European Institute for Gender Equality

Gender Equality Index 2026

Italy

62.7

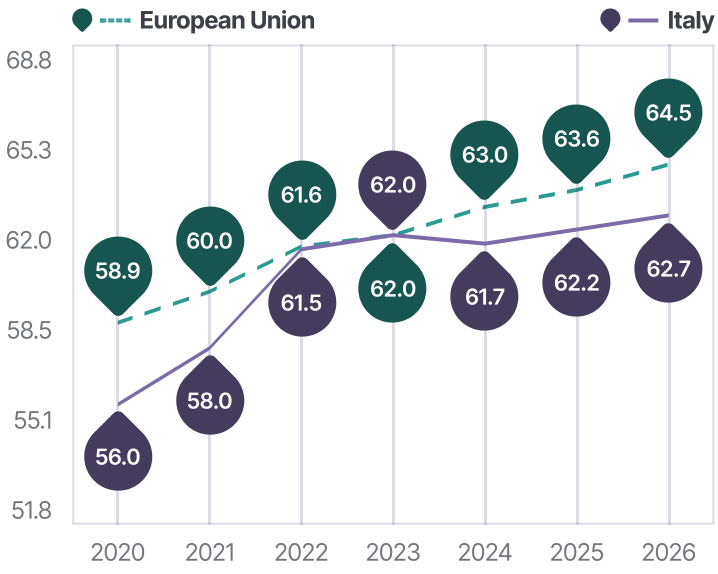
The Gender Equality Index score for Italy is 62.7 points, ranking 12th in the EU. The Gender Equality Index score has increased by 6.7 points since 2020. Since 2025 it has risen by 0.5 points, mainly due to improvements in the domain of power and in the domain of health.

Italy is improving in gender equality over time but performing lower than the EU average. The scores show that the distance from the EU average is slightly increasing over the previous years.

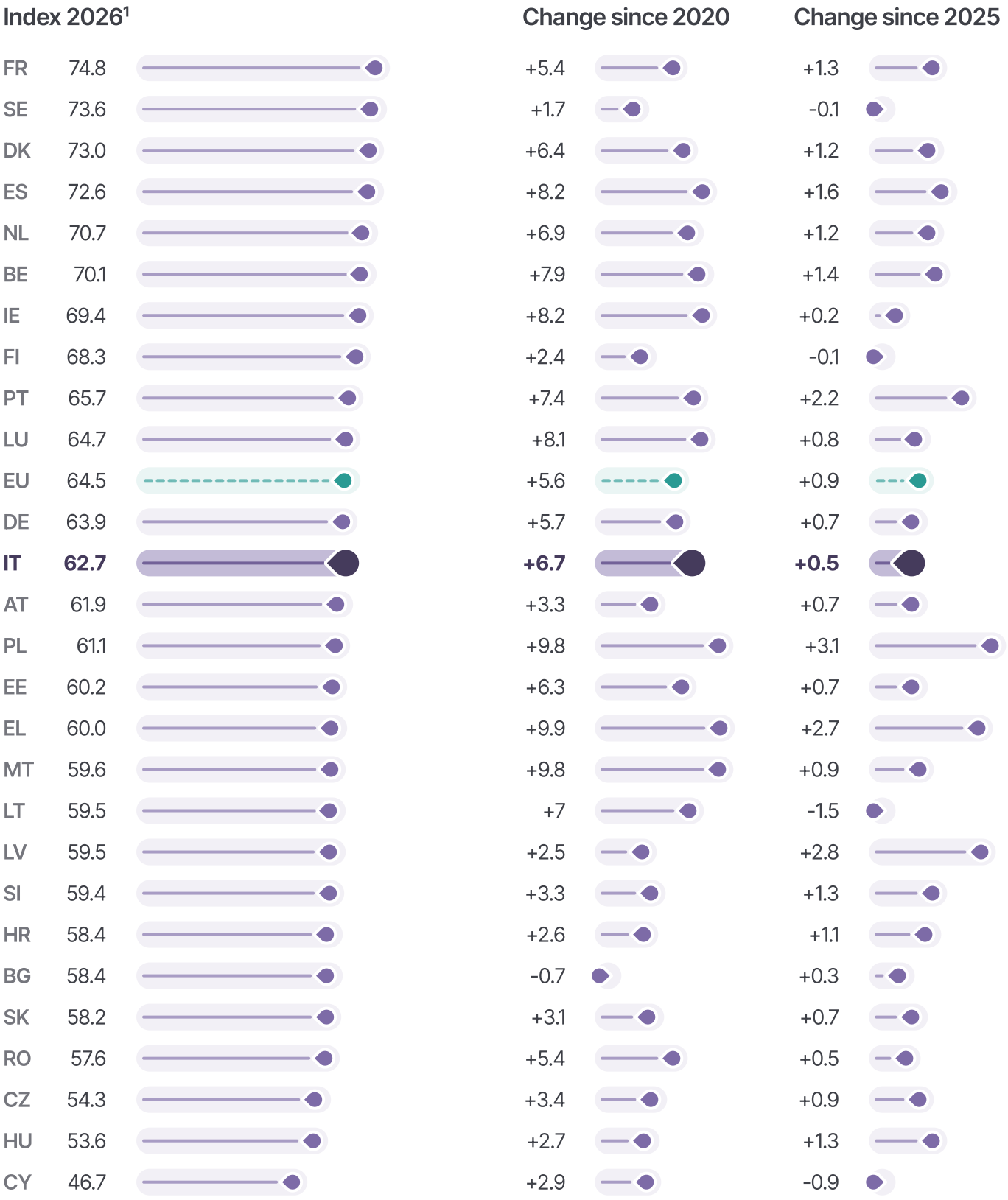
Scores (0-100)

