European Institute for Gender Equality

Gender Equality Index 2026

Netherlands



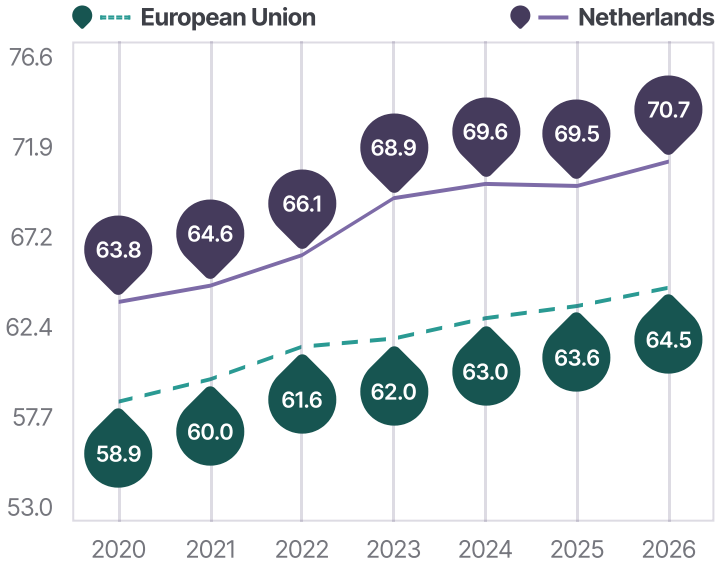
The Netherlands scores 70.7 points out of 100 in the Gender Equality Index and ranks 5th in the EU. The score has increased by 6.9 points since 2020 and by 1.2 points since 2025. This recent progress is mainly due to improvements in the domains of money and power.

The Netherlands is improving its Gender Equality Index score faster than the EU average, widening the gap through the years.

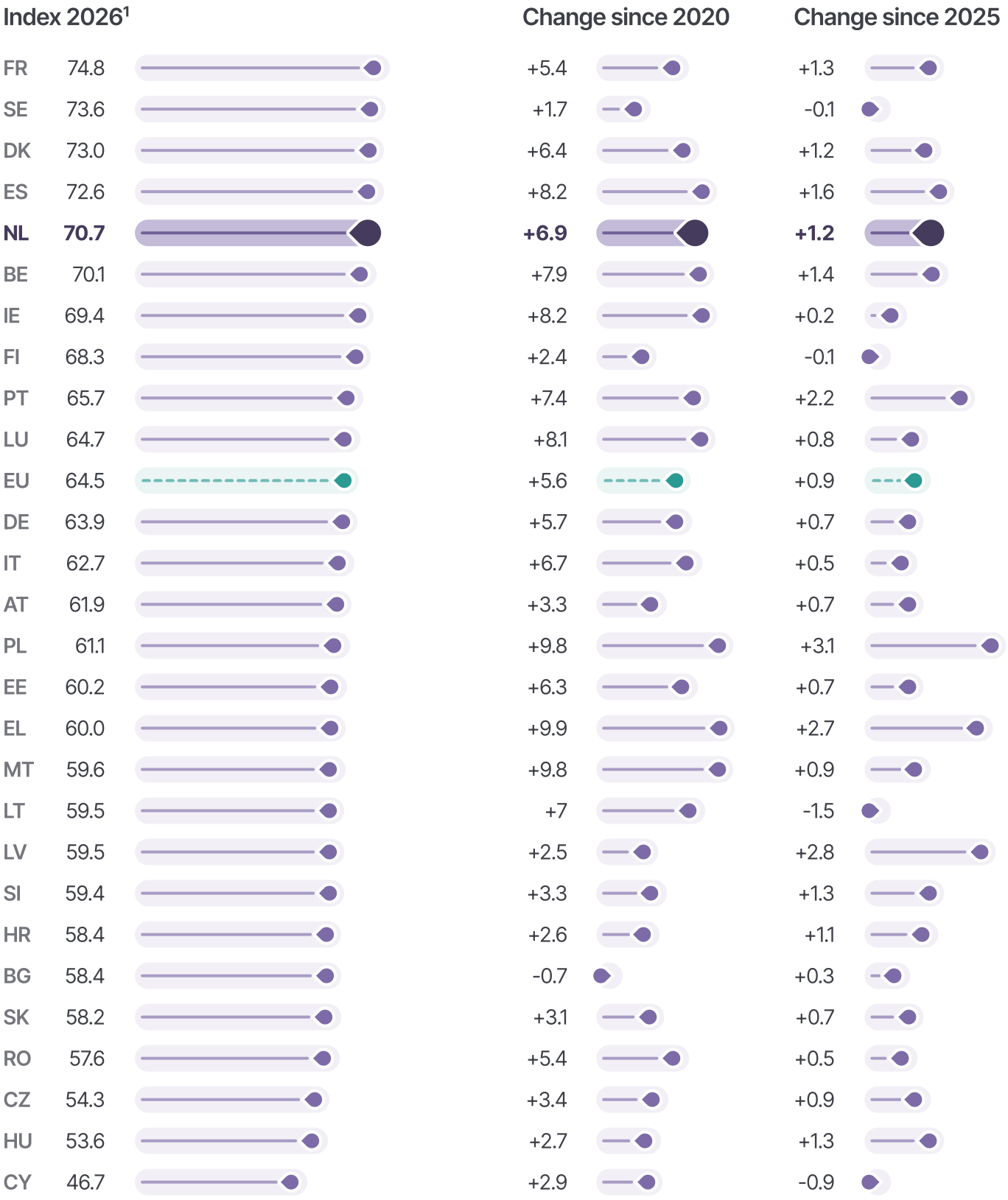
Scores (0-100)

Index	70.7
Work	65.0
Money	69.4
Knowledge	62.4
Time	74.8
Power	65.2
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

The domains of knowledge and time are where the Netherlands shows its **best performance**, both ranking 3rd in the EU with 62.4 and 74.8 points respectively.

