out by several National Statistical Institutes affected a number of indicators included in the Index. As a result, the previous editions of the Gender Equality Index have been recalculated, and scores might be slightly different compared to the scores presented in the Index 2025. The Index is calculated every year by using N-1 data, for the overall time series. The Index 2026 is mostly based on 2025 data and traces progress from a short-term (2024–2025) and longer-term (2019–2025) perspective. The domain of time is calculated with the 2024 EIGE CARE survey. Lithuania/Latvia, and Croatia/Bulgaria have the same scores. Their position in the ranking is determined statistically based on the second decimal place of the Index score.

Progress in gender equality

Best performance

Czechia achieves its **best performance** in the domain of knowledge, ranking 18th in the EU with 53.0 points. This is driven by the subdomain of attainment and participation, which ranks 13th with 73.3 points, where the number of IVET (initial vocational education and training) graduates is among the highest in the EU, for both women and men.

The country ranks 19th in the domain of money, with 76.1 points. This is due to the subdomain of financial resources, which ranks 8th with 84.1 points, reflecting one of the lowest gender pension gaps in the EU.

Most room for improvement

The domain of power shows the **most room for improvement,** where Czechia ranks 25th in the EU and scores 21.9 points. This result is due to the subdomains of political power and social power, which both rank 24th with 21.9 and 13.2 points, respectively.

Biggest improvement

Since 2025, Czechia recorded its **biggest improvement** in the domain of power, which gained 1.6 points. This is mainly due to the subdomain of social power (+ 2.3 points), followed by economic power (+ 1.2 points), while political power rose slightly (+ 0.2 points).

The largest subdomain gain is in attainment and participation (+ 4.1 points), in the domain of knowledge. This reflects a narrower gender gap among both tertiary and IVET graduates since the last edition of the Index.

A step backwards

Since 2025, Czechia has recorded no step backwards at the domain level. At subdomain level, segregation has fallen by 2.1 points, within the domain of knowledge. Segregation and quality of work has also declined by 0.2 points, within the domain of work.

Explore Czechia's Index results

	2020	2021	2022	2023	2024	2025	2026	Change since 2020	Change since 2025
Index	**50.9**	**50.5**	**52.0**	**51.5**	**52.5**	**53.4**	**54.3**	**3.4**	**0.9**
Work	**62.8**	**63.0**	**63.9**	**63.5**	**65.4**	**65.2**	**65.9**	**3.1**	**0.7**
Participation	79.0	78.7	78.7	78.9	80.1	79.6	81.6	2.6	2.0
Segregation and quality of work	50.0	50.4	51.8	51.0	53.5	53.4	53.2	3.2	-0.2
Money	**73.8**	**74.3**	**75.5**	**74.1**	**75.4**	**75.7**	**76.1**	**2.3**	**0.4**
Financial resources	80.8	81.0	82.5	82.1	83.0	84.0	84.1	3.3	0.1
Economic situation	67.4	68.1	69.0	67.0	68.5	68.3	68.9	1.5	0.6
Knowledge	**54.3**	**53.9**	**50.8**	**52.1**	**52.9**	**52.9**	**53.0**	**-1.3**	**0.1**
Attainment and participation	75.2	74.1	64.2	67.9	71.0	69.2	73.3	-1.9	4.1
Segregation	39.2	39.2	40.2	39.9	39.5	40.5	38.4	-0.8	-2.1
Time	**57.6**	**57.6**	**57.6**	**57.6**	**57.6**	**57.6**	**57.6**	**0.0**	**0.0**
Care activities	42.8	42.8	42.8	42.8	42.8	42.8	42.8	0.0	0.0
Social activities	77.6	77.6	77.6	77.6	77.6	77.6	77.6	0.0	0.0
Power	**16.2**	**15.5**	**18.3**	**17.4**	**18.5**	**20.3**	**21.9**	**5.7**	**1.6**
Political	28.1	29.5	29.8	24.3	23.4	21.7	21.9	-6.2	0.2
Economic	21.4	20.8	24.8	26.3	28.8	35.3	36.5	15.1	1.2
Social	7.0	6.0	8.3	8.3	9.3	10.9	13.2	6.2	2.3
Health	**82.8**	**82.5**	**83.3**	**83.7**	**82.6**	**82.6**	**82.7**	**-0.1**	**0.1**
Status	90.1	89.4	91.2	92.1	89.7	89.8	89.9	-0.2	0.1
Behaviour	76.1	76.1	76.1	76.1	76.1	76.1	76.1	0.0	0.0