Index	62.7
Work	63.2
Money	68.0
Knowledge	56.0
Time	59.4
Power	49.0
Health	88.2

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

Italy performs best in the domain of health, ranking 7th in the EU with a score of 88.2 points. This is mainly driven by health behaviour (84.5 points, 7th position), with relatively small gender gaps in smoking and harmful drinking.

Italy also performs well in the domain of power, ranking 9th with 49.0 points. Economic power stands out, with Italy ranking 2nd in the EU at 76.2 points. Women account for 45 % of board members in the largest quoted companies.

Most room for improvement

Italy has its **most room for improvement** in the domain of work, which has a score of 63.2 points, constantly ranking in last position in the EU over the years. Italy holds last position in the subdomain of participation, with a score of 69.6 points, reflecting a low participation of women in the labour market.

Despite the relatively good ranking in the EU in the domain of knowledge (56.0 points, 10th position), Italy still presents a low ranking in the subdomain of attainment and participation (64.5 points, 23rd position).

Biggest improvement

The **biggest improvement** for Italy has been observed in the domain of health, which has increased by 1.3 points since 2025, due to an improvement of 2.6 points in the subdomain of health status.

A step backwards

Italy has seen a **step backwards** in the domain of knowledge of 0.8 points since 2025, where both subdomains slightly decreased (– 0.8 points attainment and participation and – 0.7 points segregation). The gender gaps for graduates in IVET (initial vocational education and training) have increased since the previous year.

Explore Italy's Index results

	2020	2021	2022	2023	2024	2025	2026	Change since 2020	Change since 2025
Index	**56.0**	**58.0**	**61.5**	**62.0**	**61.7**	**62.2**	**62.7**	**6.7**	**0.5**
Work	**61.2**	**61.5**	**62.5**	**62.2**	**62.6**	**62.6**	**63.2**	**2.0**	**0.6**
Participation	67.8	67.3	67.8	68.5	68.9	69.0	69.6	1.8	0.6
Segregation and quality of work	55.3	56.2	57.6	56.6	57.0	56.7	57.4	2.1	0.7
Money	**62.9**	**64.5**	**65.7**	**67.2**	**67.7**	**67.2**	**68.0**	**5.1**	**0.8**
Financial resources	72.4	72.8	74.4	75.7	75.8	75.4	75.2	2.8	-0.2
Economic situation	54.7	57.2	58.0	59.7	60.4	59.8	61.5	6.8	1.7
Knowledge	**57.7**	**56.7**	**56.8**	**56.3**	**56.2**	**56.8**	**56.0**	**-1.7**	**-0.8**
Attainment and participation	66.2	64.3	64.6	64.7	64.8	65.3	64.5	-1.7	-0.8
Segregation	50.2	50.1	49.9	48.9	48.8	49.3	48.6	-1.6	-0.7
Time	**59.4**	**59.4**	**59.4**	**59.4**	**59.4**	**59.4**	**59.4**	**0.0**	**0.0**
Care activities	51.9	51.9	51.9	51.9	51.9	51.9	51.9	0.0	0.0
Social activities	67.9	67.9	67.9	67.9	67.9	67.9	67.9	0.0	0.0
Power	**29.7**	**35.2**	**46.1**	**47.8**	**46.1**	**47.9**	**49.0**	**19.3**	**1.1**
Political	35.0	42.1	49.9	47.5	39.2	41.2	41.5	6.5	0.3
Economic	53.0	56.2	59.8	66.3	70.9	74.3	76.2	23.2	1.9
Social	14.1	18.4	32.9	34.7	35.1	35.9	37.1	23.0	1.2
Health	**85.4**	**85.8**	**87.3**	**86.8**	**86.4**	**86.9**	**88.2**	**2.8**	**1.3**
Status	86.4	87.2	90.2	89.2	88.4	89.5	92.1	5.7	2.6
Behaviour	84.5	84.5	84.5	84.5	84.5	84.5	84.5	0.0	0.0

