European Institute for Gender Equality

Gender Equality Index 2026

Ireland

69.4

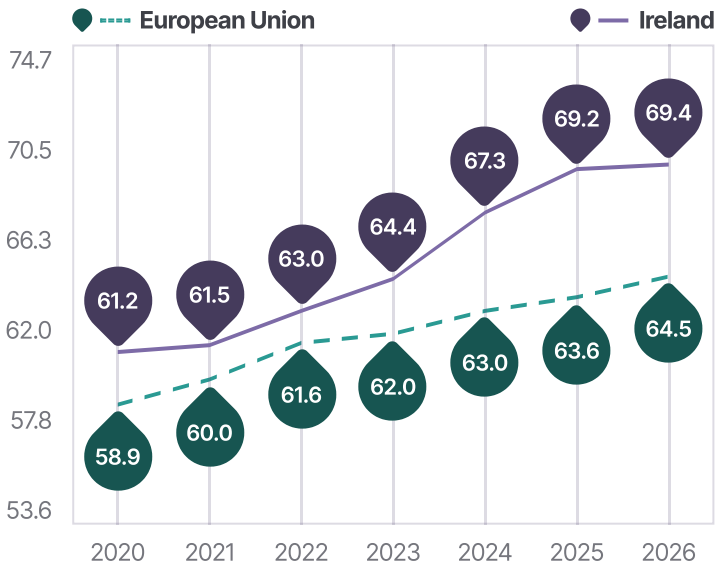
Ireland ranks 7th in the EU in the Gender Equality Index, with a score of 69.4 points out of 100. The score is 8.2 points higher than in 2020 and 0.2 points higher than in 2025. This small increase is due to improvements in the domains of health, money and knowledge.

Ireland is improving its Gender Equality Index score at a faster pace than the EU average, resulting in being above it.

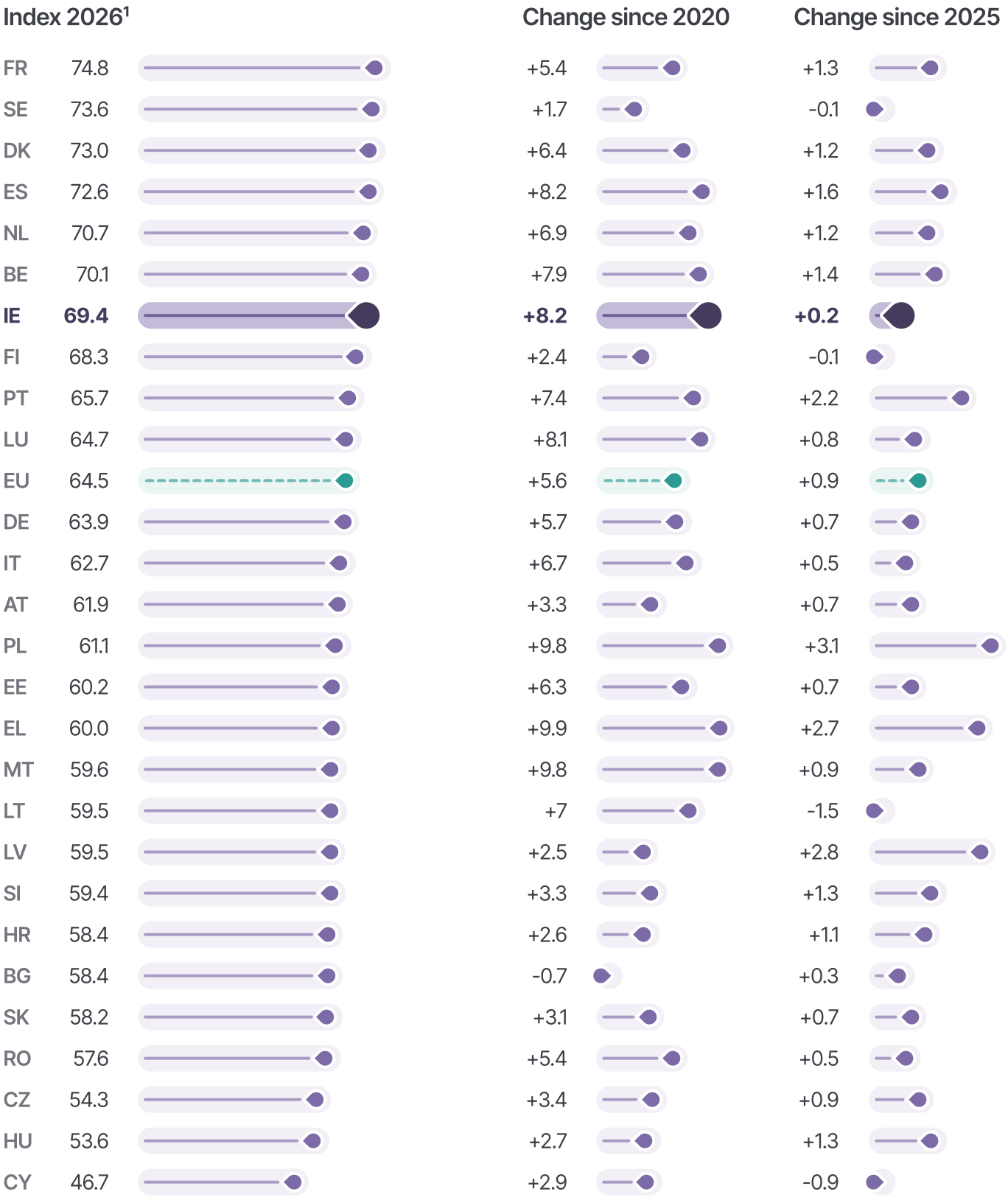
Scores (0-100)

