European Institute for Gender Equality

Gender Equality Index 2026



Estonia



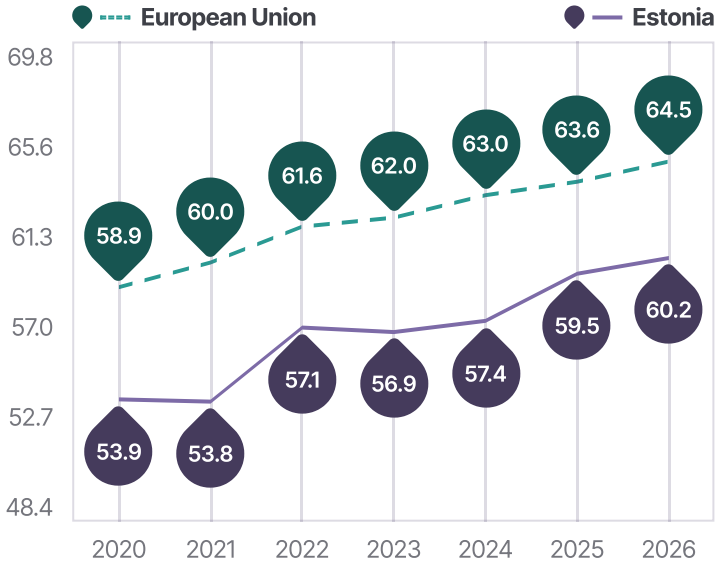
Estonia scores 60.2 points out of 100 in the Gender Equality Index, ranking 15th in the EU. The score has increased by 6.3 points since 2020 and by 0.7 points since 2025. The latest rise reflects progress in the domains of money, knowledge, work and power, despite the domain of health losing ground.

Estonia's Gender Equality Index score remains below the EU average, a position it has held throughout the years, but the gap has narrowed due to a faster improvement of Estonia's score.

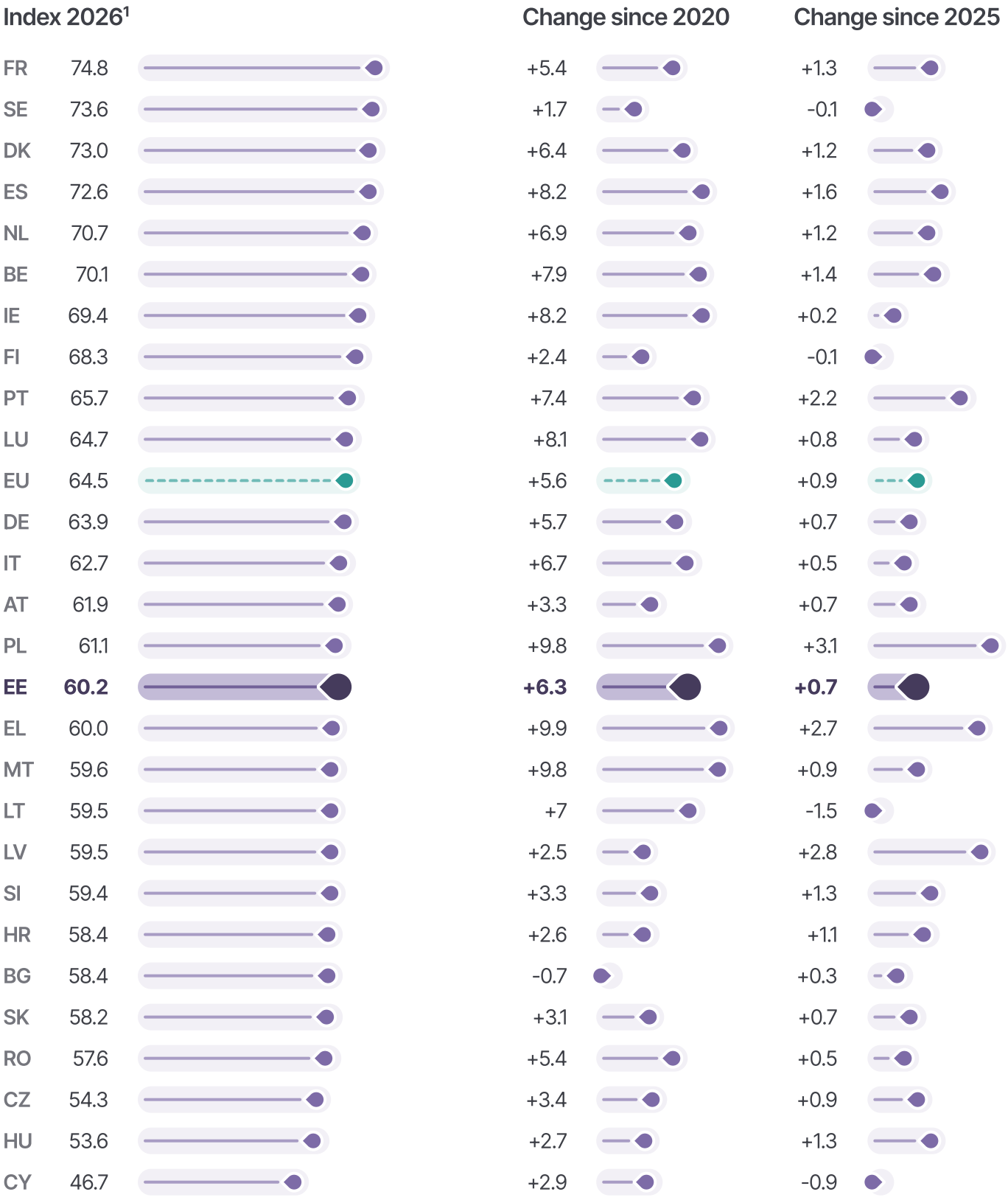
Scores (0-100)