Explore Italy's performance by indicator

		Italy		EU	
Work		Women	Men	Women	Men
Participation	Full-time equivalent employment rate (%, 15-89, 2024)[2]	34	54	44	59
	Duration of working life (years, 15+ population, 2025)	28	37	35	40
Segregation and quality of work	ICT specialists (%, 15-74, 2025)	17	83	20	81
	Managerial positions (%, 15-74, 2025)	29	71	36	64
	Low paid workers (%, 16+, 2025)	45	40	37	29
Money					
Financial resources	Median earnings (PPS, 18-64 employed population, 2025)	25072	31473	25525	32079
	Gender pension gap (65+, %, 2025)	29		24	
Economic situation	Median partner earnings ratio (18-64,%, 2025)[3]	59	192	73	147
	In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)	20	14	16	13
Knowledge					
Attainment and participation	Graduates of tertiary education (%, 30-34, 2025)	37	24	51	40
	Graduates in IVET (Initial vocational education and training) (%, 25-34, 2025)	28	43	27	34
Segregation	Graduated in tertiary education in EHW (Education, Health and Welfare, Humanities and Art (tertiary students) (%, 2024)	73	27	75	25
	Graduated in tertiary education in STEM (Science, Technology, Engineering and Mathematics) (%, 2024)	40	60	34	66
Time					
Care activities	Informal childcare (0-11) for more than 35 weekly hours (%, 16-74, 2024)	41	16	41	20
	Informal long-term care for more than 20 hours per week (%, 45-64, 2019)	31	23	20	13
	Housework chores every day (%, 16-74, 2024)	65	28	59	33
Social activities	Hours spent on leisure activities per week (%, 16-74, 2024)	28	42	30	43
	Voluntary, charitable or political activities at least once per week (%, 16-74, 2024)	10	14	13	17
Power					
Political	Share of ministers (%, 2025)	30	70	32	68
	Share of members of parliament (%, 2025)	34	66	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)	45	55	35	65
Social	Share of members of highest decision making body of the national Olympic most popular sport organisations (%, 2025)	28	72	26	74
Health					
Status	Self-perceived health, good or very good (%, 16+, 2025)	71	76	65	71
	Healthy life years at 65 in percentage of the total life expectancy (%, 65+, 2024)	59	65	48	54
Behaviour	People who don't smoke and are not involved in harmful drinking (%, 16+ population, 2019)	80	69	73	56
	People doing physical activities and/or consuming fruits and vegetables (%, 16+ population, 2019)	25	30	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

Italy has the lowest employment levels in the EU for both women and men

In Italy, the full-time equivalent (FTE) employment rate[5] is 34 % for women and 54 % for men. These are the lowest levels in the EU for both genders. The gender gap is also the widest among all EU Member States, at 20 pp. The gender gap is even wider among couples with children (35 pp) and people born outside Italy (33 pp).

Women remain under-represented in ICT and managerial positions

In Italy, women only make up 17 % of ICT (information and communications technology) specialists, while among managers women are 29 % (+ 1 pp since the previous year). These are among the lowest levels in the EU.

The gender pension gap is still wide

In Italy, the gender pension gap is 29 % – higher than the EU average level by 5 pp (24 %), stable over the previous year and one of the widest gender pension gaps in the EU.

The risk to be in-work poverty for single adults or parents is higher for older people

In Italy, 20 % of employed women living alone or as a single parent are at risk of poverty; this is 14 % for men. The gender gap is one of the widest in the EU and widens with age, particularly for older people.

Among the lowest levels of tertiary graduates in the EU

In Italy, 37 % of women aged 30–34 have completed tertiary education (– 1 pp since the previous year), compared to 24 % of men. For both genders, these are among the lowest levels in the EU.

On the other hand, 28 % of women aged 25–34 have completed IVET (initial vocational education and training) studies (same as in the previous year), compared with 43 % of men (+ 2 pp over the previous year); the gender gap increased. The gender gap is higher for people born in Italy (– 15 pp) compared to people born outside Italy (– 8 pp).