Index	69.4
Work	73.3
Money	72.0
Knowledge	64.3
Time	66.3
Power	54.1
Health	94.6

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

Ireland achieves its **best performance** in the domain of health, where it ranks 1st in the EU with 94.6 points. This result is due to the subdomains of behaviour, which also ranks 1st with 92.5 points, and status, which ranks 2nd with 96.7 points. Ireland shows a very small gender gap in self-perceived health and high levels of physical activity and healthy eating for both genders.

The country ranks 2nd in the domain of knowledge, with 64.3 points. Within it, the subdomain of attainment and participation holds 3rd position, with 93.3 points.

Most room for improvement

The domain of money shows the **most room for improvement**, with Ireland ranking 22nd in the EU and scoring 72.0 points. This result is due to the subdomain of economic situation, which ranks 24th with 66.9 points.

Ireland has its lowest score in the domain of power, where it scores 54.1 points. However, the country holds 8th position in the EU. The subdomain of political power holds back this domain, with a score of 35.8 points and 20th position in ranking.

Biggest improvement

The **biggest improvement** since 2025 is in the domain of health, which gained 0.8 points. This is due to the subdomain of status (+ 1.5 points). The domain of money has also improved (+ 0.7 points), driven by financial resources (+ 5.1 points). The same improvement has occurred in the domain of knowledge (+ 0.7 points), mainly due to the subdomain of attainment and participation (+ 1.1 points).

A step backwards

Work is the only domain to have taken a **step backwards** since 2025, losing 0.4 points. This is due to the subdomain of segregation and quality of work (– 1.9 points). Economic situation fell by 3.4 points, although the domain of money improved overall.

Explore Ireland's Index results

	2020	2021	2022	2023	2024	2025	2026	Change since 2020	Change since 2025
Index	**61.2**	**61.5**	**63.0**	**64.4**	**67.3**	**69.2**	**69.4**	**8.2**	**0.2**
Work	**70.2**	**70.4**	**71.6**	**71.0**	**72.1**	**73.7**	**73.3**	**3.1**	**-0.4**
Participation	78.8	78.7	80.1	81.0	82.0	81.9	83.5	4.7	1.6
Segregation and quality of work	62.5	63.0	64.0	62.3	63.4	66.3	64.4	1.9	-1.9
Money	**68.8**	**70.3**	**69.9**	**70.8**	**69.7**	**71.3**	**72.0**	**3.2**	**0.7**
Financial resources	71.9	73.3	73.1	73.7	72.3	72.4	77.5	5.6	5.1
Economic situation	65.9	67.5	66.9	68.1	67.2	70.3	66.9	1.0	-3.4
Knowledge	**62.2**	**61.1**	**62.2**	**63.5**	**64.0**	**63.6**	**64.3**	**2.1**	**0.7**
Attainment and participation	89.6	88.4	92.5	93.5	91.6	92.2	93.3	3.7	1.1
Segregation	43.2	42.3	41.8	43.2	44.8	43.8	44.2	1.0	0.4
Time	**66.3**	**66.3**	**66.3**	**66.3**	**66.3**	**66.3**	**66.3**	**0.0**	**0.0**
Care activities	55.5	55.5	55.5	55.5	55.5	55.5	55.5	0.0	0.0
Social activities	79.4	79.4	79.4	79.4	79.4	79.4	79.4	0.0	0.0
Power	**29.8**	**30.6**	**34.0**	**37.9**	**48.1**	**54.1**	**54.1**	**24.3**	**0.0**
Political	28.6	31.8	34.2	34.3	36.2	36.2	35.8	7.2	-0.4
Economic	30.5	36.8	40.4	48.2	55.6	66.1	66.2	35.7	0.1
Social	30.5	24.4	28.5	33.0	55.2	66.0	66.8	36.3	0.8
Health	**95.9**	**94.5**	**95.4**	**94.4**	**94.6**	**93.8**	**94.6**	**-1.3**	**0.8**
Status	99.4	96.6	98.4	96.3	96.7	95.2	96.7	-2.7	1.5
Behaviour	92.5	92.5	92.5	92.5	92.5	92.5	92.5	0.0	0.0

