European Institute for Gender Equality

Gender Equality Index 2026

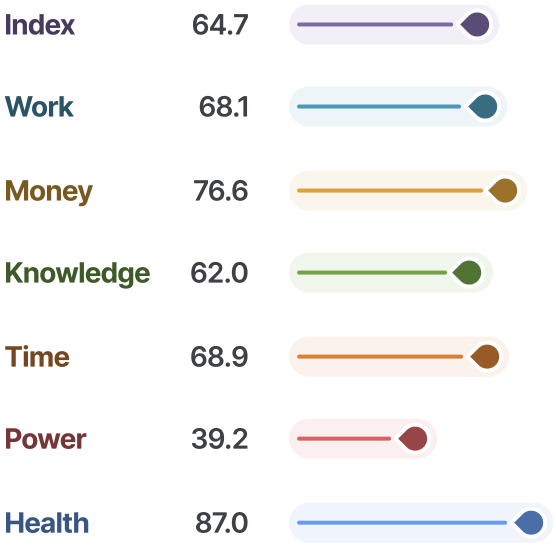
Luxembourg



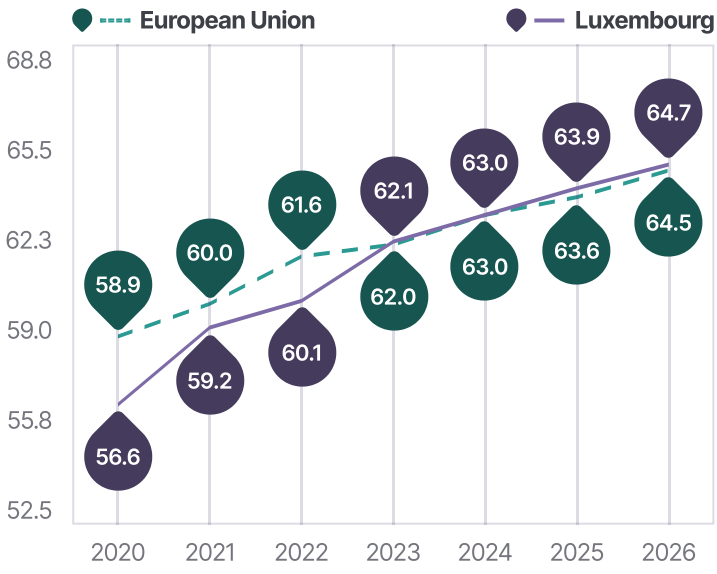
With 64.7 points out of 100, Luxembourg ranks 10th in the EU in the Gender Equality Index. Compared with 2020, the score has gained 8.1 points, of which 0.8 points has been gained since 2025. This recent progress is mainly due to improvements in the domains of money and power.

Luxembourg has closed the gap with the EU average thanks to faster progress in its Gender Equality Index score and now stands slightly above it.

