European Institute for Gender Equality

Gender Equality Index 2026

Lithuania

59.5

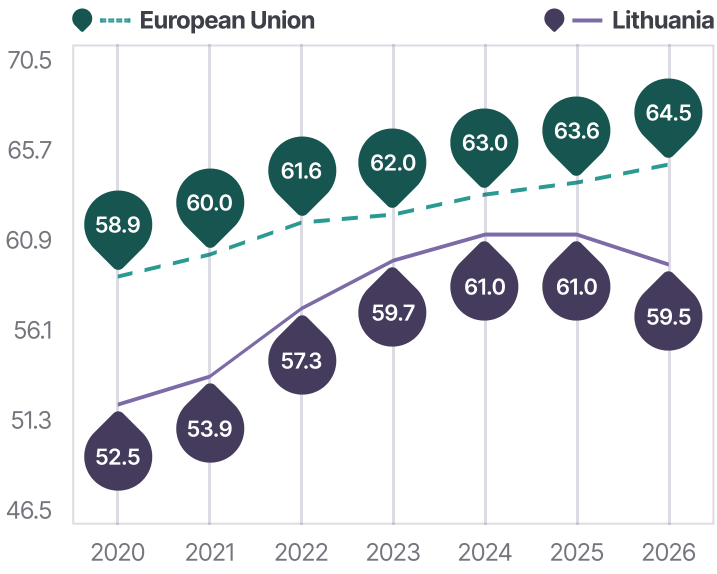
Lithuania scores 59.5 points out of 100 in the Gender Equality Index, ranking 18th in the EU. The score has increased by 7.0 points since 2020, though it has decreased by 1.5 points since 2025. This recent decline is mainly due to a lower score in the domain of power.

Lithuania has narrowed the gap with the EU average. However, this trend has reversed over the past year, as Lithuania's score fell while the EU average continued to rise.

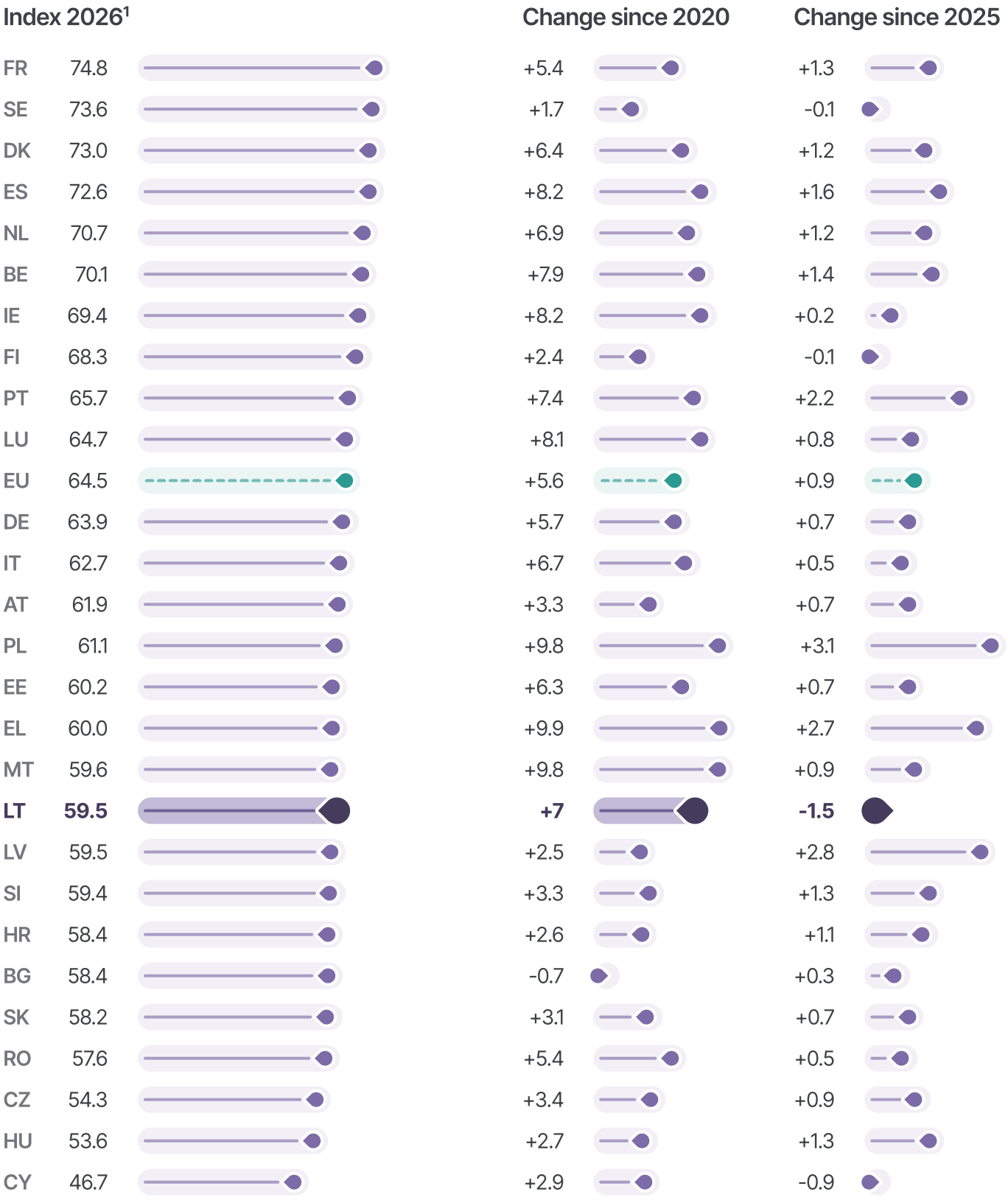
Scores (0-100)