Explore Ireland's performance by indicator

Work		Ireland Women	Ireland Men	EU Women	EU Men
Participation	Full-time equivalent employment rate (%, 15-89, 2024)[2]	51	64	44	59
	Duration of working life (years, 15+ population, 2025)	38	43	35	40
Segregation and quality of work	ICT specialists (%, 15-74, 2025)	22	78	20	81
	Managerial positions (%, 15-74, 2025)	39	61	36	64
	Low paid workers (%, 16+, 2025)	38	31	37	29
Money					
Financial resources	Median earnings (PPS, 18-64 employed population, 2025)	26320	33498	25525	32079
	Gender pension gap (65+, %, 2025)	24		24	
Economic situation	Median partner earnings ratio (18-64,%, 2025)[3]	63	161	73	147
	In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)	11	16	16	13
Knowledge					
Attainment and participation	Graduates of tertiary education (%, 30-34, 2025)	72	65	51	40
	Graduates in IVET (Initial vocational education and training) (%, 25-34, 2025)	10	11	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)	36	64	34	66
Time					
Care activities	Informal childcare (0-11) for more than 35 weekly hours (%, 16-74, 2024)	51	26	41	20
	Informal long-term care for more than 20 hours per week (%, 45-64, 2019)	37	21	20	13
	Housework chores every day (%, 16-74, 2024)	60	35	59	33
Social activities	Hours spent on leisure activities per week (%, 16-74, 2024)	30	39	30	43
	Voluntary, charitable or political activities at least once per week (%, 16-74, 2024)	13	16	13	17
Power					
Political	Share of ministers (%, 2025)	24	76	32	68
	Share of members of parliament (%, 2025)	30	70	33	67
	Share of members of regional assemblies/local municipalities (%, 2025)[4]	27	73	32	68
Economic	Share of members of boards in largest quoted companies (%, 2025)	41	59	35	65
Social	Share of members of highest decision making body of the national Olympic most popular sport organisations (%, 2025)	41	59	26	74
Health					
Status	Self-perceived health, good or very good (%, 16+, 2025)	79	80	65	71
	Healthy life years at 65 in percentage of the total life expectancy (%, 65+, 2024)	57	60	48	54
Behaviour	People who don't smoke and are not involved in harmful drinking (%, 16+ population, 2019)	69	59	73	56
	People doing physical activities and/or consuming fruits and vegetables (%, 16+ population, 2019)	56	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 narrows but remains widest among people with medium levels of education

The full-time equivalent (FTE) employment rate[5] stands at 51 % for women and 64 % for men. Since the previous year, the rate for women has risen by 1 pp, while that for men has fallen by 2 pp. The gender gap is widest among people with medium levels of education (21 pp), followed by couples with children (20 pp), both at the disadvantage of women. In Ireland, women spend on average 38 years in employment, compared with 43 years for men, which is one of the longest working lives in the EU. Both figures have not changed since the previous year.

Both shares of women among ICT specialists and managers decline

Women make up 22 % of ICT (information and communications technology) specialists, down by 2 pp since the previous year. Among managers, their share is 39 %, down by 1 pp.

The gender pension gap narrows sharply

Over the previous year, the gender pension gap has fallen by 7 pp, to 24 %. This is now in line with the EU average (24 %).

Among the widest gender disparities in earnings within couples

Women in couples earn 63 % of their partner's income (– 2 pp since the previous year), whereas men earn 61 % more than their partner (+ 3 pp). The resulting gender disparity of 98 pp has widened by 5 pp. It is among the widest in the EU and far above the EU figure of 74 pp.

