European Institute for Gender Equality

Gender Equality Index 2026

Germany

63.9

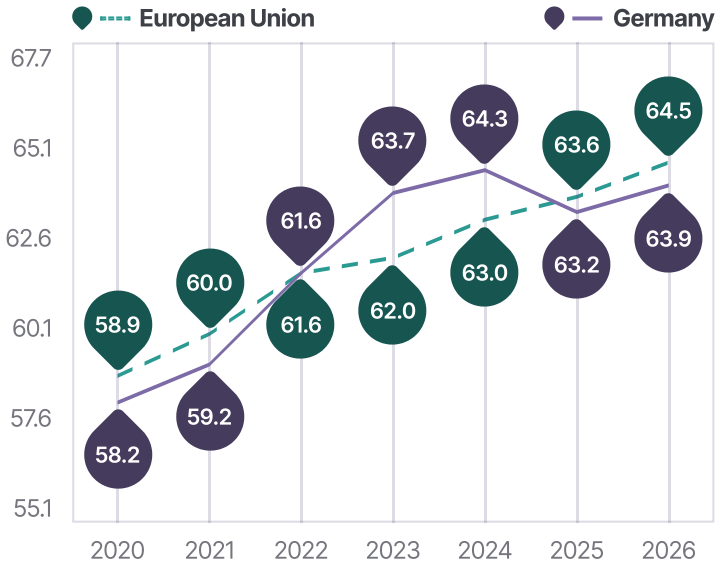
Germany scores 63.9 points out of 100 in the Gender Equality Index, ranking 11th in the EU. The score has increased by 5.7 points since 2020, and by 0.7 points since 2025. This recent increase is mainly due to improvements in the domains of work and power.

Germany stands slightly below the EU average, though its Gender Equality Index is improving.

Scores (0-100)

Index	63.9
Work	65.3
Money	69.1
Knowledge	58.9
Time	61.2
Power	48.8
Health	87.8

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

Germany has its **best performance** in the domain of knowledge, where it ranks 8th in the EU, with a score of 58.9 points. This is driven by the subdomain of attainment and participation, which ranks 1st in the EU (94.0 points). Germany has one of the lowest gender gaps among tertiary graduates and the smallest among IVET (initial vocational education and training) graduates.

Germany also ranks 8th in the domain of health, with a score of 87.8 points. This is due to the subdomain of health status (92.7 points, 9th position) and the subdomain of health behaviour (83.2 points, 10th position).

Most room for improvement

The **most room for improvement** for Germany is in the domain of money, where it ranks 25th in the EU with 69.1 points. This is mainly due to the subdomain of economic situation, which ranks 26th with 65.1 points.

Power has Germany's lowest domain score, at 48.8 points, ranking in 10th place in the EU.

Biggest improvement

The domain of work presents Germany's **biggest improvement,** gaining 1.4 points since 2025. The largest increase is in the subdomain of segregation and quality of work (+ 1.8 points), while the subdomain of participation has seen a smaller rise (+ 0.5 points).

The domain of power has also improved by 1.3 points, although changes across subdomains have been mixed.

A step backwards

Germany has recorded no **step backwards** in any domain since 2025. However, scores in the domains of knowledge and health have remained unchanged. At subdomain level, attainment and participation have fallen by 1.6 points. Political power has also declined by 6.4 points since 2025, despite an overall improvement in the domain of power.