Low levels of segregation in education compared with other Member States

In Italy, 73 % of graduates in the EHW fields (education, health and welfare, humanities and the arts) are women, whereas women make up 40 % of STEM graduates (science, technology, engineering and mathematics), slightly reducing the distance from men. These are among the lowest gender segregation in education in the EU in EHW and STEM fields.

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

Gender gaps in care activities remain wide, especially in housework

In Italy, 41 % of women spend more than 35 hours a week for caring children aged 0–11, compared with 16 % of men. The figure for men is among the lowest in the EU, resulting in a gender gap of 25 pp.

The gender gap is wider in daily housework. While 65 % of women do tasks such as cooking, cleaning and laundry every day, the figure for men is 28 %. This is one of the widest gender gaps in the EU.

Women's representation in politics is stagnating

Women account for 30 % of senior and junior ministerial positions, 34 % of parliamentary seats and 27 % of regional assemblies' members. There are no relevant changes since the previous year.

> Italy adopted candidate gender quotas in 2012: single or coalition lists cannot have more than 60 % of the same gender in parliamentary elections.

Women's presence in economic power positions is high

The percentage of women on the boards of the largest listed companies has reached 45 % (+ 1 pp over the previous year), the second-highest share in the EU.

The presence of women among the highest decision-making body of the national Olympic sport organisations is stable at 28 %.

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

Self-perceived health is declining, while healthy life years at 65 are increasing

In Italy, 71 % of women and 76 % of men reported their health as 'good' or 'very good', a decrease of 2 pp for both.

At the same time, women and men aged 65 are expected to live 59 % and 65 % respectively of their remaining life in good health. Figures for both genders have risen since the previous year (+ 11 pp for women, + 9 pp for men).

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	27	34	-7	-9	🟢
	Couple with children	56	91	-35	-38	🟢
Level of education	Low educated	14	38	-24	-24	🟠
	Medium educated	43	64	-21	-21	🟠
	High educated	67	74	-7	-8	🟢
Country of birth	Native born	33	51	-18	-19	🟢
	Foreign born	40	73	-33	-32	🔴
In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)						
Household composition	Single-adult household	18	13	5	6	🟢
	Single-parent household	27	23	4	20	🟢
Age groups	15/16-24	n/a	31	n/a	10	n/a
	25-49	18	14	4	9	🟢
	50-64	22	12	10	8	🔴
	65+	33	17	16	9	🔴
Country of birth	Native born	16	11	5	4	🔴
	Foreign born	38	22	16	21	🟢
Graduates in IVET (Initial vocational education and training) (%, 25-34, 2024)						
Country of birth	Native born	29	44	-15	-15	🟠
	Foreign born	21	29	-8	-5	🔴
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	44	15	29	n/a	n/a
Age groups	15/16-24	n/a	n/a	n/a	n/a	n/a
	25-49	47	16	31	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	70	-21	-25	🟢
	Single-parent household	83	86	-3	-1	🔴
	Couple without children	61	58	3	2	🔴
	Couple with children	88	89	-1	-1	🟠
Age groups	15/16-24	97	96	1	1	🟠
	25-49	89	90	-1	-1	🟠
	50-64	77	78	-1	-3	🟢
	65+	39	46	-7	-9	🟢
Disability	With disabilities	13	15	-2	-5	🟢
	Without disabilities	85	86	-1	-2	🟢

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 based on the EU-GBV survey on violence against women[7].

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

- In Italy, 32 % of women have experienced physical and/or sexual violence since the age of 15. This is 1 pp higher than the EU-27 average (31 %)[9].
- Partners and former partners are the perpetrators of 64 % of rapes experienced by women in Italy. Former partners alone account for 59 %[10].
- Reporting of violence remains limited. Among women who experienced violence by a current or former partner in the previous five years, only around one in ten (11 %) reported it to the authorities[11].
- Women aged 30–44 are the most affected by violence (44 %).
- In Italy, 4 % of women have experienced physical and/or sexual violence by any perpetrator in the past 12 months.
- In 2024, 0.34 women out of 100 000 inhabitants were victims of intentional homicide by a current or former partner (0.21) or a family member (0.13)[12].
- Girls report higher levels of cyberbullying than boys. Among 13-year-olds, 16 % of girls reported experiencing cyberbullying in the previous months, compared with 10 % of boys. Among 15-year-olds, the figures were 9 % for girls and 7 % for boys[13].