Explore Czechia's performance by indicator

		Czechia		EU	
Work		Women	Men	Women	Men
Participation	Full-time equivalent employment rate (%, 15-89, 2024)[2]	50	67	44	59
	Duration of working life (years, 15+ population, 2025)	36	40	35	40
Segregation and quality of work	ICT specialists (%, 15-74, 2025)	13	87	20	81
	Managerial positions (%, 15-74, 2025)	30	70	36	64
	Low paid workers (%, 16+, 2025)	34	29	37	29
Money					
Financial resources	Median earnings (PPS, 18-64 employed population, 2025)	19064	24961	25525	32079
	Gender pension gap (65+, %, 2025)	8		24	
Economic situation	Median partner earnings ratio (18-64,%, 2025)[3]	69	151	73	147
	In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)	14	7	16	13
Knowledge					
Attainment and participation	Graduates of tertiary education (%, 30-34, 2025)	44	32	51	40
	Graduates in IVET (Initial vocational education and training) (%, 25-34, 2025)	45	59	27	34
Segregation	Graduated in tertiary education in EHW (Education, Health and Welfare, Humanities and Art (tertiary students) (%, 2024)	78	22	75	25
	Graduated in tertiary education in STEM (Science, Technology, Engineering and Mathematics) (%, 2024)	34	66	34	66
Time					
Care activities	Informal childcare (0-11) for more than 35 weekly hours (%, 16-74, 2024)	45	18	41	20
	Informal long-term care for more than 20 hours per week (%, 45-64, 2019)	13	6	20	13
	Housework chores every day (%, 16-74, 2024)	54	25	59	33
Social activities	Hours spent on leisure activities per week (%, 16-74, 2024)	32	45	30	43
	Voluntary, charitable or political activities at least once per week (%, 16-74, 2024)	10	12	13	17
Power					
Political	Share of ministers (%, 2025)	7	93	32	68
	Share of members of parliament (%, 2025)	26	74	33	67
	Share of members of regional assemblies/local municipalities (%, 2025)[4]	21	79	32	68
Economic	Share of members of boards in largest quoted companies (%, 2025)	28	72	35	65
Social	Share of members of highest decision making body of the national Olympic most popular sport organisations (%, 2025)	12	88	26	74
Health					
Status	Self-perceived health, good or very good (%, 16+, 2025)	65	69	65	71
	Healthy life years at 65 in percentage of the total life expectancy (%, 65+, 2024)	40	46	48	54
Behaviour	People who don't smoke and are not involved in harmful drinking (%, 16+ population, 2019)	70	50	73	56
	People doing physical activities and/or consuming fruits and vegetables (%, 16+ population, 2019)	27	33	38	43

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

2. FTE employment rate measures employed persons in a comparable way, even though they may work a different number of hours per week
3. 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
4. Share of members in local municipalities for BG, EE, IE, CY, LT, LU, MT, SI

Key highlights

The gender gap in employment is among the widest in the EU

The full-time equivalent (FTE) employment rate[5] is 50 % for women and 67 % for men. The rate for women rose by 2 pp since the previous year, while that for men did not change. The gender gap is among the widest in the EU. It grows considerably among couples with children (35 pp) and people born outside the country (20 pp), both at the disadvantage of women.

Women's presence among ICT specialists and managers is particularly low

Women account for 13 % of ICT (information and communications technology) specialists, without changes since the previous year. This reflects the lowest share in the EU. Among managerial positions, women's share is 30 % (+ 1 pp over the previous year), one of the lowest levels in the EU.