Explore Germany's Index results

	2020	2021	2022	2023	2024	2025	2026	Change since 2020	Change since 2025
Index	**58.2**	**59.2**	**61.6**	**63.7**	**64.3**	**63.2**	**63.9**	**5.7**	**0.7**
Work	**61.2**	**62.1**	**64.0**	**63.6**	**64.0**	**63.9**	**65.3**	**4.1**	**1.4**
Participation	79.9	80.4	80.9	81.1	81.5	81.9	82.4	2.5	0.5
Segregation and quality of work	47.0	48.0	50.6	49.9	50.3	49.9	51.7	4.7	1.8
Money	**61.9**	**63.9**	**65.5**	**67.3**	**68.1**	**68.2**	**69.1**	**7.2**	**0.9**
Financial resources	63.6	66.9	68.6	70.9	71.7	72.3	73.4	9.8	1.1
Economic situation	60.3	61.1	62.5	63.9	64.7	64.3	65.1	4.8	0.8
Knowledge	**59.8**	**58.8**	**58.8**	**59.2**	**59.3**	**58.9**	**58.9**	**-0.9**	**0.0**
Attainment and participation	98.2	99.1	97.5	96.6	96.6	95.6	94.0	-4.2	-1.6
Segregation	36.4	34.9	35.4	36.3	36.4	36.3	36.9	0.5	0.6
Time	**61.2**	**61.2**	**61.2**	**61.2**	**61.2**	**61.2**	**61.2**	**0.0**	**0.0**
Care activities	49.7	49.7	49.7	49.7	49.7	49.7	49.7	0.0	0.0
Social activities	75.3	75.3	75.3	75.3	75.3	75.3	75.3	0.0	0.0
Power	**34.0**	**36.0**	**42.6**	**49.6**	**52.1**	**47.5**	**48.8**	**14.8**	**1.3**
Political	49.6	51.2	52.2	64.6	63.8	63.5	57.1	7.5	-6.4
Economic	50.4	54.4	53.5	55.9	59.2	61.9	63.8	13.4	1.9
Social	15.8	16.7	27.6	33.7	37.6	27.3	31.9	16.1	4.6
Health	**88.4**	**89.0**	**88.6**	**88.8**	**87.2**	**87.8**	**87.8**	**-0.6**	**0.0**
Status	94.0	95.2	94.4	94.8	91.4	92.8	92.7	-1.3	-0.1
Behaviour	83.2	83.2	83.2	83.2	83.2	83.2	83.2	0.0	0.0

Explore Germany's performance by indicator

Work		Germany Women	Germany Men	EU Women	EU Men
Participation	Full-time equivalent employment rate (%, 15-89, 2024)[2]	44	61	44	59
	Duration of working life (years, 15+ population, 2025)	39	42	35	40
Segregation and quality of work	ICT specialists (%, 15-74, 2025)	20	80	20	81
	Managerial positions (%, 15-74, 2025)	30	70	36	64
	Low paid workers (%, 16+, 2025)	42	26	37	29
Money					
Financial resources	Median earnings (PPS, 18-64 employed population, 2025)	32333	45551	25525	32079
	Gender pension gap (65+, %, 2025)	24		24	
Economic situation	Median partner earnings ratio (18-64,%, 2025)[3]	62	181	73	147
	In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)	16	12	16	13
Knowledge					
Attainment and participation	Graduates of tertiary education (%, 30-34, 2025)	46	42	51	40
	Graduates in IVET (Initial vocational education and training) (%, 25-34, 2025)	38	39	27	34
Segregation	Graduated in tertiary education in EHW (Education, Health and Welfare, Humanities and Art (tertiary students) (%, 2024)	75	25	75	25
	Graduated in tertiary education in STEM (Science, Technology, Engineering and Mathematics) (%, 2024)	29	71	34	66
Time					
Care activities	Informal childcare (0-11) for more than 35 weekly hours (%, 16-74, 2024)	38	18	41	20
	Informal long-term care for more than 20 hours per week (%, 45-64, 2019)	14	6	20	13
	Housework chores every day (%, 16-74, 2024)	55	33	59	33
Social activities	Hours spent on leisure activities per week (%, 16-74, 2024)	36	50	30	43
	Voluntary, charitable or political activities at least once per week (%, 16-74, 2024)	16	20	13	17
Power					
Political	Share of ministers (%, 2025)	44	56	32	68
	Share of members of parliament (%, 2025)	33	67	33	67
	Share of members of regional assemblies/local municipalities (%, 2025)[4]	33	67	32	68
Economic	Share of members of boards in largest quoted companies (%, 2025)	40	60	35	65
Social	Share of members of highest decision making body of the national Olympic most popular sport organisations (%, 2025)	25	75	26	74
Health					
Status	Self-perceived health, good or very good (%, 16+, 2025)	64	67	65	71
	Healthy life years at 65 in percentage of the total life expectancy (%, 65+, 2024)	42	46	48	54
Behaviour	People who don't smoke and are not involved in harmful drinking (%, 16+ population, 2019)	61	44	73	56
	People doing physical activities and/or consuming fruits and vegetables (%, 16+ population, 2019)	52	55	38	43

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 employment gender gap widens sharply among couples with children

The full-time equivalent (FTE) employment rate[5] is 44 % for women and 61 % for men. Both figures have remained unchanged since the previous year. The gender gap is 33 pp among couples with children, compared with 6 pp among those without children. It also falls from 23 pp among people with low levels of education to 9 pp among those with high levels of education.

