European Institute for Gender Equality

Gender Equality Index 2026

Malta

59.6

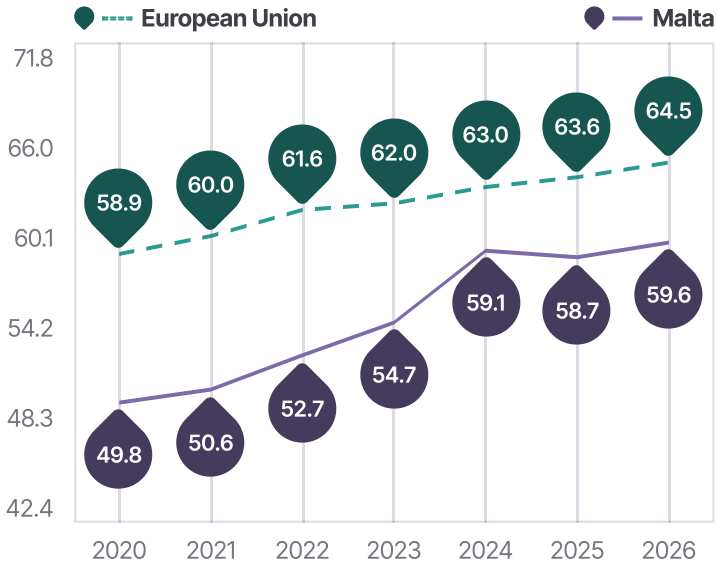
Malta scores 59.6 points out of 100 in the Gender Equality Index, ranking 17th in the EU. The score has increased by 9.8 points since 2020 and by 0.9 points since 2025. The improvement is mainly due to the domain of work, with further gains in money, health and knowledge.

Malta's score remains below the EU average, though the gap has narrowed over the previous year.

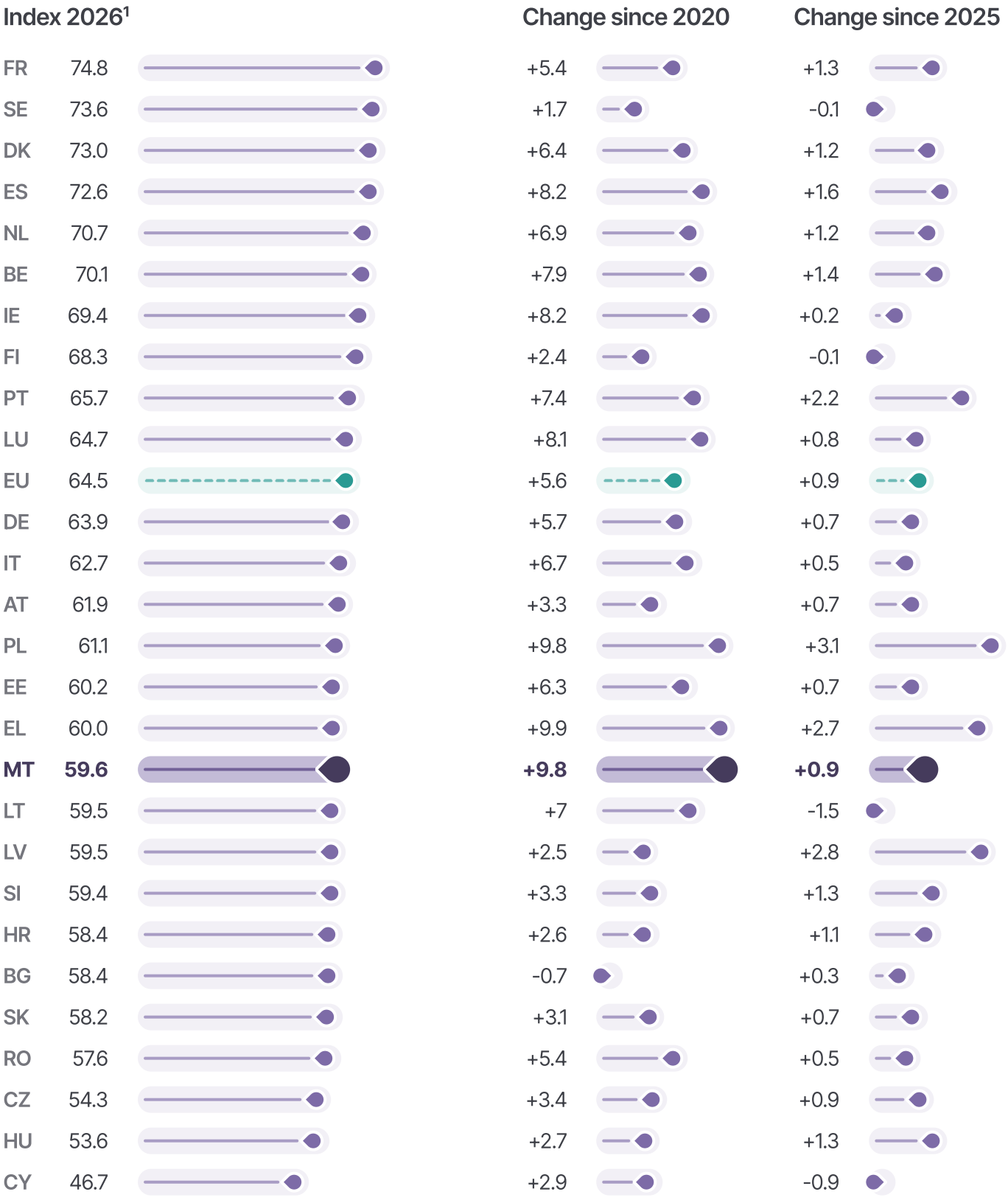
Scores (0-100)