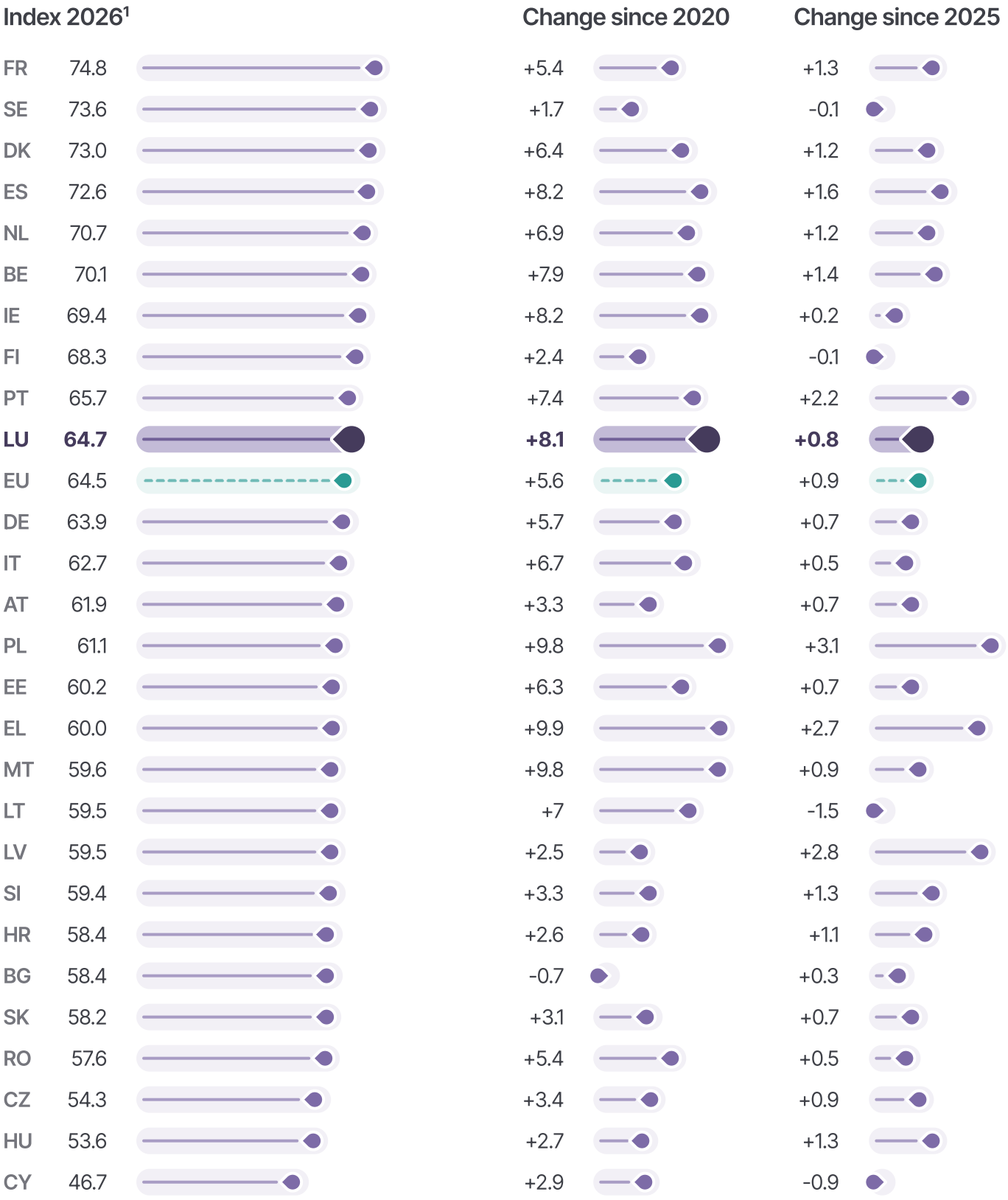
Scores (0-100)



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

The **best performance** for Luxembourg occurs in the domain of knowledge, where it ranks 4th in the EU with 62.0 points. It holds 2nd position in the subdomain of attainment and participation with 93.4 points. This reflects some of the highest tertiary graduation levels in the EU for both genders, and a narrow gender gap.

The country ranks 7th in the domain of time, with 68.9 points. The subdomain of social activities ranks 1st in the EU with 85.3 points, due to the highest levels of leisure time for both genders and no gender gap in voluntary activities.

Most room for improvement

The domain of work shows the **most room for improvement**, with Luxembourg ranking 22nd in the EU and scoring 68.1 points. This result is due to the subdomain of segregation and quality of work, which ranks 24th with 52.4 points.

The lowest score is recorded in the domain of power, where Luxembourg reaches 39.2 points; however, the country ranks 13th in the EU.

Biggest improvement

The domain of money shows the **biggest improvement** since 2025, gaining 2.2 points. Both subdomains contributed – economic situation (+ 2.3 points) and financial resources (+ 2.1 points).

The domain of power has also progressed (+ 1.9 points), with social power rising by 4.0 points. The largest gain at subdomain level is in attainment and participation, within the domain of knowledge (+ 8.7 points).

A step backwards

The domain of work has taken a **step backwards**, losing 0.7 points since 2025. This is due to the subdomain of segregation and quality of work (– 2.4 points).