Index	59.5
Work	75.5
Money	82.2
Knowledge	49.8
Time	63.3
Power	28.7
Health	80.8

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

Lithuania has its **best performance** in the domain of money, where it ranks 9th in the EU, with a score of 82.2 points. This is mainly driven by the subdomain of financial resources, which ranks 5th with 86.5 points and reflects one of the smallest gender pension gaps in the EU.

Lithuania also performs well in the domain of work, ranking 10th with 75.5 points. Despite a decline, the subdomain of participation is the main reason for this achievement, where Lithuania ranks 4th in the EU with 90.7 points.

Most room for improvement

The **most room for improvement** is in the domain of health, where Lithuania ranks 24th in the EU with a score of 80.8 points. This is mainly due to the health status, which ranks 26th with 84.0 points.

Knowledge also remains an area for improvement, ranking 23rd with 49.8 points. Gender segregation in education is particularly weak, ranking 25th with 33.6 points.

The domain of power has Lithuania's lowest score at 28.7 points, although the country ranks higher in this domain at 17th place in the EU.

Biggest improvement

Lithuania had its **biggest improvement** since 2025 in the domain of knowledge, where the score rose by 2.4 points, mainly due to progress in the subdomain of attainment and participation (+ 3.4 points).

A step backwards

A step backwards has been recorded in the domain of power, which lost 5.9 points since 2025. The decline is due to all the subdomains: political power (– 5.9 points), economic power (– 1.4 points) and social power (– 8.3 points). This follows the fall in women's representation among power positions in the main political entities, the largest companies and sport organisations.

Explore Lithuania's Index results

	2020	2021	2022	2023	2024	2025	2026	Change since 2020	Change since 2025
Index	**52.5**	**53.9**	**57.3**	**59.7**	**61.0**	**61.0**	**59.5**	**7.0**	**-1.5**
Work	**75.0**	**75.2**	**74.3**	**74.4**	**73.9**	**74.5**	**75.5**	**0.5**	**1.0**
Participation	91.4	91.9	91.2	91.1	92.7	92.4	90.7	-0.7	-1.7
Segregation and quality of work	61.5	61.5	60.5	60.8	58.9	60.1	62.9	1.4	2.8
Money	**73.5**	**75.9**	**76.7**	**78.4**	**84.6**	**82.2**	**82.2**	**8.7**	**0.0**
Financial resources	79.2	83.5	82.5	84.2	87.3	86.0	86.5	7.3	0.5
Economic situation	68.2	69.0	71.3	73.1	81.9	78.7	78.0	9.8	-0.7
Knowledge	**45.4**	**45.6**	**47.9**	**48.4**	**47.6**	**47.4**	**49.8**	**4.4**	**2.4**
Attainment and participation	60.3	64.8	69.1	72.9	65.9	70.5	73.9	13.6	3.4
Segregation	34.1	32.1	33.1	32.2	34.3	31.9	33.6	-0.5	1.7
Time	**63.3**	**63.3**	**63.3**	**63.3**	**63.3**	**63.3**	**63.3**	**0.0**	**0.0**
Care activities	60.3	60.3	60.3	60.3	60.3	60.3	60.3	0.0	0.0
Social activities	66.5	66.5	66.5	66.5	66.5	66.5	66.5	0.0	0.0
Power	**17.5**	**19.4**	**26.5**	**30.8**	**32.5**	**34.6**	**28.7**	**11.2**	**-5.9**
Political	31.5	33.5	44.4	44.6	46.6	48.5	42.6	11.1	-5.9
Economic	11.2	12.5	21.9	26.2	28.4	33.4	32.0	20.8	-1.4
Social	15.4	17.6	19.1	25.1	26.0	25.6	17.3	1.9	-8.3
Health	**79.9**	**79.4**	**79.5**	**82.7**	**83.7**	**79.8**	**80.8**	**0.9**	**1.0**
Status	82.2	81.2	81.3	87.9	90.1	82.0	84.0	1.8	2.0
Behaviour	77.7	77.7	77.7	77.7	77.7	77.7	77.7	0.0	0.0