Index	59.6
Work	77.6
Money	72.9
Knowledge	58.9
Time	60.6
Power	27.2
Health	89.1

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

Malta has its **best performance** in the domain of work, where it ranks 3rd in the EU, with a score of 77.6 points. This is driven by the subdomain of segregation and quality of work, which ranks 1st in the EU with 75.6 points. Malta also holds 3rd position in the domain of health, scoring 89.1 points. This result is due to the subdomain of health behaviour, where it holds 2nd position with 89.2 points.

Most room for improvement

Malta's **most room for improvement** is in the domain of money, where it ranks 21st in the EU (72.9 points). Both subdomains hold it back equally: financial resources rank 21st (77.0 points), as does economic situation (69.1 points).

Malta's lowest score overall is in the domain of power, at 27.2 points, where Malta ranks 19th in the EU.

Biggest improvement

Malta had its **biggest improvement** since 2025 in the domain of work, where the score rose by 4.8 points, mainly due to the subdomain of segregation and quality of work (+ 7.9 points), with a smaller contribution from the subdomain of participation (+ 1.4 points).

A step backwards

A step backwards has been recorded in the domain of power, which lost 0.9 points since 2025, as a sharp decline in the subdomain of social power (– 5.3 points) outweighed gains in the subdomains of political power (+ 3.5 points) and economic power (+ 0.9 points).