The domain of health also fell by 0.6 points, driven by a 1.1 point drop in health status.

Within the domain of knowledge, segregation has also fallen (– 4.0 points), despite the overall improvement of the domain.

Explore Luxembourg's Index results

	2020	2021	2022	2023	2024	2025	2026	Change since 2020	Change since 2025
Index	**56.6**	**59.2**	**60.1**	**62.1**	**63.0**	**63.9**	**64.7**	**8.1**	**0.8**
Work	**62.8**	**64.8**	**62.8**	**65.7**	**65.1**	**68.8**	**68.1**	**5.3**	**-0.7**
Participation	83.0	84.3	85.0	85.9	86.5	86.4	88.5	5.5	2.1
Segregation and quality of work	47.5	49.9	46.3	50.2	49.0	54.8	52.4	4.9	-2.4
Money	**69.6**	**71.5**	**72.2**	**71.3**	**73.8**	**74.4**	**76.6**	**7.0**	**2.2**
Financial resources	64.8	68.8	72.2	68.4	71.3	73.3	75.4	10.6	2.1
Economic situation	74.7	74.2	72.3	74.3	76.4	75.4	77.7	3.0	2.3
Knowledge	**57.0**	**60.0**	**59.6**	**61.4**	**62.8**	**61.9**	**62.0**	**5.0**	**0.1**
Attainment and participation	91.2	87.5	85.4	89.1	87.9	84.7	93.4	2.2	8.7
Segregation	35.6	41.1	41.6	42.3	44.9	45.2	41.2	5.6	-4.0
Time	**68.9**	**68.9**	**68.9**	**68.9**	**68.9**	**68.9**	**68.9**	**0.0**	**0.0**
Care activities	55.7	55.7	55.7	55.7	55.7	55.7	55.7	0.0	0.0
Social activities	85.3	85.3	85.3	85.3	85.3	85.3	85.3	0.0	0.0
Power	**24.3**	**27.6**	**30.6**	**35.1**	**36.1**	**37.3**	**39.2**	**14.9**	**1.9**
Political	36.8	41.1	42.3	48.0	47.8	49.5	50.1	13.3	0.6
Economic	15.5	20.2	26.8	31.0	31.5	30.3	31.0	15.5	0.7
Social	25.0	25.3	25.4	28.9	31.1	34.8	38.8	13.8	4.0
Health	**84.9**	**87.0**	**87.4**	**87.0**	**87.5**	**87.6**	**87.0**	**2.1**	**-0.6**
Status	88.8	93.3	94.2	93.3	94.4	94.5	93.4	4.6	-1.1
Behaviour	81.1	81.1	81.1	81.1	81.1	81.1	81.1	0.0	0.0

Explore Luxembourg's performance by indicator

Work		Luxembourg Women	Luxembourg Men	EU Women	EU Men
Participation	Full-time equivalent employment rate (%, 15-89, 2024)[2]	53	61	44	59
	Duration of working life (years, 15+ population, 2025)	34	37	35	40
Segregation and quality of work	ICT specialists (%, 15-74, 2025)	20	80	20	81
	Managerial positions (%, 15-74, 2025)	28	72	36	64
	Low paid workers (%, 16+, 2025)	41	30	37	29
Money					
Financial resources	Median earnings (PPS, 18-64 employed population, 2025)	42778	52125	25525	32079
	Gender pension gap (65+, %, 2025)	31		24	
Economic situation	Median partner earnings ratio (18-64,%, 2025)[3]	80	131	73	147
	In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)	17	12	16	13
Knowledge					
Attainment and participation	Graduates of tertiary education (%, 30-34, 2025)	70	66	51	40
	Graduates in IVET (Initial vocational education and training) (%, 25-34, 2025)	19	21	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)	34	66	34	66
Time					
Care activities	Informal childcare (0-11) for more than 35 weekly hours (%, 16-74, 2024)	24	11	41	20
	Informal long-term care for more than 20 hours per week (%, 45-64, 2019)	9	6	20	13
	Housework chores every day (%, 16-74, 2024)	38	21	59	33
Social activities	Hours spent on leisure activities per week (%, 16-74, 2024)	44	60	30	43
	Voluntary, charitable or political activities at least once per week (%, 16-74, 2024)	18	18	13	17
Power					
Political	Share of ministers (%, 2025)	33	67	32	68
	Share of members of parliament (%, 2025)	35	65	33	67
	Share of members of regional assemblies/local municipalities (%, 2025)[4]	32	68	32	68
Economic	Share of members of boards in largest quoted companies (%, 2025)	24	76	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)	73	75	65	71
	Healthy life years at 65 in percentage of the total life expectancy (%, 65+, 2024)[5]	44	49	48	54
Behaviour	People who don't smoke and are not involved in harmful drinking (%, 16+ population, 2019)	67	46	73	56
	People doing physical activities and/or consuming fruits and vegetables (%, 16+ population, 2019)	49	53	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. LU: 2022 data