Explore Lithuania's performance by indicator

		Lithuania		EU	
Work		Women	Men	Women	Men
Participation	Full-time equivalent employment rate (%, 15-89, 2024)[2]	54	64	44	59
	Duration of working life (years, 15+ population, 2025)	39	38	35	40
Segregation and quality of work	ICT specialists (%, 15-74, 2025)	23	78	20	81
	Managerial positions (%, 15-74, 2025)	39	61	36	64
	Low paid workers (%, 16+, 2025)[3]	38	35	37	29
Money					
Financial resources	Median earnings (PPS, 18-64 employed population, 2025)[4]	24753	29697	25525	32079
	Gender pension gap (65+, %, 2025)	10		24	
Economic situation	Median partner earnings ratio (18-64,%, 2025)[5]	79	131	73	147
	In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)[6]	11	14	16	13
Knowledge					
Attainment and participation	Graduates of tertiary education (%, 30-34, 2025)	69	56	51	40
	Graduates in IVET (Initial vocational education and training) (%, 25-34, 2025)	15	22	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)	32	68	34	66
Time					
Care activities	Informal childcare (0-11) for more than 35 weekly hours (%, 16-74, 2024)	37	25	41	20
	Informal long-term care for more than 20 hours per week (%, 45-64, 2019)	22	13	20	13
	Housework chores every day (%, 16-74, 2024)	60	33	59	33
Social activities	Hours spent on leisure activities per week (%, 16-74, 2024)	32	44	30	43
	Voluntary, charitable or political activities at least once per week (%, 16-74, 2024)	7	11	13	17
Power					
Political	Share of ministers (%, 2025)	36	64	32	68
	Share of members of parliament (%, 2025)	28	72	33	67
	Share of members of regional assemblies/local municipalities (%, 2025)[7]	33	67	32	68
Economic	Share of members of boards in largest quoted companies (%, 2025)	27	73	35	65
Social	Share of members of highest decision making body of the national Olympic most popular sport organisations (%, 2025)	17	83	26	74
Health					
Status	Self-perceived health, good or very good (%, 16+, 2025)	46	54	65	71
	Healthy life years at 65 in percentage of the total life expectancy (%, 65+, 2024)	46	55	48	54
Behaviour	People who don't smoke and are not involved in harmful drinking (%, 16+ population, 2019)	82	52	73	56
	People doing physical activities and/or consuming fruits and vegetables (%, 16+ population, 2019)	31	34	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. LT: provisional data
4. LT: provisional data
5. 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. LT: provisional data
6. LT: provisional data
7. Share of members in local municipalities for BG, EE, IE, CY, LT, LU, MT, SI

Key highlights

Women show comparatively high employment rates, along with a longer working life than men

The full-time equivalent (FTE) employment rate[8] is 54 % for women and 64 % for men. The figure for women has fallen by 1 pp since the previous year but remains one of the highest in the EU. The gender gap is particularly wide among people born outside the country (22 pp), and those with medium levels of education (19 pp).

Women in Lithuania spend an average of 39 years in employment, one year more than men. This is an unusual pattern in the EU.

Women's presence in ICT is rising faster than the EU average

Women's share of ICT (information and communications technology) specialists in Lithuania rose to 23 %, up 5 pp since the previous year. This percentage is now higher than the EU average of 20 %. The share of women among managerial positions has increased by 1 pp over the previous year and now stands at 39 %.