Explore Malta's Index results

	2020	2021	2022	2023	2024	2025	2026	Change since 2020	Change since 2025
Index	**49.8**	**50.6**	**52.7**	**54.7**	**59.1**	**58.7**	**59.6**	**9.8**	**0.9**
Work	**65.2**	**63.4**	**69.2**	**71.1**	**71.0**	**72.8**	**77.6**	**12.4**	**4.8**
Participation	70.6	71.8	73.6	77.0	78.2	78.3	79.7	9.1	1.4
Segregation and quality of work	60.2	55.9	65.0	65.7	64.5	67.7	75.6	15.4	7.9
Money	**70.9**	**68.9**	**68.6**	**70.0**	**71.9**	**70.7**	**72.9**	**2.0**	**2.2**
Financial resources	75.7	74.2	72.1	72.2	72.7	75.6	77.0	1.3	1.4
Economic situation	66.5	64.0	65.2	67.8	71.0	66.1	69.1	2.6	3.0
Knowledge	**58.7**	**58.8**	**54.8**	**57.7**	**62.0**	**58.1**	**58.9**	**0.2**	**0.8**
Attainment and participation	71.5	80.6	74.7	89.0	81.7	71.8	71.8	0.3	0.0
Segregation	48.2	42.9	40.1	37.4	47.1	47.0	48.3	0.1	1.3
Time	**60.6**	**60.6**	**60.6**	**60.6**	**60.6**	**60.6**	**60.6**	**0.0**	**0.0**
Care activities	54.2	54.2	54.2	54.2	54.2	54.2	54.2	0.0	0.0
Social activities	67.8	67.8	67.8	67.8	67.8	67.8	67.8	0.0	0.0
Power	**12.1**	**13.9**	**17.1**	**19.4**	**27.3**	**28.1**	**27.2**	**15.1**	**-0.9**
Political	19.8	21.0	23.5	32.1	36.5	36.1	39.6	19.8	3.5
Economic	11.1	12.1	12.7	19.1	22.3	23.2	24.1	13.0	0.9
Social	7.9	10.6	16.7	11.9	24.9	26.4	21.1	13.2	-5.3
Health	**90.6**	**90.7**	**89.9**	**89.1**	**89.2**	**87.3**	**89.1**	**-1.5**	**1.8**
Status	91.9	92.3	90.7	89.1	89.3	85.5	89.1	-2.8	3.6
Behaviour	89.2	89.2	89.2	89.2	89.2	89.2	89.2	0.0	0.0

Explore Malta's performance by indicator

		Malta		EU	
Work		Women	Men	Women	Men
Participation	Full-time equivalent employment rate (%, 15-89, 2024)[2]	53	71	44	59
	Duration of working life (years, 15+ population, 2025)	36	42	35	40
Segregation and quality of work	ICT specialists (%, 15-74, 2025)	17	83	20	81
	Managerial positions (%, 15-74, 2025)	41	59	36	64
	Low paid workers (%, 16+, 2025)	31	32	37	29
Money					
Financial resources	Median earnings (PPS, 18-64 employed population, 2025)	25151	27731	25525	32079
	Gender pension gap (65+, %, 2025)	37		24	
Economic situation	Median partner earnings ratio (18-64,%, 2025)[3]	73	146	73	147
	In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)	22	31	16	13
Knowledge					
Attainment and participation	Graduates of tertiary education (%, 30-34, 2025)	55	40	51	40
	Graduates in IVET (Initial vocational education and training) (%, 25-34, 2025)	13	19	27	34
Segregation	Graduated in tertiary education in EHW (Education, Health and Welfare, Humanities and Art (tertiary students) (%, 2024)	69	31	75	25
	Graduated in tertiary education in STEM (Science, Technology, Engineering and Mathematics) (%, 2024)	33	67	34	66
Time					
Care activities	Informal childcare (0-11) for more than 35 weekly hours (%, 16-74, 2024)	37	14	41	20
	Informal long-term care for more than 20 hours per week (%, 45-64, 2019)	24	18	20	13
	Housework chores every day (%, 16-74, 2024)	52	25	59	33
Social activities	Hours spent on leisure activities per week (%, 16-74, 2024)	43	59	30	43
	Voluntary, charitable or political activities at least once per week (%, 16-74, 2024)	14	22	13	17
Power					
Political	Share of ministers (%, 2025)	20	80	32	68
	Share of members of parliament (%, 2025)	29	71	33	67
	Share of members of regional assemblies/local municipalities (%, 2025)[4]	28	72	32	68
Economic	Share of members of boards in largest quoted companies (%, 2025)	17	83	35	65
Social	Share of members of highest decision making body of the national Olympic most popular sport organisations (%, 2025)	16	84	26	74
Health					
Status	Self-perceived health, good or very good (%, 16+, 2025)	76	82	65	71
	Healthy life years at 65 in percentage of the total life expectancy (%, 65+, 2024)	55	64	48	54
Behaviour	People who don't smoke and are not involved in harmful drinking (%, 16+ population, 2019)	73	58	73	56
	People doing physical activities and/or consuming fruits and vegetables (%, 16+ population, 2019)	22	22	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

