European Institute for Gender Equality

Gender Equality Index 2026

Finland



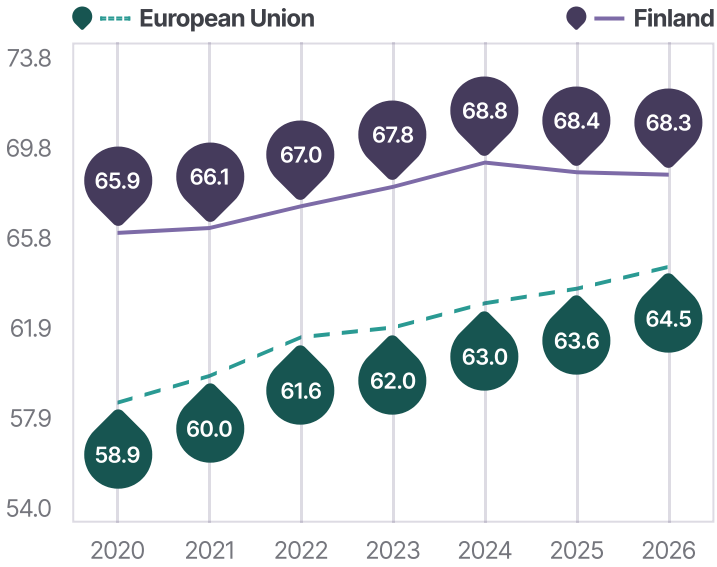
Finland scores 68.3 points out of 100 in the Gender Equality Index, ranking 8th in the EU. The score has risen by 2.4 points since 2020, but it has slightly decreased by 0.1 points since 2025. This recent decline reflects lower scores in the domains of money, work and health, even though the domain of power improved.

Finland has stayed above the EU level in every edition of the Index. However, the distance has narrowed over the years, as it is improving at a slower pace than the EU average.

Scores (0-100)

Index	68.3
Work	76.7
Money	80.9
Knowledge	49.8
Time	59.1
Power	61.2
Health	87.2

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

The domain of power is where Finland achieves its **best performance**, ranking 5th in the EU with 61.2 points. This is mainly due to the subdomain of political power, which ranks 4th with 75.9 points.

The country ranks 1st in the subdomain of participation (domain of work), with 93.5 points, due to the narrowest gender gap in the EU in full-time equivalent employment and gender equality in the duration of working life.

Most room for improvement

The domain of knowledge shows the **most room for improvement**, with Finland ranking 24th in the EU and scoring 49.8 points. This result is mainly due to the subdomain of segregation, where it holds 26th place in ranking with 32.9 points.

In addition, the subdomain of social activities, within the domain of time, ranks last in the EU with 54.4 points.

Biggest improvement

The **biggest improvement** since 2025 was recorded in the domain of power, with a modest rise of 0.2 points. This is mainly due to the subdomain of economic power (+ 2.4 points), while the subdomain of political power decreased (– 2.5 points).

A step backwards

A step backwards has been recorded in the domain of money, which lost 0.4 points since 2025. This is due to the subdomain of financial resources (– 0.8 points).

The domains of work (– 0.2 points) and health (– 0.1 points) also declined. Work fell mainly because of subdomain of participation (– 0.9 points), and health because of health status (– 0.2 points).

Explore Finland's Index results

	2020	2021	2022	2023	2024	2025	2026	Change since 2020	Change since 2025
Index	**65.9**	**66.1**	**67.0**	**67.8**	**68.8**	**68.4**	**68.3**	**2.4**	**-0.1**
Work	**75.8**	**76.8**	**76.2**	**76.1**	**77.9**	**76.9**	**76.7**	**0.9**	**-0.2**
Participation	91.8	91.6	91.7	92.9	93.5	94.4	93.5	1.7	-0.9
Segregation and quality of work	62.7	64.4	63.4	62.4	64.9	62.7	62.9	0.2	0.2
Money	**78.9**	**80.5**	**79.6**	**79.9**	**80.1**	**81.3**	**80.9**	**2.0**	**-0.4**
Financial resources	79.3	81.1	81.4	81.1	80.0	81.4	80.6	1.3	-0.8
Economic situation	78.5	79.9	77.8	78.7	80.2	81.2	81.3	2.8	0.1
Knowledge	**47.0**	**47.5**	**50.2**	**50.2**	**49.8**	**49.8**	**49.8**	**2.8**	**0.0**
Attainment and participation	72.9	73.3	76.8	79.0	75.4	75.3	75.4	2.5	0.1
Segregation	30.3	30.8	32.8	31.9	32.9	33.0	32.9	2.6	-0.1
Time	**59.1**	**59.1**	**59.1**	**59.1**	**59.1**	**59.1**	**59.1**	**0.0**	**0.0**
Care activities	64.3	64.3	64.3	64.3	64.3	64.3	64.3	0.0	0.0
Social activities	54.4	54.4	54.4	54.4	54.4	54.4	54.4	0.0	0.0
Power	**54.9**	**53.4**	**55.7**	**59.2**	**63.9**	**61.0**	**61.2**	**6.3**	**0.2**
Political	82.6	79.4	81.4	90.0	79.4	78.4	75.9	-6.7	-2.5
Economic	50.0	51.1	51.2	54.9	60.2	59.0	61.4	11.4	2.4
Social	40.0	37.5	41.4	42.1	54.7	49.1	49.1	9.1	0.0
Health	**85.9**	**86.7**	**87.4**	**87.4**	**85.9**	**87.3**	**87.2**	**1.3**	**-0.1**
Status	90.7	92.5	94.0	94.0	90.8	93.8	93.6	2.9	-0.2
Behaviour	81.3	81.3	81.3	81.3	81.3	81.3	81.3	0.0	0.0