Index	60.2
Work	77.6
Money	85.2
Knowledge	52.1
Time	74.4
Power	22.3
Health	85.6

Trend (2020 - 2026)



Compare countries



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

Estonia has its **best performance** in the domain of money, where it ranks 2nd in the EU, with 85.2 points. This is mainly due to the subdomain of financial resources, which ranks 1st in the EU with 92.6 points. Estonia also has the lowest gender pension gap.

Participation in the domain of work is another strong area, ranking 2nd in the EU, with 92.0 points.

Most room for improvement

In Estonia, the **most room for improvement** lies in the domain of power, where it ranks 24th in the EU with a score of 22.3 points, which is also its lowest score across all domains. This result is mainly due to the subdomain of economic power, where it holds 25th place in ranking with 14.9 points.

Biggest improvement

Since the last edition of the Index, the **biggest improvement** for Estonia was recorded in the domain of money, where the score rose by 2.3 points. This is mainly due to the subdomain of financial resources (+ 2.7 points), followed by the subdomain of economic situation (+ 1.8 points).

A step backwards

A step backwards has been recorded in the domain of health, which lost 1.2 points since 2025. This is entirely due to the subdomain of status (– 2.6 points), while the subdomain of behaviour remained unchanged. A decline is also visible in the subdomain of political power (– 5.6 points), although the domain of power slightly improved overall.

Explore Estonia's Index results

	2020	2021	2022	2023	2024	2025	2026	Change since 2020	Change since 2025
Index	**53.9**	**53.8**	**57.1**	**56.9**	**57.4**	**59.5**	**60.2**	**6.3**	**0.7**
Work	**74.1**	**74.1**	**76.6**	**75.9**	**73.3**	**76.6**	**77.6**	**3.5**	**1.0**
Participation	87.8	87.7	90.0	89.7	90.0	89.7	92.0	4.2	2.3
Segregation and quality of work	62.6	62.5	65.3	64.3	59.7	65.4	65.4	2.8	0.0
Money	**79.2**	**79.2**	**80.1**	**80.0**	**79.3**	**82.9**	**85.2**	**6.0**	**2.3**
Financial resources	88.1	91.3	89.8	89.4	88.2	89.9	92.6	4.5	2.7
Economic situation	71.2	68.7	71.5	71.5	71.4	76.5	78.3	7.1	1.8
Knowledge	**49.0**	**49.2**	**49.8**	**49.8**	**50.5**	**50.7**	**52.1**	**3.1**	**1.4**
Attainment and participation	61.4	62.5	60.8	67.4	62.8	66.0	67.5	6.1	1.5
Segregation	39.0	38.8	40.7	36.7	40.6	39.0	40.3	1.3	1.3
Time	**74.4**	**74.4**	**74.4**	**74.4**	**74.4**	**74.4**	**74.4**	**0.0**	**0.0**
Care activities	67.2	67.2	67.2	67.2	67.2	67.2	67.2	0.0	0.0
Social activities	82.4	82.4	82.4	82.4	82.4	82.4	82.4	0.0	0.0
Power	**14.5**	**14.2**	**18.2**	**18.1**	**19.7**	**21.9**	**22.3**	**7.8**	**0.4**
Political	31.0	27.8	47.1	45.4	43.5	45.9	40.3	9.3	-5.6
Economic	8.4	8.4	8.7	9.0	10.8	13.9	14.9	6.5	1.0
Social	11.6	12.2	14.7	14.4	16.3	16.5	18.6	7.0	2.1
Health	**84.6**	**85.9**	**88.2**	**87.9**	**86.5**	**86.8**	**85.6**	**1.0**	**-1.2**
Status	85.2	87.9	92.6	91.9	88.9	89.7	87.1	1.9	-2.6
Behaviour	84.1	84.1	84.1	84.1	84.1	84.1	84.1	0.0	0.0