The gender pension gap narrows and is almost the lowest in the EU

The gender pension gap stands at 8 %, down by 2 pp since the previous year. This is one of the smallest gender pension gaps in the EU, and it stands well below the EU average of 24 %.

The earnings disparity between partners narrows but remains wider than at EU level

Women in couples earn 69 % of their partner's income (+ 1 pp since the previous year). Men in couples earn 51 % more than their partner (– 3 pp). The resulting gender disparity of 82 pp has narrowed by 4 pp, but it remains wider than the EU figure of 74 pp.

Single adults and single parents show one of the EU's widest gender gaps in in-work poverty

Among employed people living in single-adult or single-parent households, 14 % of women and 7 % of men are at risk of poverty. The figure for women rose by 1 pp since the previous year, while that for men rose by 2 pp. The rate for men is the lowest in the EU. The gender gap among foreign-born people reaches 21 pp, at the disadvantage of women.

IVET graduates among the highest in the EU for women and men

In Czechia, 44 % of women aged 30–34 have completed tertiary education, compared with 32 % of men. The figure has increased by 1 pp for women and by 4 pp for men since the previous year.

Among people aged 25–34, 45 % of women and 59 % of men have completed IVET (initial vocational education and training), among the highest in the EU. The gender gap is particularly wide among people without disabilities, where it reaches 20 pp.

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

Women graduates are strongly overrepresented in EHW, while their share in STEM falls

Women account for 78 % of EHW (education, health and welfare, humanities and the arts) graduates, without changes since the previous year. Among STEM (science, technology, engineering and mathematics) graduates, women account for 34 % of them, down by 2 pp over the previous year.

The gender gap in childcare is among the widest among Member States

Among people caring for children aged 0–11 for more than 35 hours a week, women outnumber men by a wide margin (45 % against 18 %). This gender disparity is one of the widest in the EU. The gap widens further for couples with children (33 pp), to women's disadvantage.

In long-term care, 13 % of women aged 45–64 and 6 % of men provide more than 20 hours of care a week. Both figures are below the EU averages (20 % and 13 %).

Daily housework chores are performed by 54 % of women and 25 % of men.

One of the lowest shares of women among ministers in the EU

Women hold 7 % of ministerial posts (– 1 pp since the previous year). This results in almost the lowest share in the EU. Women account for 26 % of seats in parliament (+ 2 pp) and 21 % in regional assemblies (– 1 pp).

> Czechia does not have gender quotas for parliament.

Women's social decision-making power in Czechia is among the lowest across the EU

Women hold 28 % of board seats among the largest listed companies (+ 1 pp since the previous year). In the highest decision-making bodies of national Olympic sport organisations, they hold 12 % of seats (+ 2 pp), among the lowest shares in the EU.

> As of December 2025, in Czechia the legislation for the transposition of the Directive (EU) 2022/2381 (Gender Balance on Boards Directive) remains in draft form.

Self-perceived health shows a narrow gender gap, except among people living alone

'Good' or 'very good' health is reported by 65 % of women and 69 % of men. The percentage for women increased by 1 pp since the previous year, while that for men did not change. The gender gap widens to 18 pp in single-adult households, to the disadvantage of women.

Women aged 65 and over can expect to spend 40 % of their remaining life in good health, while men reach 46 %. The percentage has improved by 2 pp for women and by 1 pp for men. Despite the increase, both figures remain below the EU averages (48 % and 54 %).