Explore Finland's performance by indicator

		Finland		EU	
Work		Women	Men	Women	Men
Participation	Full-time equivalent employment rate (%, 15-89, 2024)[2]	49	55	44	59
	Duration of working life (years, 15+ population, 2025)	40	40	35	40
Segregation and quality of work	ICT specialists (%, 15-74, 2025)	24	76	20	81
	Managerial positions (%, 15-74, 2025)	36	64	36	64
	Low paid workers (%, 16+, 2025)	25	22	37	29
Money					
Financial resources	Median earnings (PPS, 18-64 employed population, 2025)	31456	37554	25525	32079
	Gender pension gap (65+, %, 2025)	23		24	
Economic situation	Median partner earnings ratio (18-64,%, 2025)[3]	82	129	73	147
	In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)	6	8	16	13
Knowledge					
Attainment and participation	Graduates of tertiary education (%, 30-34, 2025)	48	35	51	40
	Graduates in IVET (Initial vocational education and training) (%, 25-34, 2025)	32	41	27	34
Segregation	Graduated in tertiary education in EHW (Education, Health and Welfare, Humanities and Art (tertiary students) (%, 2024)	83	17	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)	53	23	41	20
	Informal long-term care for more than 20 hours per week (%, 45-64, 2019)	6	5	20	13
	Housework chores every day (%, 16-74, 2024)	46	32	59	33
Social activities	Hours spent on leisure activities per week (%, 16-74, 2024)	28	46	30	43
	Voluntary, charitable or political activities at least once per week (%, 16-74, 2024)	10	21	13	17
Power					
Political	Share of ministers (%, 2025)	62	38	32	68
	Share of members of parliament (%, 2025)	46	54	33	67
	Share of members of regional assemblies/local municipalities (%, 2025)[4]	46	54	32	68
Economic	Share of members of boards in largest quoted companies (%, 2025)	39	61	35	65
Social	Share of members of highest decision making body of the national Olympic most popular sport organisations (%, 2025)	34	66	26	74
Health					
Status	Self-perceived health, good or very good (%, 16+, 2025)	66	68	65	71
	Healthy life years at 65 in percentage of the total life expectancy (%, 65+, 2024)	45	50	48	54
Behaviour	People who don't smoke and are not involved in harmful drinking (%, 16+ population, 2019)[5]	70	46	73	56
	People doing physical activities and/or consuming fruits and vegetables (%, 16+ population, 2019)	75	73	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
5. FI: 2014 data

Key highlights

The gender gap in full-time equivalent employment is the narrowest in the EU

Finland has the narrowest gender gap in the EU for full-time equivalent (FTE) employment[6]. The rate is 49 % for women and 55 % for men. Both rates decreased by 1 pp since the previous year. The gender gap grows to 12 pp among couples with children, while it falls to 2 pp among highly educated people.

Gender equality has been achieved in the duration of working life, which lasts 40 years for both women and men. For women, this is among the longest durations in the EU.

Women's share of ICT specialists grows, while it falls among managers

Women account for 24 % of ICT (information and communications technology) specialists, up by 2 pp since the previous year. This is among the highest figures in the EU. In managerial positions, the share fell to 36 % (– 2 pp).

Low-paid work is among the least common in the EU for both genders

In Finland, 25 % of women and 22 % of men are low-paid workers[7], down by 2 pp and 1 pp respectively since the previous year. Both levels are among the lowest in the EU.