Explore Estonia's performance by indicator

		Estonia		EU	
Work		Women	Men	Women	Men
Participation	Full-time equivalent employment rate (%, 15-89, 2024)[2]	56	66	44	59
	Duration of working life (years, 15+ population, 2025)	42	41	35	40
Segregation and quality of work	ICT specialists (%, 15-74, 2025)	23	78	20	81
	Managerial positions (%, 15-74, 2025)	43	57	36	64
	Low paid workers (%, 16+, 2025)	34	28	37	29
Money					
Financial resources	Median earnings (PPS, 18-64 employed population, 2025)	19649	22331	25525	32079
	Gender pension gap (65+, %, 2025)	3		24	
Economic situation	Median partner earnings ratio (18-64,%, 2025)[3]	79	133	73	147
	In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)	17	19	16	13
Knowledge					
Attainment and participation	Graduates of tertiary education (%, 30-34, 2025)	58	34	51	40
	Graduates in IVET (Initial vocational education and training) (%, 25-34, 2025)	23	30	27	34
Segregation	Graduated in tertiary education in EHW (Education, Health and Welfare, Humanities and Art (tertiary students) (%, 2024)	81	19	75	25
	Graduated in tertiary education in STEM (Science, Technology, Engineering and Mathematics) (%, 2024)	42	58	34	66
Time					
Care activities	Informal childcare (0-11) for more than 35 weekly hours (%, 16-74, 2024)	31	16	41	20
	Informal long-term care for more than 20 hours per week (%, 45-64, 2019)	20	16	20	13
	Housework chores every day (%, 16-74, 2024)	53	39	59	33
Social activities	Hours spent on leisure activities per week (%, 16-74, 2024)	29	41	30	43
	Voluntary, charitable or political activities at least once per week (%, 16-74, 2024)	14	15	13	17
Power					
Political	Share of ministers (%, 2025)	36	64	32	68
	Share of members of parliament (%, 2025)	30	70	33	67
	Share of members of regional assemblies/local municipalities (%, 2025)[4]	29	71	32	68
Economic	Share of members of boards in largest quoted companies (%, 2025)	15	85	35	65
Social	Share of members of highest decision making body of the national Olympic most popular sport organisations (%, 2025)	18	82	26	74
Health					
Status	Self-perceived health, good or very good (%, 16+, 2025)	56	60	65	71
	Healthy life years at 65 in percentage of the total life expectancy (%, 65+, 2024)	37	45	48	54
Behaviour	People who don't smoke and are not involved in harmful drinking (%, 16+ population, 2019)	79	55	73	56
	People doing physical activities and/or consuming fruits and vegetables (%, 16+ population, 2019)	35	35	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

Among couples without children, women have higher employment rates than men

The full-time equivalent (FTE) employment rate[5] is 56 % for women and 66 % for men, up by 1 pp for women and down by 1 pp for men since the previous year. Among couples with children, the gender gap reaches 16 pp. Estonia presents an unusual pattern among couples without children, where women are 3 pp ahead of men. The gender gap further widens for those with a low levels of education (17 pp) and people born outside the country (17 pp).

Women spend on average 42 years in employment against 41 years for men. This is one of the narrowest gender gaps in the EU, and one of the longest working lives for women.

Women's presence among managers is among the highest in the EU; among ICT specialists, it declines

Women's share of ICT (information and communications technology) specialists fell to 23 % (– 5 pp since the previous year), though it remains above the EU average of 20 %. Among managerial positions, women's share rose to 43 % (+ 3 pp), among the highest in the EU.

Earnings are among the lowest in the EU, but with one of the narrowest gender gaps

Median annual earnings[6] stand at 19,649 PPS for women and 22,331 PPS for men, both up since the previous year. Both levels are well below the EU averages, but the gender gap is among the narrowest in the EU.

The gender pension gap is the lowest in the EU

The gender pension gap stands at 3 %, down by 3 pp since the previous year and is now the lowest in the EU.

In-work poverty among single-adult or single-parent households is slightly higher for men

Among employed people living in single-adult or single-parent households, 17 % of women and 19 % of men are at risk of poverty. Over the previous year, the rate rose by 1 pp for women and fell by 2 pp for men. Among foreign-born people the situation is reversed, with 31 % of women at risk of poverty against 10 % of men.