Malta has high employment rates, but a wide gender gap

The full-time equivalent (FTE) employment rate[5] is 53 % for women and 71 % for men. The figure for women has increased by 1 pp since the previous year. Both figures are well above the EU averages of 44 % and 59 %; but the gender gap is one of the widest in the EU. The gender disparity widens considerably among people with low levels of education (31 pp to women's disadvantage) and among couples with children (24 pp to women's disadvantage).

Women's representation among managers is rising, while ICT remains male-dominated

Among ICT (information and communication technologies) specialists, women's share stands at 17 %, up by 2 pp since the previous year but still below the EU average of 20 %. Women's share of managerial positions in Malta rose to 41 %, up by 4 pp since the previous year and above the EU level of 36 %.

Women are slightly less likely than men to be low-paid workers

In Malta, 31 % of women and 32 % of men are low-paid workers[6] . Both levels have declined over the previous year (– 7 pp and – 2 pp, respectively). This small gender gap of 1 pp runs in the opposite direction to the EU pattern, where 37 % of women and 29 % of men are low paid, a gap of 8 pp.

Median earnings increase for women and decrease for men

Median annual earnings[7] in Malta are 25,151 PPS for women and 27,731 PPS for men. The gender disparity is narrower than the EU average, as women's earnings rose and men's fell over the previous year.

The gender pension gap remains the largest in the EU

The gender pension gap in Malta stands at 37 %, narrowing by 1 pp since the previous year but still the widest in the EU.

The earnings gap between partners is decreasing

Women in couples earn 73 % of their partner's income, up 11 pp since the previous year. Men in couples earn 46 % more than their partner, down 25 pp over the same period.

5. The FTE employment rate measures working hours comparatively, even though people may work different numbers of hours per week.
6. Percentage of employed population receiving two thirds or less of the national median employee income, which covers gross employee cash or near cash income, gross non-cash employee income and employers' social insurance contributions.
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.

Single women and single mothers face lower in-work poverty than single men and single fathers

In Malta, 22 % of employed women and 31 % of employed men living in single-adult or single-parent households are at risk of poverty – one of the highest rates for women and the highest rate for men in the EU. The rate for women has fallen by 3 pp while the rate for men has risen sharply by 9 pp since the previous year. This reverses the EU pattern, where women (16 %) face a higher risk than men (13 %).

Tertiary graduates are increasing among women and declining among men

Tertiary education among women aged 30–34 in Malta reached 55 % (+ 2 pp since the previous year), against 40 % for men (– 1 pp). Among people aged 25–34, IVET (initial vocational education and training) graduates are substantially lower, at 13 % for women and 19 % for men (– 1 pp over the previous year). These are among the lowest levels in the EU.

EHW remains female-dominated, despite the lowest share of women among humanities studies

Women make up 69 % of EHW (education, health and welfare, humanities and the arts) graduates in Malta. This share decreased by 2 pp since the previous year, resulting in the lowest in the EU. Women account for 33 % of STEM (science, technology, engineering and mathematics) graduates, with no changes since the previous year.

Care activities in Malta remain concentrated among women

Caring for children aged 0–11 for more than 35 hours a week falls to 37 % of women and 14 % of men in Malta[8].

Regarding long-term caring responsibilities, 24 % of women aged 45–64 are involved for more than 20 hours per week against 18 % of men, both above the EU averages of 20 % and 13 %, respectively.

Housework chores, such as cooking, cleaning or doing laundry, are performed daily by 52 % of women compared with 25 % of men, below the EU rates of 59 % and 33 % but still unequally shared.

Large gender disparity in leisure time and voluntary activities

In Malta, 43 % of women and 59 % of men spend more than 8 hours a week on leisure activities. Both levels are among the highest in the EU, although they also compose one of the largest gender gaps in the EU.