Women's representation in management is among the lowest in the EU

Women's share of ICT (information and communications technology) specialists rose to 20 % (+ 1 pp since the previous year). Among managerial positions, women's share stands at 30 % (+ 1 pp), one of the lowest levels in the EU.

The gender gap in low-paid work is the widest in the EU

In Germany, 42 % of women and 26 % of men are low-paid workers[6]. Since the previous year, the percentage for women decreased by 1 pp, while that for men increased by 1 pp. The resulting gender gap of 16 pp is the widest in the EU.

Earnings rise for both women and men, but the difference remains wide

Median annual earnings[7] are 32,333 PPS for women and 45,551 PPS for men, both up since the previous year. The gender disparity is one of the widest in the EU.

The gender pension gap narrows to the EU average

Germany's gender pension gap stands at 24 %, down by 2 pp since the previous year and now equal to the EU average.

Women in couples earn far less than their partners, among the widest disparities in the EU

Women in couples earn 62 % of their partner's income, up by 2 pp since the previous year. Men in couples earn 81 % more than their partner, down by 7 pp. The gender disparity has narrowed but remains one of the widest in the EU at 119 pp.

5. The FTE employment rate measures working hours comparatively, even though people may work different numbers of hours per week.
6. Percentage of employed population receiving two thirds or less of the national median employee income, which covers gross employee cash or near cash income, gross non-cash employee income and employers' social insurance contributions.
7. Median annual earnings of the 18–64 population in employment, computed as the median of gross employee cash or near cash income, gross non-cash employee income and cash benefits from self-employment.

The in-work poverty gender gap is particularly wide among people aged 65 and over

In Germany, 16 % of employed women and 12 % of employed men living in single-adult or single-parent households are at risk of poverty. Since the previous year, the figure for women has risen by 1 pp, while that for men has fallen by 1 pp. Among people aged 65 and over, the gender gap reaches 11 pp.

Tertiary and IVET graduates increase for both genders

In Germany, 46 % of women aged 30–34 have completed tertiary education, compared with 42 % for men. Both figures have increased by 2 pp since the previous year. The gender gap is one of the smallest in the EU.

Among people aged 25–34, 38 % of women and 39 % of men have completed IVET (initial vocational education and training). The figures increased by 1 pp for women and 2 pp for men over the past year. Germany has the smallest gender gap in the EU, and the figure for women is among the highest.

Study fields remain strongly gender segregated

Women account for 75 % of graduates in EHW (education, health and welfare, humanities and the arts). This figure has not changed since the previous year. Women also account for 29 % of graduates in STEM (science, technology, engineering and mathematics). This is up by 1 pp but remains among the lowest figures in the EU.

Gender gap in care persists, despite levels below the EU average

In Germany, 38 % of women and 18 % of men care for children aged 0–11 for more than 35 hours a week. Both figures are below the EU averages of 41 % and 20 %, respectively.

Long-term care for more than 20 hours a week is provided by 14 % of women aged 45–64 and 6 % of men, also below the EU averages of 20 % and 13 %.

Women are also more likely than men to do housework such as cooking, cleaning or laundry every day (55 % compared with 33 %). The percentage for women is below the EU average of 59 %, while that for men matches the EU average.

Leisure time in Germany is among the most widespread in the EU, but men enjoy more of it

In Germany, 36 % of women and 50 % of men spend more than 8 hours a week on leisure activities. Both levels are among the highest in the EU, although the gender gap remains wide at 14 pp.

Voluntary and charitable activities involve 16 % of women and 20 % of men, above the EU average of 13 % and 17 % respectively.

Women's political representation declines

In Germany, women hold 44 % of ministerial posts (– 4 pp since the previous year). They account for 33 % of members of parliament (– 3 pp over the previous year). In regional assemblies, women hold 33 % of posts, unchanged since the previous year.

> Germany does not have gender quotas for parliament.

Women's economic and social decision-making power is increasing

Women hold 40 % of board seats in Germany's largest listed companies (+ 1 pp since the previous year). They also account for 25 % of members of the highest decision-making bodies of national Olympic sport organisations (+ 3 pp over the previous year).

> As of December 2025, Germany has notified complete transposition of the Directive (EU) 2022/2381 (Gender Balance on Boards Directive) into national law.