Key highlights

The employment gender gap is among the narrowest in the EU

The full-time equivalent (FTE) employment rate[6] stands at 53 % for women and 61 % for men. The gender gap is one of the narrowest in the EU. Over the previous year, the rate for women rose by 1 pp, while for men it dropped by 4 pp. The gap reaches 14 pp among couples with children (to women's disadvantage), and drops to 2 pp among couples without children (to men's disadvantage).

Working life lasts 34 years for women and 37 years for men, unchanged since the previous year. Both durations are among the shortest in the EU.

The share of women among managers declines substantially

Women's share among ICT (information and communications technology) specialists is 20 % (+ 3 pp since the previous year). Among managers, their share has fallen to 28 % – down by 8 pp, which is one of the lowest in the EU.

Median earnings for both women and men are the highest in the EU

Median annual earnings[7] reach 42,778 PPS for women and 52,125 PPS for men. Compared with the previous year, both have fallen. Both are the highest levels in the EU, but the gender gap is one of the widest.

The gender pension gap is among the widest

The gender pension gap has narrowed by 2 pp over the previous year, to 31 %; it remains one of the widest in the EU.

The gender disparity in median partner earnings ratio widens slightly

Within couples, women earn 80 % of their partner's income (– 2 pp since the previous year). Men earn 31 % more than their partner, without changes. The gender disparity is slightly wider than a year ago, and remains well below the EU figure of 74 pp.

In-work poverty is higher among single women and single mothers

Among employed people living in single-adult or single-parent households, 17 % of women and 12 % of men are at risk of poverty. Since the previous year, the rate for women has fallen by 5 pp, while for men it did not change. The gender gap is widest in single-parent households, where 32 % of women are at risk, against 20 % of men.

6. The FTE employment rate measures working hours comparatively, even though people may work different numbers of hours per week.
7. Median annual earnings of the 18–64 population in employment, computed as the median of gross employee cash or near cash income, gross non-cash employee income and cash benefits from self-employment.

High tertiary education rates, but fewer IVET graduates

In Luxembourg, 70 % of women aged 30–34 are tertiary graduates, compared with 66 % of men. The rate for women has not changed since the previous year, while the rate for men has risen by 4 pp. The level for men is the highest in the EU, and the gender gap is one of the narrowest. Among people aged 25–34, IVET (initial vocational education and training) graduates account for 19 % of women (– 4 pp) and 21 % of men (– 8 pp). The gender gap is one of the smallest in the EU.

Gender segregation in education is equal to the EU levels

Women represent 75 % of EHW (education, health and welfare, humanities and the arts) graduates, up by 5 pp since the previous year. Among STEM (science, technology, engineering and mathematics) graduates, women account for 34 %, up by 2 pp. Both shares are equal to the EU averages.

Low care rates and the EU's lowest housework rate for both genders

In Luxembourg, 24 % of women and 11 % of men care for children aged 0–11 for more than 35 hours a week[8]. Both levels are among the lowest in the EU.

Among people aged 45–64, 9 % of women and 6 % of men provide more than 20 hours of long-term care a week. These are also among the lowest levels in the EU.