Voluntary and charitable participation is lower for both genders, at 14 % of women and 22 % of men, reflecting one of the highest gender gaps in the EU.

8. Low reliability.

Women's political representation grows, but still has room for improvement

Women represent 20 % of ministers in Malta, up by 3 pp since the previous year. They hold 29 % of seats in parliament, up by 1 pp since the previous year, and 28 % of seats in local municipalities, up by 2 pp since the previous year.

> Malta adopted gender quota for Parliament: a 'gender correction mechanism' is applied if after elections, there is less than 40 % of under-represented gender among all members of parliament, then the number of members of parliament shall increase by not more than twelve members of the under-represented gender to reach gender balance.

Women's decision-making power among largest listed companies and sports organisations is very low

Women hold 17 % of board seats among the largest listed companies in Malta, without changes over the previous year. In the highest decision-making bodies of national Olympic sports organisations, women's representation fell by 3 pp, reaching 16 % since the previous year.

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

Both women and men report better health than the EU average

In Malta, 76 % of women and 82 % of men rate their health as 'good' or 'very good'. The figure for women increased by 1 pp while it decreased by 1 pp for men. Both figures are among the highest in the EU. However, the gender gap is wide among single-adult households (23 pp, to the disadvantage of women), and the levels are particularly low among people with disabilities (8 % for women, 15 % for men).

Women aged 65 and over can expect to spend 55 % of their remaining life in good health (+ 1 pp since the previous year), compared with 64 % for men (– 3 pp).

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	43	52	-9	-9	🟠
	Couple with children	75	99	-24	-39	🟢
Level of education	Low educated	24	55	-31	-30	🔴
	Medium educated	62	77	-15	-17	🟢
	High educated	81	87	-6	-12	🟢
Country of birth	Native born	46	63	-17	-23	🟢
	Foreign born	70	86	-16	-14	🔴
In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)						
Household composition	Single-adult household	22	31	-9	-9	🟠
	Single-parent household	21	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	24	35	-11	-7	🔴
	50-64	15	19	-4	-2	🔴
	65+	n/a	n/a	n/a	n/a	n/a
Country of birth	Native born	15	18	-3	2	🔴
	Foreign born	32	39	-7	n/a	n/a
Graduates in IVET (Initial vocational education and training) (%, 25-34, 2024)						
Country of birth	Native born	15	21	-6	-6	🟠
	Foreign born	6	18	-12	-8	🔴
Disability	With disabilities	3	14	-11	n/a	n/a
	Without disabilities	12	13	-1	0	🔴
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	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	35	16	19	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	59	82	-23	-19	🔴
	Single-parent household	67	85	-18	n/a	n/a
	Couple without children	71	72	-1	1	🟠
	Couple with children	90	89	1	2	🟢
Age groups	15/16-24	96	95	1	1	🟠
	25-49	89	93	-4	-2	🔴
	50-64	74	72	2	2	🟠
	65+	43	51	-8	-7	🔴
Disability	With disabilities	8	15	-7	3	🔴
	Without disabilities	86	88	-2	-3	🟢

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

- In Malta, 24 % of women have experienced physical and/or sexual violence since the age of 15. This is 7 pp lower than the EU-27 average (31 %).
- In Malta, 64 % of women have experienced health consequences of physical and/or sexual violence since the age of 15.
- In Malta, 17 % of women who have experienced physical or sexual violence by any perpetrator in the past 12 months have not told anyone.
- In 2024, 0.76 women out of 100 000 inhabitants were victims of intentional homicide by a current or former partner.
- At age 13, 17 % of girls in Malta report being cyberbullied, against 14 % of boys. By age 15, the figures converge at 13 % for both girls and boys[12].
- In Malta, 6 % 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.