Explore intersecting inequalities

Full-time equivalent employment rate (%, 15-89, 2024)[6]		Women	Men	Gender gap	Gender gap in 2019	Gap change
Household composition	Couple without children	49	50	-1	-4	🟢
	Couple with children	64	99	-35	-35	🟠
Level of education	Low educated	14	25	-11	-11	🟠
	Medium educated	52	70	-18	-17	🔴
	High educated	69	81	-12	-13	🟢
Country of birth	Native born	49	66	-17	-17	🟠
	Foreign born	56	76	-20	-24	🟢

In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)						
Household composition	Single-adult household	7	6	1	2	🟢
	Single-parent household	26	17	9	1	🔴
Age groups	15/16-24	n/a	n/a	n/a	n/a	n/a
	25-49	17	6	11	8	🔴
	50-64	13	8	5	2	🔴
	65+	0	0	0	0	🟠
Country of birth	Native born	14	7	7	6	🔴
	Foreign born	22	1	21	-1	🔴

Graduates in IVET (Initial vocational education and training) (%, 25-34, 2024)						
Country of birth	Native born	45	62	-17	-15	🔴
	Foreign born	41	54	-13	-5	🔴
Disability	With disabilities	55	46	9	-17	🟢
	Without disabilities	41	61	-20	-12	🔴

Informal childcare (0-11) for more than 35 weekly hours (%, 16-74, 2024)						
Household composition	Single-parent household	n/a	n/a	n/a	n/a	n/a
	Couple with children	52	19	33	n/a	n/a
Age groups	15/16-24	41	26	15	n/a	n/a
	25-49	46	17	29	n/a	n/a
	50-64	n/a	n/a	n/a	n/a	n/a

Self-perceived health, good or very good (%, 16+, 2025)						
Household composition	Single-adult household	39	57	-18	-18	🟠
	Single-parent household	79	76	3	-5	🟢
	Couple without children	57	53	4	2	🔴
	Couple with children	86	85	1	4	🟢
Age groups	15/16-24	95	95	0	-3	🟢
	25-49	86	86	0	-1	🟢
	50-64	63	62	1	0	🔴
	65+	28	30	-2	-4	🟢
Disability	With disabilities	17	19	-2	-1	🔴
	Without disabilities	85	86	-1	0	🔴

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

🟢 gender gap decreased (<= -1 p.p.) 🟠 no change (gender gap increases/decreases between -1 and 1 p.p.) 🔴 gender gap increased (>= 1 p.p.)

6. 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).

Violence against women

Violence against women is one of the additional domains of the Gender Equality Index. The composite indicator on violence against women was calculated on the basis of the EU-GBV survey on violence against women[7].

Due to data limitations the composite measure of violence could not be calculated for Czechia, but data can be found at indicator level, when available[8].

- In Czechia, 20 % of women have experienced physical and/or sexual violence since the age of 15. This is 11 pp lower than the EU-27 average (31 %).
- In Czechia,55 % of women have experienced health consequences of physical and/or sexual violence since the age of 15.
- In Czechia, 42 % of women who have experienced physical or sexual violence by any perpetrator in the past 12 months have not told anyone.
- In 2024, 0.31 women out of 100 000 inhabitants were victims of intentional homicide by a current or former partner (0.18), or a family member (0.13).
- At age 13, 20 % of girls and 13 % of boys report being cyberbullied. By age 15, the gap narrows and the figures decrease, reaching 16 % for girls and 11 % for boys[9].
- In Czechia, 7 % of women who have ever worked have experienced sexual harassment at work via social networks or messaging apps[10].

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

Czechia signed the Istanbul Convention in May 2016, but has not yet ratified it. The Convention has not yet entered into force in Czechia.

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

7. The calculations of the composite measure in 2024 differ in several ways from the calculations carried out in 2017 due to slight differences in methodologies between the FRA EU wide survey on violence against women of 2012 and the EU-GBV survey (wave 2021). For more details, see EIGE (2025). Gender Equality Index 2024: Tackling violence against women, tackling gender inequalities. Publications Office.
8. More information can be found in the report 'Gender Equality Index 2024, Tackling violence against women, tackling gender inequalities'.
9. Based on HBSC study data browser (findings from the 2021–2022 HBSC Survey)
10. Based on EU-GBV Survey (2021 wave)