Daily housework chores are done by 38 % of women and 21 % of men. Both rates are the lowest in the EU, and the gender gap is among the smallest.

The EU's highest leisure rates but with a wide gender gap, and equal voluntary participation

In Luxembourg, 44 % of women and 60 % of men spend more than 8 hours a week on leisure activities. These are the highest levels in the EU for both genders, and Luxembourg shows one of the widest gender differences.

Women and men take part equally in voluntary, charitable or political activities. In both groups, 18 % take part at least once a week. The level for women is one of the highest in the EU.

Women's presence in politics improves slightly in parliament and local municipalities

Women hold 33 % of senior and junior ministerial positions, without changes since the previous year. In parliament, their share is 35 % (+ 1 pp over the previous year), and in local municipalities it is 32 % (+ 1 pp since the previous year).

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

8. Low reliability.

Women's presence on corporate boards still has room for improvement

In the largest listed companies, women hold 24 % of board seats (+ 1 pp since the previous year), among the lowest shares in the EU. In the highest decision-making bodies of national Olympic sport organisations, women represent 28 % of board members (+ 2 pp over the previous year).

> As of December 2025, in Luxembourg the legislation for the transposition of the Directive (EU) 2022/2381 (Gender Balance on Boards Directive) remains in draft form.

Self-perceived health is among the best in the EU

'Good' or 'very good' health is reported by 73 % of women and 75 % of men, among the highest levels in the EU. Since the previous year, the percentage did not change for women, while it rose by 2 pp for men. The gap is widest among people aged 16–24, at 7 pp to the disadvantage of women.

Women aged 65 and over can expect to spend 44 % of their remaining life in good health, against 49 % for men. Both figures are unchanged since the previous year and below the EU averages (48 % and 54 %).

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	56	54	2	-5	🟢
	Couple with children	78	92	-14	-22	🟢
Level of education	Low educated	27	38	-11	-16	🟢
	Medium educated	45	56	-11	-12	🟢
	High educated	73	78	-5	-8	🟢
Country of birth	Native born	47	52	-5	-12	🟢
	Foreign born	58	68	-10	-15	🟢
In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)						
Household composition	Single-adult household	13	12	1	-2	🟢
	Single-parent household	32	20	12	n/a	n/a
Age groups	15/16-24	n/a	n/a	n/a	n/a	n/a
	25-49	17	12	5	6	🟢
	50-64	17	9	8	-6	🔴
	65+	n/a	n/a	n/a	n/a	n/a
Country of birth	Native born	10	3	7	7	🟠
	Foreign born	21	17	4	1	🔴
Graduates in IVET (Initial vocational education and training) (%, 25-34, 2024)						
Country of birth	Native born	29	36	-7	2	🔴
	Foreign born	15	21	-6	-1	🔴
Disability	With disabilities	30	29	1	-8	🟢
	Without disabilities	20	22	-2	-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	n/a	8	n/a	n/a	n/a
Age groups	15/16-24	n/a	n/a	n/a	n/a	n/a
	25-49	n/a	9	n/a	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	66	68	-2	-10	🟢
	Single-parent household	66	66	0	-12	🟢
	Couple without children	72	73	-1	0	🔴
	Couple with children	79	76	3	-1	🔴
Age groups	15/16-24	88	95	-7	-5	🔴
	25-49	82	81	1	-3	🟢
	50-64	60	64	-4	-1	🔴
	65+	60	60	0	-3	🟢
Disability	With disabilities	23	27	-4	-2	🔴
	Without disabilities	84	83	1	0	🔴

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 Luxembourg, but data can be found at indicator level, when available[11].

- In Luxembourg, 45 % of women have experienced physical and/or sexual violence since the age of 15. This is 14 pp higher than the EU-27 average (31 %).
- In Luxembourg, 52 % of women have experienced health consequences of physical and/or sexual violence since the age of 15.
- In Luxembourg, 34 % of women who have experienced physical or sexual violence by any perpetrator in the past 12 months have not told anyone.
- Cyberbullying decreases with age for both genders – 20 % of girls and 13 % of boys aged 13 report being cyberbullied. At age 15, the figures are 13 % for girls and 11 % for boys, narrowing the gender gap[12].
- In Luxembourg, 20 % 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.