The in-work poverty gender gap among single adults and single parents is to the disadvantage of men

Among employed people living in single-adult or single-parent households, 11 % of women and 16 % of men are at risk of poverty. The rate for women fell by 3 pp since the previous year, while that for men rose by 1 pp. The gender gap is widest among people born outside the country, at 12 pp.

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

High tertiary graduation, low IVET graduation

Among people aged 30–34, 72 % of women and 65 % of men are tertiary graduates, up by 1 pp and 4 pp respectively since the previous year. Both levels stand among the highest rates in the EU, and the gender gap is among the narrowest. Among people aged 25–34, 10 % of women and 11 % of men are IVET (initial vocational education and training) graduates, down by 2 pp and 1 pp respectively. The rate for women is among the lowest, while that for men is the lowest in the EU.

Women remain a minority among STEM graduates and a majority among EHW graduates

Women account for 75 % of EHW (education, health and welfare, humanities and the arts) graduates, unchanged since the previous year. Their share is also unchanged among STEM (science, technology, engineering and mathematics) graduates, where women account for 36 %.

Long-term care shows one of the widest gender gaps in the EU

Childcare for children aged 0–11 for more than 35 hours a week is provided by 51 % of women and 26 % of men. Both levels are among the highest in the EU.

Among people aged 45–64, 37 % of women and 21 % of men provide long-term care for more than 20 hours a week. Again, both are among the highest levels in the EU, and the gender gap is one of the widest.

Women's presence among ministers drops sharply

Women account for 24 % of ministers, down by 5 pp since the previous year. In parliament, they hold 30 % of seats (+ 2 pp over the previous year), and in local municipalities 27 % (+ 1 pp since the previous year). All three shares are below the EU averages (32 %, 33 % and 32 %, respectively).

> Ireland has introduced legal quotas for parliament candidates, requiring at least 40 % of women.

Women's representation is among the highest in the EU both in companies and in sport organisations

Women's share of board seats in the largest listed companies is 41 %, without changes since the previous year. Their share in the highest decision-making bodies of national Olympic sport organisations is also 41 %, again without changes. Both shares stand among the highest in the EU.

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

Women report the best self-perceived health in the EU, with a small gender gap

In Ireland, 79 % of women and 80 % of men reported 'good' or 'very good' health levels. The percentage fell by 1 pp for women since the previous year, while it did not change for men. The figure for women is the highest in the EU, and the gap is one of the narrowest. It reaches 24 pp in single-parent households, in favour of women.

Women aged 65 and over can expect to spend 57 % of their remaining life in good health, against 60 % for men. The percentage rose by 3 pp for women and by 1 pp for men. Women's level is among the highest in the EU.

Women have healthier smoking and drinking habits, while physical activity is high for both genders

In Ireland, 69 % of women and 59 % of men neither smoke nor drink harmfully. The 10 pp gap is narrower than at EU level (17 pp).

Physical activity and healthy eating involve 56 % of women and 55 % of men. Both levels are among the highest in the EU.

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	44	57	-13	-11	🔴
	Couple with children	72	92	-20	-27	🟢
Level of education	Low educated	11	29	-18	-20	🟢
	Medium educated	45	66	-21	-23	🟢
	High educated	72	82	-10	-13	🟢
Country of birth	Native born	48	61	-13	-15	🟢
	Foreign born	62	73	-11	-21	🟢
In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)						
Household composition	Single-adult household	7	15	-8	-10	🟢
	Single-parent household	15	n/a	n/a	n/a	n/a
Age groups	15/16-24	n/a	n/a	n/a	n/a	n/a
	25-49	9	11	-2	1	🔴
	50-64	16	22	-6	-16	🟢
	65+	8	17	-9	n/a	n/a
Country of birth	Native born	11	13	-2	-7	🟢
	Foreign born	10	22	-12	0	🔴
Graduates in IVET (Initial vocational education and training) (%, 25-34, 2024)						
Country of birth	Native born	18	16	2	2	🟠
	Foreign born	6	9	-3	0	🔴
Disability	With disabilities	n/a	n/a	n/a	n/a	n/a
	Without disabilities	n/a	n/a	n/a	n/a	n/a
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	53	26	27	n/a	n/a
Age groups	15/16-24	n/a	n/a	n/a	n/a	n/a
	25-49	53	28	25	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	61	61	0	1	🟢
	Single-parent household	76	52	24	-4	🔴
	Couple without children	77	76	1	-1	🟠
	Couple with children	88	85	3	2	🔴
Age groups	15/16-24	92	92	0	-2	🟢
	25-49	83	86	-3	1	🔴
	50-64	75	76	-1	-2	🟢
	65+	64	61	3	3	🟠
Disability	With disabilities	30	29	1	-1	🟠
	Without disabilities	92	92	0	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.)