Violence against women

Physical and/or sexual violence	Czechia Women	EU Women
Women having experienced physical and/or sexual violence by any perpetrator since age 15 (%, 18-74, 2021)	**20**	**31 e**
18-29	16	35 e
30-44	19	35 e
45-64	23	31 e
65-74	18	24 e
severe limitations	32 u	46 e
limited but not severely or not limited at all	19	30 e
some	18	40 e
some or severe	22	41 e
no limitations	19	28 e
intimate partner violence	13	18 e
non-partner violence	10	20 e
Women having experienced physical and/or sexual violence by any perpetrator in the past 12 months (%, 18-74, 2021)	**2 u**	**3 e**

Femicide	Czechia Women	EU Women
Women victims of intentional homicide by current or former partner or family member, rate per 100 000 inhabitants (2024) [11]	**0.31**	**0.4**
family member	0.13	0.4
current or former partner	0.18	:

Health consequences of violence and multiple victimisation	Czechia Women	EU Women
Women having experienced health consequences of physical and/or sexual violence since the age of 15 (%, 18-74, 2021)	**55**	**57 e**
intimate partner violence	61	72 e
non-partner violence	39	37 e
Women having experienced health consequences of physical and/or sexual violence in the past 12 months (%, 18-74, 2021)	**:**	**37 e**
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)	**18**	**31 e**

Disclosure of violence to institutions or to anyone else	Czechia Women	EU Women
Women having experienced physical and/or sexual violence in the past 12 months and have not told anyone (%, 18-74, 2021)	**42**	**31 e**
intimate partner violence	40	31 e
non-partner violence	49	38 e

11. Data for the EU and for RO not disagregated by perpetrators. Data for Finland from 2023.

Cyberviolence	Czechia		EU	
	Women	Men	Women	Men
13-year-olds who have been cyberbullied at least once or twice in the past couple of months (%, 2022) [12]	20	13	19 e	16 e
15-year-olds who have been cyberbullied at least once or twice in the past couple of months (%, 2022) [13]	16	11	15 e	14 e
	Women		Women	
Ever-working women who have experienced sexual harassment at work via social network and messages (%, 18-74, 2022)	7		7 e	

Source:
- 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)
- HBSC study data browser (findings from the 2021–2022 HBSC Survey)

Legend:
- EU: 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
- e: estimated
- : not available

12. EU: EIGE estimation, unweighted average of the 27 Member States BE: unweighted average of Flemish Belgium and French Belgium data.
13. EU: EIGE estimation, unweighted average of the 27 Member States BE: unweighted average of Flemish Belgium and French Belgium data.

Parental leave

The Gender Equality Index 2026 focuses on parental leave as a key policy tool for promoting gender equality, supporting families and promoting children's well-being. Well-designed parental leave can help parents reconcile work and family life, support a more equal division of care responsibilities and strengthen participation in the labour market. It also supports children's early development by enabling parents to spend time with them during the first years of life. Although parental leave is available in all EU Member States, rules on access and benefits vary considerably[14].

The analysis looks at who is eligible for parental leave and its related benefits.

Employed women are less likely than employed men to be excluded from statutory parental leave

Among employed people, 10 % of women and 17 % of men are not eligible for statutory parental leave, for being in self-employment in all cases, while parental leave benefits are accessible to all employed women and men.

Almost all the population is covered by parental leave benefits

Looking at the overall population in Czechia, only a limited number of women and men are not eligible for parental leave benefits, and due to an unmet residency requirement.

Women account for almost all recipients of parental leave or its related benefits

Women account for 98 % of people receiving publicly administered parental leave benefits or publicly administered paid parental leave.

A two-year gap separates well-paid leave from guaranteed childcare in Czechia

Families face a two-year gap between the end of well-paid parental leave and the point at which a childcare place is guaranteed.