Luxembourg signed the Istanbul Convention in May 2011, and ratified it in August 2018. The treaty entered into force in Luxembourg in December 2018.

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	Luxembourg Women	EU Women
Women having experienced physical and/or sexual violence by any perpetrator since age 15 (%, 18-74, 2021)	**45**	**31 e**
18-29	52	35 e
30-44	47	35 e
45-64	46	31 e
65-74	29 u	24 e
severe limitations	62 u	46 e
limited but not severely or not limited at all	45	30 e
some	57	40 e
some or severe	58	41 e
no limitations	43	28 e
intimate partner violence	27	18 e
non-partner violence	34	20 e
Women having experienced physical and/or sexual violence by any perpetrator in the past 12 months (%, 18-74, 2021)	**5**	**3 e**

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

Health consequences of violence and multiple victimisation	Luxembourg Women	EU Women
Women having experienced health consequences of physical and/or sexual violence since the age of 15 (%, 18-74, 2021)	**52**	**57 e**
intimate partner violence	64	72 e
non-partner violence	33	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)	**44**	**31 e**

Disclosure of violence to institutions or to anyone else	Luxembourg Women	EU Women
Women having experienced physical and/or sexual violence in the past 12 months and have not told anyone (%, 18-74, 2021)	**34**	**31 e**
intimate partner violence	28	31 e
non-partner violence	42	38 e

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

Cyberviolence	Luxembourg Women	Luxembourg 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]	20	13	19 e	16 e
15-year-olds who have been cyberbullied at least once or twice in the past couple of months (%, 2022) [16]	13	11	15 e	14 e
	Women		Women	
Ever-working women who have experienced sexual harassment at work via social network and messages (%, 18-74, 2022)	20		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.

Exclusion from parental leave and related benefits among employed people is similar for women and men

Among employed people, 21 % of women and 20 % of men are not eligible for both statutory parental leave and for the related benefits. Unmet employment conditions are the only reason for ineligibility for parental leave, for both genders. The figures are well above the EU levels.

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

Looking at the overall population in Luxembourg, 39 % of women and 35 % of men are not eligible for parental leave benefits. Both rates are well above the EU levels (18 % and 13 % respectively). Unemployment or inactivity accounts for 56 % of exclusions among women and 51 % among men. Unmet employment conditions explain 41 % and 47 %, respectively, and self-employment 3 % for both genders.

Women are a minority of recipients in parental leave and related benefits

Women account for 41 % of people receiving publicly administered parental leave benefits or publicly administered paid parental leave. This marks a unique case in the EU.

A two-year gap separates well-paid leave from guaranteed childcare in Luxembourg

Two years separate the end of well-paid parental leave and the point at which a childcare place is guaranteed.

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	Luxembourg Women	Luxembourg Men	EU Women	EU Men
1. Employed women and men not eligible for statutory parental leave (%, 20-49, 2024) [18]	**21**	**20**	**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	100	100	20	16
Unmet residency requirement	0	0	8	8
3. Employed women and men not eligible for statutory parental leave benefits (%, 20-49, 2024)	**21**	**20**	**4**	**4**
4. Women and men not eligible for statutory parental leave benefits (%, 20-49, 2024) [19]	**39**	**35**	**18**	**13**
5. Women and men not eligible for statutory parental leave benefits by reason for ineligibility, (%, 20-49, 2024) [20]				
Unemployement or inactivity	56	51	:	:
Self-employment	3	3	:	:
Unmet employment conditions	41	47	:	:
Unmet residency requirement	0	0	:	:
6. Recipients/users of publicly-administered parental leave benefits or publicly-administered paid parental leave (%, 2023) [21]	**41**	**59**	**:**	**:**
	Gap		**Gap**	
7. Gap between well-paid childcare leave and ECEC place guarantee (years, 2024/2025) [22]	**2**		**:**	

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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