The gender pension gap widens slightly, but remains just below the EU average

The gender pension gap increased by 2 pp since the previous year, reaching 23 %, just below the EU average of 24 %.

The earnings disparity between partners is much narrower than at EU level

Women in couples earn 82 % of their partner's income, without changes since the previous year, while men earn 29 % more than their partner (+ 1 pp over the previous year). The resulting gender disparity of 47 pp is well below the EU average of 74 pp.

In-work poverty is among the lowest in the EU, with women less exposed than men

Among employed people living in single-adult or single-parent households, 6 % of women and 8 % of men are at risk of poverty. The rate for women fell by 2 pp since the previous year, while the rate for men rose by 2 pp. This is one of the smallest gender gaps in the EU, and the figure is the lowest for women across the EU. The pattern is reversed among people aged 16–24. In this group, 37 % of women are at risk of poverty, against 24 % of men.

6. The FTE employment rate measures working hours comparatively, even though people may work different numbers of hours per week.
7. 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.

More women with tertiary education, more men with an IVET education

In Finland, 48 % of women aged 30–34 and 35 % of men have completed tertiary education. Since the previous year, the figures have fallen by 2 pp for women and 1 pp for men. The picture is reversed for IVET (initial vocational education and training), completed by 32 % of women and 41 % of men aged 25–34, with a 2 pp decrease for both genders.

Humanities remain strongly female-dominated

Women account for 83 % of EHW (education, health and welfare, humanities and the arts) graduates (+ 1 pp since the previous year). This is among the highest shares in the EU. In STEM (science, technology, engineering and mathematics), their share is 34 % (+ 1 pp).

The gender gap in childcare is the second widest in the EU

Among people caring for children aged 0–11 for more than 35 hours a week, women outnumber men by a wide margin (53 % against 23 %). This is one of the widest gender gaps in the EU.

Long-term care for more than 20 hours a week is provided by 6 % of women aged 45–64 and 5 % of men. These figures are among the lowest for both women and men across the EU.

Daily housework chores are done by 46 % of women and 32 % of men. The resulting gender difference is one of the smallest in the EU.

Leisure time and voluntary work show the widest gender gaps in the EU

In Finland, 28 % of women and 46 % of men spend more than 8 hours a week on leisure activities. The gender gap is the widest in the EU.

Similarly, 10 % of women and 21 % of men are involved in voluntary, charitable or political activities at least once per week. Again, this is the widest gap in the EU.

Women hold the highest shares among ministers and in parliament in the EU

Women hold 62 % of ministerial posts, unchanged since the previous year. They also hold 46 % of seats in parliament, down by 1 pp. Both figures are the highest in the EU. In regional assemblies, women's share is 46 % (– 1 pp), well above the EU average of 32 %.

> Finland does not have gender quotas for parliament.

Women's presence on boards is above the EU average in companies and sport organisations

Women hold 39 % of board seats among the largest listed companies (+ 1 pp since the previous year) and 34 % of seats in the highest decision-making bodies of national Olympic sport organisations (without changes).

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

Self-perceived health shows one of the narrowest gender gaps in the EU

'Good' or 'very good' health is reported by 66 % of women and 68 % of men. The percentage for women did not change since the previous year, while that for men increased by 1 pp. The gender gap is wider in single-adult households (6 pp), to the disadvantage of women.

Women aged 65 and over can expect to spend 45 % of their remaining life in good health, against 50 % for men. The percentage rose by 1 pp for women and did not change for men.

Physical activity and healthy eating are the most widespread in the EU

Physical activity and healthy eating involve 75 % of women and 73 % of men, the highest percentage in the EU for women and one of the highest for men.

Healthy habits regarding smoking and drinking are less widespread, with 70 % of women and 46 % of men neither smoke nor drink harmfully. Both levels are below the EU averages (73 % and 56 %).