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 Ireland, but data can be found at indicator level, when available[8].

- In Ireland, 41 % of women have experienced physical and/or sexual violence since the age of 15. This is 10 pp higher than the EU-27 average (31 %).
- In Ireland, 61 % of women have experienced health consequences of physical and/or sexual violence since the age of 15.
- In Ireland, 27 % of women who have experienced physical or sexual violence by any perpetrator in the past 12 months have not told anyone.
- In 2024, 0.22 women out of 100 000 inhabitants were victims of intentional homicide by a current or former partner (0.04), or a family member (0.18).
- At age 13, 20 % of girls and 17 % of boys report being cyberbullied. At age 15, the figure for girls increases to 22 %, while for boys, it declines to 14 %, widening the gender gap[9].
- In Ireland, 14 % 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.

Ireland signed the Istanbul Convention in November 2015 and ratified it in March 2019. The Convention entered into force in Ireland in July 2019.

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	Ireland Women	EU Women
Women having experienced physical and/or sexual violence by any perpetrator since age 15 (%, 18-74, 2021)	**41**	**31 e**
18-29	53	35 e
30-44	39	35 e
45-64	39	31 e
65-74	32	24 e
severe limitations	:	46 e
limited but not severely or not limited at all	40	30 e
some	53	40 e
some or severe	54	41 e
no limitations	38	28 e
intimate partner violence	23	18 e
non-partner violence	28	20 e
Women having experienced physical and/or sexual violence by any perpetrator in the past 12 months (%, 18-74, 2021)	**4 u**	**3 e**

Femicide	Ireland Women	EU Women
Women victims of intentional homicide by current or former partner or family member, rate per 100 000 inhabitants (2024) [11]	**0.22**	**0.4**
family member	0.18	0.4
current or former partner	0.04	:

Health consequences of violence and multiple victimisation	Ireland Women	EU Women
Women having experienced health consequences of physical and/or sexual violence since the age of 15 (%, 18-74, 2021)	**61**	**57 e**
intimate partner violence	70	72 e
non-partner violence	50	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)	**30**	**31 e**

Disclosure of violence to institutions or to anyone else	Ireland Women	EU Women
Women having experienced physical and/or sexual violence in the past 12 months and have not told anyone (%, 18-74, 2021)	**27**	**31 e**
intimate partner violence	24	31 e
non-partner violence	31	38 e

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

Cyberviolence	Ireland Women	Ireland Men	EU Women	EU Men
13-year-olds who have been cyberbullied at least once or twice in the past couple of months (%, 2022) [12]	20	17	19 e	16 e
15-year-olds who have been cyberbullied at least once or twice in the past couple of months (%, 2022) [13]	22	14	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

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 parental leave

Statutory parental leave excludes 5 % of employed women and 7 % of employed men. Self-employment is the reason in all cases, for both genders. As for parental leave benefits, 1 % of employed women and 0 % of employed men are excluded.

Women are far more likely than men to be excluded from parental leave benefits in the overall population

Looking at the overall population in Ireland, 21 % of women and 12 % of men are not eligible for parental leave benefits. This is mostly due to unemployment or inactivity, for 95 % of women and 97 % of men. Unmet employment conditions account for the remaining 5 % and 3 %, respectively.

In Ireland, six years separate well-paid leave from guaranteed childcare

Parents face a six-year gap between the end of well-paid parental leave and a guaranteed childcare place.

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	Ireland Women	Ireland Men	EU Women	EU Men
1. Employed women and men not eligible for statutory parental leave (%, 20-49, 2024) [15]	**5**	**7**	**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)	**1**	**0**	**4**	**4**
4. Women and men not eligible for statutory parental leave benefits (%, 20-49, 2024) [16]	**21**	**12**	**18**	**13**
5. Women and men not eligible for statutory parental leave benefits by reason for ineligibility, (%, 20-49, 2024) [17]				
Unemployement or inactivity	95	97	:	:
Self-employment	0	0	:	:
Unmet employment conditions	5	3	:	:
Unmet residency requirement	0	0	:	:
6. Recipients/users of publicly-administered parental leave benefits or publicly-administered paid parental leave (%, 2023) [18]	:	:	:	:
	Gap		**Gap**	
7. Gap between well-paid childcare leave and ECEC place guarantee (years, 2024/2025) [19]	**6**		:	

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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