The gender pension gap is among the smallest in the EU

Lithuania's gender pension gap is 10 %, down 2 pp since the previous year and is well below the EU average of 24 %.

In-work poverty among single women and single mothers is falling but rising for single men and single fathers

In Lithuania, 11 % of employed women and 14 % of employed men living in single-adult or single-parent households are at risk of poverty. This is the reverse of the overall EU pattern. Since the previous year, the level for women has fallen by 2 pp, while the rate for men has risen by 3 pp. The gender disparity is particularly high among people born outside the country (35 pp), reaching 45 % to the disadvantage of men.

High tertiary graduation, low IVET graduation

Tertiary education among women aged 30–34 in Lithuania reached 69 %, after a fallback of 2 pp since the previous year. The rate for men rose by 3 pp to 56 %. Both levels are among the highest in the EU. Among people aged 25–34, IVET (initial vocational education and training) graduation stands at 15 % for women and 22 % for men. Both levels have decreased over the previous year (1 pp and 2 pp, respectively), reflecting some of the lowest levels in the EU.

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

Gender segregation across fields of study is among the most pronounced in the EU

Women make up 81 % of EHW (education, health and welfare, humanities and the arts) graduates and 32 % of STEM (science, technology, engineering and mathematics) graduates in Lithuania, among the most segregated patterns recorded in the EU in both fields. Although women's rates in EHW graduates have not changed since the previous year, their share among STEM graduates has increased by 2 pp.

The gender gap in housework is wider than in caregiving in Lithuania

In Lithuania 37 % of women and 25 % of men care for children aged 0–11 for more than 35 hours a week.

Among people aged 45–64, 22 % of women and 13 % of men provide for more than 20 hours of care a week.

The gap is much wider in daily housework. Daily housework chores are done by 60 % of women and 33 % of men.

Voluntary participation for women in Lithuania is the lowest recorded in the EU

Voluntary and charitable participation runs far below the EU average for both genders: 7 % of women and 11 % of men take part at least once a week, one of the lowest levels for men and the lowest level for women in the EU.

Women's representation among ministers has fallen sharply

Women hold 36 % of ministerial posts in Lithuania, down by 8 pp since the previous year, though still above the EU average of 32 %. Women account for 28 % of seats in parliament, after a decline of 2 pp over the previous year, and 33 % of members of local municipalities, up by 1 pp over the previous year.

> Lithuania does not have gender quotas for parliament.

Women's presence on boards and in sports governance both lag behind the EU

Women hold 27 % of board seats among the largest listed companies in Lithuania, below the EU average of 35 % and down by 1 pp since the previous year. In the highest decision-making bodies of national Olympic sports organisations, women's representation fell to 17 %, down by 6 pp since the previous year.

> As of December 2025, Lithuania 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 Lithuania, 46 % of women and 54 % of men rate their health as 'good' or' very good'. These are among the lowest figures in the EU and well below the EU averages of 65 % for women and 71 % for men.

By contrast, healthy life years at 65 improved sharply. They account for 46 % of remaining life expectancy for women and 55 % for men, up 9 pp for both since the previous year.

Explore intersecting inequalities

Full-time equivalent employment rate (%, 15-89, 2024)[9]		Women	Men	Gender gap	Gender gap in 2019	Gap change
Household composition	Couple without children	53	53	0	0	🟠
	Couple with children	83	95	-12	-9	🔴
Level of education	Low educated	15	23	-8	-13	🟢
	Medium educated	44	63	-19	-16	🔴
	High educated	76	82	-6	-4	🔴
Country of birth	Native born	55	64	-9	-9	🟠
	Foreign born	38	60	-22	-11	🔴
In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)						
Household composition	Single-adult household	6	15	-9	-10	🟢
	Single-parent household	20	13	7	n/a	n/a
Age groups	15/16-24	n/a	n/a	n/a	n/a	n/a
	25-49	13	8	5	7	🟢
	50-64	9	22	-13	-9	🔴
	65+	3	14	-11	n/a	n/a
Country of birth	Native born	11	12	-1	-2	🟢
	Foreign born	10	45	-35	n/a	n/a
Graduates in IVET (Initial vocational education and training) (%, 25-34, 2024)						
Country of birth	Native born	16	24	-8	-12	🟢
	Foreign born	8	17	-9	5	🔴
Disability	With disabilities	n/a	1	n/a	5	n/a
	Without disabilities	13	23	-10	-8	🔴
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	38	26	12	n/a	n/a
Age groups	15/16-24	n/a	n/a	n/a	n/a	n/a
	25-49	38	24	14	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	29	49	-20	-18	🔴
	Single-parent household	72	81	-9	n/a	n/a
	Couple without children	38	40	-2	-7	🟢
	Couple with children	79	76	3	6	🟢
Age groups	15/16-24	87	96	-9	8	🔴
	25-49	77	76	1	0	🔴
	50-64	38	35	3	-3	🟠
	65+	10	15	-5	-8	🟢
Disability	With disabilities	2	5	-3	-3	🟠
	Without disabilities	61	67	-6	-6	🟠

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.)