Women's self-perceived health improves, while healthy life years at 65 or over decline

In Germany, 64 % of women and 67 % of men rate their health as 'good' or 'very good'. The figure for women increased by 1 pp since the previous year. The gender gap widens in single-adult households to 11 pp, to the disadvantage of women. The figures for people with disabilities are particularly low: 15 % for women and 16 % for men.

Women aged 65 and over can expect to spend 42 % of their remaining life in good health, compared with 46 % for men. Both figures have fallen by 1 pp since the previous year.

The percentage of women who neither smoke nor drink harmfully is the lowest in the EU

In Germany, 61 % of women and 44 % of men neither smoke nor drink harmfully. The figure for men is among the lowest and that for women is the lowest in the EU.

Physical activity and healthy eating show a better picture, at 52 % for women and 55 % for men, both well above the EU averages (38 % and 43 %, respectively).

Explore intersecting inequalities

Full-time equivalent employment rate (%, 15-89, 2024)[8]		Women	Men	Gender gap	Gender gap in 2019	Gap change
Household composition	Couple without children	40	46	-6	-6	🟠
	Couple with children	58	91	-33	-39	🟢
Level of education	Low educated	25	48	-23	-23	🟠
	Medium educated	45	62	-17	-17	🟠
	High educated	59	68	-9	-8	🔴
Country of birth	Native born	45	60	-15	-16	🟢
	Foreign born	40	63	-23	-24	🟢
In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)						
Household composition	Single-adult household	15	12	3	3	🟠
	Single-parent household	17	12	5	18	🟢
Age groups	15/16-24	36	32	4	12	🟢
	25-49	14	11	3	5	🟢
	50-64	14	10	4	5	🟢
	65+	25	14	11	n/a	n/a
Country of birth	Native born	14	11	3	6	🟢
	Foreign born	23	17	6	2	🔴
Graduates in IVET (Initial vocational education and training) (%, 25-34, 2024)						
Country of birth	Native born	43	43	0	1	🟢
	Foreign born	19	21	-2	-1	🔴
Disability	With disabilities	39	36	3	n/a	n/a
	Without disabilities	36	36	0	n/a	n/a
Informal childcare (0-11) for more than 35 weekly hours (%, 16-74, 2024)						
Household composition	Single-parent household	57	n/a	n/a	n/a	n/a
	Couple with children	41	18	23	n/a	n/a
Age groups	15/16-24	n/a	n/a	n/a	n/a	n/a
	25-49	41	19	22	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	49	60	-11	0	🔴
	Single-parent household	66	74	-8	-6	🔴
	Couple without children	58	57	1	2	🟢
	Couple with children	83	81	2	-2	🟠
Age groups	15/16-24	87	89	-2	-2	🟠
	25-49	81	82	-1	-3	🟢
	50-64	59	61	-2	-1	🔴
	65+	37	38	-1	2	🟢
Disability	With disabilities	15	16	-1	1	🟠
	Without disabilities	85	86	-1	-1	🟠

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.)

8. 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[9].

Germany's score for the domain of violence is 34 points, which is higher than the EU average[10].

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

- In Germany, 26 % of women have experienced physical and/or sexual violence by any perpetrator since the age of 15. This is 5 pp lower than the EU-27 average (31 %).
- In Germany, 70 % of women have experienced health consequences of physical and/or sexual violence since the age of 15.
- In Germany, 38 % of women who have experienced physical or sexual violence by any perpetrator in the past 12 months have not told anyone.
- In 2024, 0.48 women out of 100 000 inhabitants in Germany were victims of intentional homicide by a current or former partner (0.33), or a family member (0.15).
- At age 13, 17 % of girls and 13 % of boys in Germany report being cyberbullied. By age 15, the gender gap has closed. The figures are 12 % for both girls and boys[11].
- In Germany, 6 % of women who have ever worked have experienced sexual harassment at work via social networks or messaging apps[12].

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.