5. The FTE employment rate measures working hours comparatively, even though people may work different numbers of hours per week.
6. 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 gender gap in tertiary education stands among the widest in the EU

In Estonia, 58 % of women aged 30–34 have completed tertiary education, against 34 % of men. The percentage rose by 1 pp for women and fell by 1 pp for men since the previous year. The resulting gender disparity is one of the largest in the EU. The picture changes for IVET (initial vocational education and training). Among people aged 25–34, 23 % of women and 30 % of men are IVET graduates, with a 1 pp increase for women and a 1 pp decrease for men.

Women in Estonia are among the most present in STEM in the EU

Women make up 81 % of EHW (education, health and welfare, humanities and the arts) graduates, down by 2 pp since the previous year, and 42 % of STEM (science, technology, engineering and mathematics) graduates, without changes. The latter is one of the highest shares in the EU.

The gender gaps in care are narrower than at the EU level

Childcare for children aged 0–11 for more than 35 hours a week is provided by 31 % of women and 16 % of men. Both levels are below the EU averages (41 % and 20 %, respectively), and the gender gap is smaller although this widens for couples with children (27 pp).

Daily housework chores are done by 53 % of women and 39 % of men. The gender gap is one of the narrowest in the EU.

Almost equal participation in voluntary and charitable activities

Voluntary and charitable activities are carried out at least once per week by 14 % of women and 15 % of men. This is one of the narrowest gender gaps in the EU.

Women's presence among ministers drops sharply

Women hold 36 % of ministerial posts (– 7 pp since the previous year). Despite this decline, this share is higher than the EU average. Women's share in parliament is 30 % (+ 1 pp). In local municipalities, it is 29 % (without changes).

> Estonia does not have gender quotas for parliament.

Women's presence on company boards is among the lowest in the EU

Women hold 15 % of board seats among the largest listed companies (+ 1 pp over the previous year). This is one of the lowest shares in the EU. In the highest decision-making bodies of national Olympic sport organisations, they hold 18 % of seats (+ 2 pp).

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

Self-perceived health is among the lowest in the EU

In Estonia, 56 % of women and 60 % of men rate their health as 'good' or 'very good'. Both figures are among the lowest in the EU. The gender gap widens to 22 pp in single-parent households and 17 pp in single-adult households, in both cases to the disadvantage of women.

Women aged 65 and over can expect to spend 37 % of their remaining life in good health, against 45 % for men. The percentage decreased by 1 pp for women and increased by 2 pp for men over the previous year, widening the gender gap to 8 pp.

Explore intersecting inequalities

Full-time equivalent employment rate (%, 15-89, 2024)[7]		Women	Men	Gender gap	Gender gap in 2019	Gap change
Household composition	Couple without children	58	55	3	0	🔴
	Couple with children	79	95	-16	-30	🟢
Level of education	Low educated	23	40	-17	-14	🔴
	Medium educated	55	70	-15	-17	🟢
	High educated	70	77	-7	-12	🟢
Country of birth	Native born	60	67	-7	-14	🟢
	Foreign born	41	58	-17	-15	🔴
In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)						
Household composition	Single-adult household	13	18	-5	-10	🟢
	Single-parent household	27	33	-6	-3	🔴
Age groups	15/16-24	n/a	68	n/a	7	n/a
	25-49	20	13	7	-3	🔴
	50-64	15	28	-13	-16	🟢
	65+	1	n/a	n/a	n/a	n/a
Country of birth	Native born	14	20	-6	-10	🟢
	Foreign born	31	10	21	12	🔴
Graduates in IVET (Initial vocational education and training) (%, 25-34, 2024)						
Country of birth	Native born	23	31	-8	-11	🟢
	Foreign born	21	33	-12	-1	🔴
Disability	With disabilities	4	23	-19	-2	🔴
	Without disabilities	15	17	-2	-7	🟢
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	37	10	27	n/a	n/a
Age groups	15/16-24	n/a	n/a	n/a	n/a	n/a
	25-49	33	15	18	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	56	-17	-16	🔴
	Single-parent household	67	89	-22	-13	🔴
	Couple without children	48	44	4	2	🔴
	Couple with children	79	76	3	5	🟢
Age groups	15/16-24	87	87	0	0	🟠
	25-49	77	76	1	5	🟢
	50-64	53	47	6	2	🔴
	65+	24	28	-4	-2	🔴
Disability	With disabilities	17	20	-3	-2	🔴
	Without disabilities	77	80	-3	-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.)