14. The analysis uses a static microsimulation to estimate how many potential parents would be eligible for parental leave across the EU. Country-specific eligibility rules are applied to representative survey data. The analysis covers people aged 20–49 and focuses on formal eligibility rather than actual take-up. It distinguishes between eligibility for job-protected parental leave (the statutory right to take time away from work while keeping a job) and eligibility for parental leave benefits (the financial compensation received during that leave). In countries where the eligibility conditions for leave and benefits are identical, the two measures produce the same results. However, where eligibility criteria differ, benefit eligibility is often broader than leave eligibility, as entitlement to financial support may extend to individuals who are not in employment. To reflect these differences, eligibility rates were simulated separately for the employed population (leave entitlement) and for the overall population (benefit entitlement). It uses 2024 data from the European Union Labour Force Survey (EU-LFS) and the European Union Statistics on Income and Living Conditions (EU-SILC). For more details, see Gender Equality Index 2026: Making parental leave work (EIGE, 2026).

Parental leave

Parental leave	Czechia Women	Czechia Men	EU Women	EU Men
1. Employed women and men not eligible for statutory parental leave (%, 20-49, 2024) [15]	**10**	**17**	**8**	**11**
2. Employed women and men not eligible for statutory parental leave by reason for ineligibility (%, 20-49, 2024)				
Self-employment	100	100	71	76
Unmet employment conditions	0	0	20	16
Unmet residency requirement	0	0	8	8
3. Employed women and men not eligible for statutory parental leave benefits (%, 20-49, 2024)	**0**	**0**	**4**	**4**
4. Women and men not eligible for statutory parental leave benefits (%, 20-49, 2024) [16]	**1**	**0**	**18**	**13**
5. Women and men not eligible for statutory parental leave benefits by reason for ineligibility, (%, 20-49, 2024) [17]				
Unemployement or inactivity	0	:	:	:
Self-employment	0	:	:	:
Unmet employment conditions	0	:	:	:
Unmet residency requirement	100	:	:	:
6. Recipients/users of publicly-administered parental leave benefits or publicly-administered paid parental leave (%, 2023) [18]	**98**	**2**	**:**	**:**
	Gap		**Gap**	
7. Gap between well-paid childcare leave and ECEC place guarantee (years, 2024/2025) [19]	**2**		**:**	

Source: • EU-LFS, EU-SILC • OECD Family Database • Eurydice

Legend:
- Indicators 1, 2, 3, 4, 5: the analysis uses a static microsimulation to estimate how many potential parents would be eligible for job-protected parental leave (the statutory right to take time away from work while keeping one's job) and eligibility for parental leave benefits (the financial compensation received during that leave).
- Indicators 2, 5, 6: figures rounded to whole numbers, sum may not add up to 100 %
- : not available

15. Sweden applies a one-year residency requirement for EU/EEA and non-EU/EEA nationals, which was simulated but resulted in extremely small numbers, rounded to zero (0).

16. Sweden applies a one-year residency requirement for EU/EEA and non-EU/EEA nationals, which was simulated but resulted in extremely small numbers, rounded to zero (0).

17. 'EU-27' average excluded due to the results being unrepresentative as the figure covers only the subset of Member States with a non-negligible ineligible population to decompose by reason, excluding countries with near-full eligibility and unmet employment conditions and unmet residency requirements will be conflated.

18. DK, SE and PT do not make a distinction between the different leaves, therefore their numbers also include users of maternity and paternity leave. For BE and CZ, data is an average of users/recipients in each month of the given year. For LU, data refer to recipients of the first (right after birth) and second parental leave (before 6th birthday). For EE, data refer to recipients of shared parental benefits (jagatav vanemahüvitis). For FI, data refer to recipients of the sharable parental allowance plus the paternity allowance after the parental allowance period. For DE, data include both recipients of 'Elterngeld' and 'ElterngeldPlus'. PL and FI latest data for 2021; DK latest data for 2022. Data is not available for other countries.

19. Well-paid leave' is defined as leave compensated with an earnings-related payment equivalent to 66 % of earnings or above. The measure combines maternity, paternity, and parental leave, and reflects the continuous well-paid period achievable from birth if leave is taken full-time, in one uninterrupted period, by one or both parents in sequence.

About the Index

The Gender Equality Index, first launched in 2013, has become a cornerstone of gender monitoring in the European Union. 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.

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