9. 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.
10. More information can be found in the report 'Gender Equality Index 2024, Tackling violence against women, tackling gender inequalities'.
11. Based on HBSC study data browser (findings from the 2021–2022 HBSC Survey)
12. Based on EU-GBV Survey (2021 wave)

Violence against women

Physical and/or sexual violence	Germany Women	EU Women
Women having experienced physical and/or sexual violence by any perpetrator since age 15 (%, 18-74, 2021)	**26**	**31 e**
18-29	21	35 e
30-44	26	35 e
45-64	27	31 e
65-74	27	24 e
severe limitations	53 u	46 e
limited but not severely or not limited at all	25	30 e
some	37	40 e
some or severe	40	41 e
no limitations	23	28 e
intimate partner violence	16	18 e
non-partner violence	14	20 e
Women having experienced physical and/or sexual violence by any perpetrator in the past 12 months (%, 18-74, 2021)	**2**	**3 e**

Femicide	Germany Women	EU Women
Women victims of intentional homicide by current or former partner or family member, rate per 100 000 inhabitants (2024) [13]	**0.48**	**0.4**
family member	0.15	0.4
current or former partner	0.33	:

Health consequences of violence and multiple victimisation	Germany Women	EU Women
Women having experienced health consequences of physical and/or sexual violence since the age of 15 (%, 18-74, 2021)	**70**	**57 e**
intimate partner violence	78	72 e
non-partner violence	58	37 e
Women having experienced health consequences of physical and/or sexual violence in the past 12 months (%, 18-74, 2021)	**52 u**	**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)	**22**	**31 e**

Disclosure of violence to institutions or to anyone else	Germany Women	EU Women
Women having experienced physical and/or sexual violence in the past 12 months and have not told anyone (%, 18-74, 2021)	**38**	**31 e**
intimate partner violence	39	31 e
non-partner violence	41	38 e

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

Cyberviolence	Germany Women	Germany Men	EU Women	EU Men
13-year-olds who have been cyberbullied at least once or twice in the past couple of months (%, 2022) [14]	17	13	19 e	16 e
15-year-olds who have been cyberbullied at least once or twice in the past couple of months (%, 2022) [15]	12	12	15 e	14 e
	Women		Women	
Ever-working women who have experienced sexual harassment at work via social network and messages (%, 18-74, 2022)	6		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

14. EU: EIGE estimation, unweighted average of the 27 Member States BE: unweighted average of Flemish Belgium and French Belgium data.
15. 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[16].

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 in Germany, 6 % of women and 9 % of men are not eligible for statutory parental leave. Self-employment accounts for 78 % of the exclusion for women and 81 % for men, while an unmet residency requirement accounts for the remaining 22 % and 19 %, respectively. Parental leave benefits are almost universal among the same employed population, with just 1 % of women and men excluded, respectively.

Exclusion from parental leave benefits in the overall population is very low in Germany

Looking at the overall population, 2 % of women and 1 % of men are not eligible for parental leave benefits. In all cases, an unmet residency requirement accounts for the exclusion for both women and men.

Parental leave or its related benefits are used mostly by women

Women account for 74 % of people receiving publicly administered parental leave benefits or publicly administered paid parental leave.

No gap between well-paid leave and publicly subsidised childcare in Germany

In Germany, there is no difference between the maximum duration of well-paid leave at the age at which children gain a universal right to early childhood education and care.

16. 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	Germany Women	Germany Men	EU Women	EU Men
1. Employed women and men not eligible for statutory parental leave (%, 20-49, 2024) [17]	**6**	**9**	**8**	**11**
2. Employed women and men not eligible for statutory parental leave by reason for ineligibility (%, 20-49, 2024)				
Self-employment	78	81	71	76
Unmet employment conditions	0	0	20	16
Unmet residency requirement	22	19	8	8
3. Employed women and men not eligible for statutory parental leave benefits (%, 20-49, 2024)	**1**	**1**	**4**	**4**
4. Women and men not eligible for statutory parental leave benefits (%, 20-49, 2024) [18]	**2**	**1**	**18**	**13**
5. Women and men not eligible for statutory parental leave benefits by reason for ineligibility, (%, 20-49, 2024) [19]				
Unemployement or inactivity	0	0	:	:
Self-employment	0	0	:	:
Unmet employment conditions	0	0	:	:
Unmet residency requirement	100	100	:	:
6. Recipients/users of publicly-administered parental leave benefits or publicly-administered paid parental leave (%, 2023) [20]	**74**	**26**	**:**	**:**
	Gap		**Gap**	
7. Gap between well-paid childcare leave and ECEC place guarantee (years, 2024/2025) [21]	**0**		**:**	

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

17. 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).

18. 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).

19. '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.

20. 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.

21. 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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