7. 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[8].

Estonia's score for the domain of violence is 29.3 points[9], which is lower than the EU average.

The score for the subdomain of prevalence is 18.6 points, the subdomain of severity is 43.2 points and for the subdomain of disclosure it is 26.2 points.

- In Estonia, 33 % of women have experienced physical and/or sexual violence by any perpetrator since the age of 15. This is 2 pp higher than the EU-27 average (31 %).
- In Estonia, 54 % of women have experienced health consequences of physical and/or sexual violence since the age of 15.
- In Estonia, 26 % of women who have experienced physical or sexual violence by any perpetrator in the past 12 months have not told anyone.
- At age 13, 24 % of girls and 18 % of boys report being cyberbullied. By age 15, the gender gap has narrowed, reaching 19 % for girls and 18 % for boys[10].
- In Estonia, 14 % of women who have ever worked have experienced sexual harassment at work via social networks or messaging apps[11].

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

Estonia signed the Istanbul Convention in December 2014 and ratified it in October 2017. The Convention entered into force in Estonia in February 2018.

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

8. 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.
9. More information can be found in the report 'Gender Equality Index 2024, Tackling violence against women, tackling gender inequalities'.
10. Based on HBSC study data browser (findings from the 2021–2022 HBSC Survey)
11. Based on EU-GBV Survey (2021 wave)

Violence against women

Physical and/or sexual violence	Estonia Women	EU Women
Women having experienced physical and/or sexual violence by any perpetrator since age 15 (%, 18-74, 2021)	**33**	**31 e**
18-29	37	35 e
30-44	37	35 e
45-64	33	31 e
65-74	24	24 e
severe limitations	45	46 e
limited but not severely or not limited at all	32	30 e
some	40	40 e
some or severe	41	41 e
no limitations	30	28 e
intimate partner violence	22	18 e
non-partner violence	21	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	Estonia Women	EU Women
Women victims of intentional homicide by current or former partner or family member, rate per 100 000 inhabitants (2024) [12]	**:**	**0.4**
family member	:	0.4
current or former partner	:	:

Health consequences of violence and multiple victimisation	Estonia Women	EU Women
Women having experienced health consequences of physical and/or sexual violence since the age of 15 (%, 18-74, 2021)	**54**	**57 e**
intimate partner violence	67	72 e
non-partner violence	34	37 e
Women having experienced health consequences of physical and/or sexual violence in the past 12 months (%, 18-74, 2021)	**40 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)	**34**	**31 e**

Disclosure of violence to institutions or to anyone else	Estonia Women	EU Women
Women having experienced physical and/or sexual violence in the past 12 months and have not told anyone (%, 18-74, 2021)	**26**	**31 e**
intimate partner violence	24	31 e
non-partner violence	34	38 e

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

Cyberviolence	Estonia Women	Estonia Men	EU Women	EU Men
13-year-olds who have been cyberbullied at least once or twice in the past couple of months (%, 2022) [13]	24	18	19 e	16 e
15-year-olds who have been cyberbullied at least once or twice in the past couple of months (%, 2022) [14]	19	18	15 e	14 e
	Women		Women	
Ever-working women who have experienced sexual harassment at work via social network and messages (%, 18-74, 2022)	14		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

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

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 parental leave

Among employed people, 7 % of women and 16 % of men are not eligible for statutory parental leave. Self-employment is the only reason, for both genders. By contrast, parental leave benefits cover the whole employed population.

No one in the overall population is excluded from parental leave benefits

Among the overall population, both women and men are fully eligible for parental leave benefits.

Parental leave or its related benefits are overwhelmingly used by women

Women account for 81 % 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 Estonia

In Estonia 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.

15. 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	Estonia Women	Estonia Men	EU Women	EU Men
1. Employed women and men not eligible for statutory parental leave (%, 20-49, 2024) [16]	**7**	**16**	**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) [17]	**0**	**0**	**18**	**13**
5. Women and men not eligible for statutory parental leave benefits by reason for ineligibility, (%, 20-49, 2024) [18]				
Unemployement or inactivity	0	0	:	:
Self-employment	0	0	:	:
Unmet employment conditions	0	0	:	:
Unmet residency requirement	0	0	:	:
6. Recipients/users of publicly-administered parental leave benefits or publicly-administered paid parental leave (%, 2023) [19]	**81**	**19**	**:**	**:**
	Gap		**Gap**	
7. Gap between well-paid childcare leave and ECEC place guarantee (years, 2024/2025) [20]	**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

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. 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. '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.

19. 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.

20. 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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