Malta signed the Istanbul Convention in May 2012, and ratified it in July 2014. The treaty entered into force in Malta in November 2014. 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	Malta Women	EU Women
Women having experienced physical and/or sexual violence by any perpetrator since age 15 (%, 18-74, 2021)	**24**	**31 e**
18-29	29	35 e
30-44	27	35 e
45-64	23	31 e
65-74	16	24 e
severe limitations	45 u	46 e
limited but not severely or not limited at all	24	30 e
some	31	40 e
some or severe	34	41 e
no limitations	23	28 e
intimate partner violence	15	18 e
non-partner violence	15	20 e
Women having experienced physical and/or sexual violence by any perpetrator in the past 12 months (%, 18-74, 2021)	**2**	**3 e**

Femicide	Malta Women	EU Women
Women victims of intentional homicide by current or former partner or family member, rate per 100 000 inhabitants (2024) [14]	**0.76**	**0.4**
family member	0	0.4
current or former partner	0.76	:

Health consequences of violence and multiple victimisation	Malta Women	EU Women
Women having experienced health consequences of physical and/or sexual violence since the age of 15 (%, 18-74, 2021)	**64**	**57 e**
intimate partner violence	83	72 e
non-partner violence	41	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)	**25**	**31 e**

Disclosure of violence to institutions or to anyone else	Malta Women	EU Women
Women having experienced physical and/or sexual violence in the past 12 months and have not told anyone (%, 18-74, 2021)	**17**	**31 e**
intimate partner violence	15	31 e
non-partner violence	24	38 e

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

Cyberviolence	Malta		EU	
	Women	Men	Women	Men
13-year-olds who have been cyberbullied at least once or twice in the past couple of months (%, 2022) [15]	17	14	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	13	15 e	14 e
	Women		Women	
Ever-working women who have experienced sexual harassment at work via social network and messages (%, 18-74, 2022)	6		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.

A large share of employed people in Malta falls outside statutory parental leave

In Malta, 23 % of employed women and 26 % of employed men are not eligible for statutory parental leave. Self-employment accounts for 43 % of excluded women and 56 % of excluded men, while unmet employment conditions account for 57 % of excluded women and 44 % of excluded men. Exclusion from parental leave benefits coincides exactly with exclusion from the leave itself, at 23 % and 26 % respectively.

Exclusion from benefits widens considerably across the overall population

Among the overall population, 37 % of women and 32 % of men in Malta are not eligible for parental leave benefits. Unemployment or inactivity is the main cause, affecting 48 % of excluded women and 25 % of excluded men, while unmet employment conditions stand for 30 % of women and 33 % of men. Self-employment accounts for 23 % of women and 42 % of men.

A five-year gap separates parental leave from guaranteed childcare

In Malta, families face a five-year gap between the end of well-paid parental leave and the point at which a childcare place is guaranteed, leaving parents to bridge this period without either form of support.

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	Malta Women	Malta Men	EU Women	EU Men
1. Employed women and men not eligible for statutory parental leave (%, 20-49, 2024) [18]	**23**	**26**	**8**	**11**
2. Employed women and men not eligible for statutory parental leave by reason for ineligibility (%, 20-49, 2024)				
Self-employment	43	56	71	76
Unmet employment conditions	57	44	20	16
Unmet residency requirement	0	0	8	8
3. Employed women and men not eligible for statutory parental leave benefits (%, 20-49, 2024)	**23**	**26**	**4**	**4**
4. Women and men not eligible for statutory parental leave benefits (%, 20-49, 2024) [19]	**37**	**32**	**18**	**13**
5. Women and men not eligible for statutory parental leave benefits by reason for ineligibility, (%, 20-49, 2024) [20]				
Unemployement or inactivity	48	25	:	:
Self-employment	23	42	:	:
Unmet employment conditions	30	33	:	:
Unmet residency requirement	0	0	:	:
6. Recipients/users of publicly-administered parental leave benefits or publicly-administered paid parental leave (%, 2023) [21]	:	:	:	:
	Gap		**Gap**	
7. Gap between well-paid childcare leave and ECEC place guarantee (years, 2024/2025) [22]	**5**		:	

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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