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

Italy signed the Istanbul Convention in September 2012 and ratified it in September 2013. The treaty entered into force in Italy in August 2014.

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. For Italy, the data are based on Victimisation survey 2022–2023 (Le molestie: vittime e contesto – Anno 2022–2023 – Istat); women aged 18–70)
10. The data are based on preliminary results from the 2025 Istat Survey on Violence against Women. At the time of publication, results refer to approximately 17,500 Italian women aged 16–75 interviewed between March and August 2025. Data collection among foreign women is still ongoing, and the complete survey results will be published in 2026
11. See note above.
12. National data show that 111 women were killed in Italy in 2025, including 94 in a family or intimate context. This represents a slight decrease compared with 113 women killed in 2024, although the number of victims remains structurally high.
13. Based on HBSC study data browser (findings from the 2021–2022 HBSC Survey)

Violence against women

Physical and/or sexual violence	Italy Women	EU Women
Women having experienced physical and/or sexual violence by any perpetrator since age 15 (%, 18-74, 2021)	**32 d**	**31 e**
18-29	41 d	35 e
30-44	44 d	35 e
45-64	39 d	31 e
65-74	25 d	24 e
severe limitations	:	46 e
limited but not severely or not limited at all	:	30 e
some	:	40 e
some or severe	:	41 e
no limitations	:	28 e
intimate partner violence	14 d	18 e
non-partner violence	25 d	20 e
Women having experienced physical and/or sexual violence by any perpetrator in the past 12 months (%, 18-74, 2021)	**4 d**	**3 e**

Femicide	Italy Women	EU Women
Women victims of intentional homicide by current or former partner or family member, rate per 100 000 inhabitants (2024) [14]	**0.34**	**0.4**
family member	0.13	0.4
current or former partner	0.21	:

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

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

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

Cyberviolence	Italy Women	Italy Men	EU Women	EU Men
13-year-olds who have been cyberbullied at least once or twice in the past couple of months (%, 2022) [15]	16	10	19 e	16 e
15-year-olds who have been cyberbullied at least once or twice in the past couple of months (%, 2022) [16]	9	7	15 e	14 e
	Women		Women	
Ever-working women who have experienced sexual harassment at work via social network and messages (%, 18-74, 2022)	:		7 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

15. EU: EIGE estimation, unweighted average of the 27 Member States BE: unweighted average of Flemish Belgium and French Belgium data.
16. 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[17].

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

All women and men in employment are equally eligible for parental leave and related benefits

Employed women and men in Italy are all equally covered by job-protected parental leave and parental leave benefits[1, 2].

Women in Italy face wider exclusion from parental leave benefits than men

Looking at the overall population, 39 % of women are not eligible for parental leave benefits, compared with 22 % of men. Among women who cannot access parental leave benefits, 83 % are unemployed or inactive. This compares with 64 % of men. Employment conditions exclude a further 17 % of women and 36 % of men.

Women's take-up of parental leave benefits is higher than men's

Women account for 73 % of people receiving publicly administrated parental leave benefits in Italy. This shows a large gender disparity in take-up.

Families face a six-year gap before childcare is guaranteed

In Italy, six years separate the end of well-paid parental leave from guaranteed childcare. During this time, families may have neither well-paid leave nor a guaranteed childcare place.

[1] Italy is analysed separately using EU-SILC cross-sectional data because of its specific eligibility rules.

[2] In Italy, domestic workers are excluded from parental leave under Legislative Decree No 151/2001 and are not covered by the general employee-based scheme.

17. 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	Italy Women	Italy Men	EU Women	EU Men
1. Employed women and men not eligible for statutory parental leave (%, 20-49, 2024) [18]	**0**	**0**	**8**	**11**
2. Employed women and men not eligible for statutory parental leave by reason for ineligibility (%, 20-49, 2024)				
Self-employment	0	0	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) [19]	**39**	**22**	**18**	**13**
5. Women and men not eligible for statutory parental leave benefits by reason for ineligibility, (%, 20-49, 2024) [20]				
Unemployement or inactivity	83	64	:	:
Self-employment	0	0	:	:
Unmet employment conditions	17	36	:	:
Unmet residency requirement	0	0	:	:
6. Recipients/users of publicly-administered parental leave benefits or publicly-administered paid parental leave (%, 2023) [21]	**73**	**27**	**:**	**:**
	Gap		**Gap**	
7. Gap between well-paid childcare leave and ECEC place guarantee (years, 2024/2025) [22]	**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

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. 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).

20. '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.

21. 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.

22. 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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