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	44	46	-2	1	🔴
	Couple with children	79	91	-12	-17	🟢
Level of education	Low educated	13	26	-13	-12	🔴
	Medium educated	50	61	-11	-14	🟢
	High educated	66	68	-2	-2	🟠
Country of birth	Native born	49	55	-6	-7	🟢
	Foreign born	50	62	-12	-14	🟢
In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)						
Household composition	Single-adult household	8	7	1	2	🟢
	Single-parent household	4	11	-7	-3	🔴
Age groups	15/16-24	37	24	13	22	🟢
	25-49	5	7	-2	-1	🔴
	50-64	1	8	-7	0	🔴
	65+	n/a	n/a	n/a	n/a	n/a
Country of birth	Native born	7	7	0	1	🟢
	Foreign born	3	11	-8	13	🟢
Graduates in IVET (Initial vocational education and training) (%, 25-34, 2024)						
Country of birth	Native born	36	48	-12	-8	🔴
	Foreign born	20	32	-12	-5	🔴
Disability	With disabilities	32	36	-4	-1	🔴
	Without disabilities	27	44	-17	-13	🔴
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	60	29	31	n/a	n/a
Age groups	15/16-24	n/a	n/a	n/a	n/a	n/a
	25-49	56	26	30	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	54	60	-6	-3	🔴
	Single-parent household	68	68	0	11	🟢
	Couple without children	67	65	2	-2	🟠
	Couple with children	86	81	5	3	🔴
Age groups	15/16-24	81	83	-2	-9	🟢
	25-49	75	75	0	2	🟢
	50-64	65	60	5	5	🟠
	65+	44	49	-5	-1	🔴
Disability	With disabilities	32	31	1	1	🟠
	Without disabilities	86	83	3	4	🟢

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].

Finland's score for the domain of violence is 41.7 points, which is higher than the EU average[10].

The score for the subdomain of prevalence is 31.4 points, the subdomain of severity is 40.4 points and for the subdomain of disclosure it is 53.2 points.

- In Finland, 57 % of women have experienced physical and/or sexual violence by any perpetrator since the age of 15. This rate is the highest in the EU-27, at 26 pp higher than the EU-27 average (31 %).
- In Finland, 45 % of women have experienced health consequences of physical and/or sexual violence since the age of 15.
- In Finland, 53 % of women who have experienced physical or sexual violence by any perpetrator in the past 12 months have not told anyone. This rate is the highest in the EU-27.
- In 2024, 0.50 women out of 100 000 inhabitants were victims of intentional homicide by a current or former partner (0.46), or a family member (0.04).
- At age 13, 18 % of girls and 17 % of boys report being cyberbullied. By age 15, the pattern reverses and the gender gap widens: 14 % of girls against 19 % of boys[11].
- In Finland, 15 % 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.

Finland signed the Istanbul Convention in May 2011 and ratified it in April 2015. The treaty entered into force in Finland in August 2015.

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	Finland Women	EU Women
Women having experienced physical and/or sexual violence by any perpetrator since age 15 (%, 18-74, 2021)	**57**	**31 e**
18-29	67	35 e
30-44	66	35 e
45-64	57	31 e
65-74	37	24 e
severe limitations	80	46 e
limited but not severely or not limited at all	56	30 e
some	66	40 e
some or severe	68	41 e
no limitations	52	28 e
intimate partner violence	34	18 e
non-partner violence	47	20 e
Women having experienced physical and/or sexual violence by any perpetrator in the past 12 months (%, 18-74, 2021)	**4**	**3 e**

Femicide	Finland Women	EU Women
Women victims of intentional homicide by current or former partner or family member, rate per 100 000 inhabitants (2024) [13]	**0.5**	**0.4**
family member	0.04	0.4
current or former partner	0.46	:

Health consequences of violence and multiple victimisation	Finland Women	EU Women
Women having experienced health consequences of physical and/or sexual violence since the age of 15 (%, 18-74, 2021)	**45**	**57 e**
intimate partner violence	59	72 e
non-partner violence	26	37 e
Women having experienced health consequences of physical and/or sexual violence in the past 12 months (%, 18-74, 2021)	**28 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)	**46**	**31 e**

Disclosure of violence to institutions or to anyone else	Finland Women	EU Women
Women having experienced physical and/or sexual violence in the past 12 months and have not told anyone (%, 18-74, 2021)	**53**	**31 e**
intimate partner violence	44	31 e
non-partner violence	70 u	38 e

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

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

Among employed people, 7 % of women and 11 % of men are not eligible for statutory parental leave. In all cases it is due to self-employment, while parental leave benefits are accessible to all employed women and men.

The overall population is almost fully covered by parental leave benefits

Looking at the overall population in Finland, 4 % of women and 3 % of men are not eligible for parental leave benefits. In all cases, the exclusion is due to an unmet residency requirement for both women and men.

Women are the main recipients of parental leave or its related benefits

Women account for 69 % 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 Finland

In Finland 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	Finland Women	Finland Men	EU Women	EU Men
1. Employed women and men not eligible for statutory parental leave (%, 20-49, 2024) [17]	**7**	**11**	**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) [18]	**4**	**3**	**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]	**69**	**31**	**:**	**:**
	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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