9. 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[10].

Due to data limitations the composite measure of violence could not be calculated for Lithuania, but data can be found at indicator level, when available[11].

- In Lithuania, 25 % of women have experienced physical and/or sexual violence since the age of 15. This is 6 pp lower than the EU-27 average (31 %).
- In Lithuania, 58 % of women have experienced health consequences of physical and/or sexual violence since the age of 15.
- In Lithuania, 28 % of women who have experienced physical or sexual violence by any perpetrator in the past 12 months have not told anyone.
- In 2024, 0.86 women out of 100 000 inhabitants were victims of intentional homicide by a current or former partner (0.53), or a family member (0.33).
- Unlike most EU countries, boys in Lithuania report cyberbullying more often than girls. Among 13-year-olds, 26 % of girls reported cyberbullying, compared with 32 % of boys. At age 15, the gaps widen, reaching 15 % for girls and 31 % for boys[12].
- In Lithuania, 2 % of women who have ever worked have experienced sexual harassment at work via social networks or messaging apps[13].

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

Lithuania signed the Istanbul Convention in June 2013, but has not yet ratified it. The Convention has not yet entered into force in Lithuania.

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

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

Violence against women

Physical and/or sexual violence	Lithuania Women	EU Women
Women having experienced physical and/or sexual violence by any perpetrator since age 15 (%, 18-74, 2021)	**25**	**31 e**
18-29	21	35 e
30-44	25	35 e
45-64	27	31 e
65-74	26	24 e
severe limitations	34 u	46 e
limited but not severely or not limited at all	26	30 e
some	35	40 e
some or severe	35	41 e
no limitations	24	28 e
intimate partner violence	17	18 e
non-partner violence	14	20 e
Women having experienced physical and/or sexual violence by any perpetrator in the past 12 months (%, 18-74, 2021)	**1 u**	**3 e**

Femicide	Lithuania Women	EU Women
Women victims of intentional homicide by current or former partner or family member, rate per 100 000 inhabitants (2024) [14]	**0.86**	**0.4**
family member	0.33	0.4
current or former partner	0.53	:

Health consequences of violence and multiple victimisation	Lithuania Women	EU Women
Women having experienced health consequences of physical and/or sexual violence since the age of 15 (%, 18-74, 2021)	**58**	**57 e**
intimate partner violence	72	72 e
non-partner violence	37	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)	**22**	**31 e**

Disclosure of violence to institutions or to anyone else	Lithuania Women	EU Women
Women having experienced physical and/or sexual violence in the past 12 months and have not told anyone (%, 18-74, 2021)	**28**	**31 e**
intimate partner violence	27	31 e
non-partner violence	37	38 e

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

Cyberviolence	Lithuania Women	Lithuania 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]	26	32	19 e	16 e
15-year-olds who have been cyberbullied at least once or twice in the past couple of months (%, 2022) [16]	15	31	15 e	14 e
	Women		Women	
Ever-working women who have experienced sexual harassment at work via social network and messages (%, 18-74, 2022)	2		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.

Employed women are less likely than employed men to be ineligible for parental leave

Among employed people in Lithuania, 9 % of women and 13 % of men are not eligible for statutory parental leave. In all cases, the reason is self-employment. Parental leave benefits are almost universal among the same employed population.

Exclusion from parental leave benefits is markedly wider in the overall population

Looking at the overall population in Lithuania, the percentage of women (22 %) not eligible for parental leave benefits is greater than for men (19 %). Unmet employment conditions account for the exclusion in all cases, for both women and men.

Parental leave and its related benefits are used mostly by women

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

A one-year gap separates well-paid leave from guaranteed childcare in Lithuania

In Lithuania, families face a one-year gap between the end of well-paid parental leave and the point at which a childcare place is guaranteed, leaving them without either well-paid leave or assured access to formal childcare during this period.

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

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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