Knowledge is driven by the subdomain of attainment and participation, which ranks 4th with 90.0 points.

Time is driven by the subdomain of care activities, which ranks 3rd with 69.6 points. The country has one of the lowest gender gaps in long-term care.

Most room for improvement

The **most room for improvement** occurs in the domain of work, where the Netherlands ranks 26th in the EU and scores 65.0 points. This result is due to the subdomain of segregation and quality of work, which also ranks 26th with 51.0 points.

Knowledge has the lowest domain score, at 62.4 points, yet the country ranks 3rd in the EU in this domain.

The domain of money ranks 24th, with 69.4 points. Its subdomain of financial resources ranks 26th, with 69.7 points.

Biggest improvement

The domain of money shows the **biggest improvement** since 2025, gaining 3.1 points. This is due to the subdomain of financial resources (+ 3.9 points), together with economic situation (+ 2.3 points). The domain of power has also progressed (+ 2.0 points), driven by the subdomain of social power (+ 6.9 points) and economic power (+ 4.7 points).

A step backwards

The Netherlands has recorded no **step backwards** in any domain since 2025. At subdomain level, political power has fallen by 6.1 points, despite an overall improvement in the domain of power. Segregation has also declined by 0.4 points, within the domain of knowledge.

Explore Netherlands's Index results

	2020	2021	2022	2023	2024	2025	2026	Change since 2020	Change since 2025
Index	**63.8**	**64.6**	**66.1**	**68.9**	**69.6**	**69.5**	**70.7**	**6.9**	**1.2**
Work	**59.8**	**60.1**	**61.3**	**63.8**	**64.4**	**64.2**	**65.0**	**5.2**	**0.8**
Participation	77.1	78.4	79.3	82.3	82.6	82.9	82.8	5.7	-0.1
Segregation and quality of work	46.4	46.1	47.4	49.5	50.2	49.7	51.0	4.6	1.3
Money	**61.6**	**62.5**	**63.6**	**65.0**	**66.8**	**66.3**	**69.4**	**7.8**	**3.1**
Financial resources	60.9	62.8	63.5	63.6	65.4	65.8	69.7	8.8	3.9
Economic situation	62.3	62.3	63.8	66.4	68.1	66.7	69.0	6.7	2.3
Knowledge	**61.4**	**61.2**	**61.3**	**62.9**	**62.1**	**62.1**	**62.4**	**1.0**	**0.3**
Attainment and participation	87.9	86.4	87.1	90.4	89.5	88.4	90.0	2.1	1.6
Segregation	42.9	43.4	43.2	43.8	43.1	43.6	43.2	0.3	-0.4
Time	**74.8**	**74.8**	**74.8**	**74.8**	**74.8**	**74.8**	**74.8**	**0.0**	**0.0**
Care activities	69.6	69.6	69.6	69.6	69.6	69.6	69.6	0.0	0.0
Social activities	80.5	80.5	80.5	80.5	80.5	80.5	80.5	0.0	0.0
Power	**46.3**	**48.8**	**52.5**	**60.9**	**63.8**	**63.2**	**65.2**	**18.9**	**2.0**
Political	58.6	61.7	61.6	65.5	72.7	67.9	61.8	3.2	-6.1
Economic	48.8	52.4	57.8	66.5	67.8	70.5	75.2	26.4	4.7
Social	34.7	36.0	40.7	51.7	52.7	52.8	59.7	25.0	6.9
Health	**87.7**	**87.4**	**89.0**	**89.4**	**88.0**	**89.1**	**89.1**	**1.4**	**0.0**
Status	89.5	89.0	92.3	92.9	90.1	92.5	92.4	2.9	-0.1
Behaviour	85.9	85.9	85.9	85.9	85.9	85.9	85.9	0.0	0.0

Explore Netherlands's performance by indicator

		Netherlands		EU	
Work		Women	Men	Women	Men
Participation	Full-time equivalent employment rate (%, 15-89, 2024)[2]	47	63	44	59
	Duration of working life (years, 15+ population, 2025)	42	46	35	40
Segregation and quality of work	ICT specialists (%, 15-74, 2025)	20	80	20	81
	Managerial positions (%, 15-74, 2025)	30	70	36	64
	Low paid workers (%, 16+, 2025)	44	28	37	29
Money					
Financial resources	Median earnings (PPS, 18-64 employed population, 2025)	33366	48437	25525	32079
	Gender pension gap (65+, %, 2025)	30		24	
Economic situation	Median partner earnings ratio (18-64,%, 2025)[3]	65	159	73	147
	In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)	15	12	16	13
Knowledge					
Attainment and participation	Graduates of tertiary education (%, 30-34, 2025)	60	53	51	40
	Graduates in IVET (Initial vocational education and training) (%, 25-34, 2025)	26	28	27	34
Segregation	Graduated in tertiary education in EHW (Education, Health and Welfare, Humanities and Art (tertiary students) (%, 2024)	74	26	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)	49	26	41	20
	Informal long-term care for more than 20 hours per week (%, 45-64, 2019)	9	8	20	13
	Housework chores every day (%, 16-74, 2024)	52	32	59	33
Social activities	Hours spent on leisure activities per week (%, 16-74, 2024)	38	49	30	43
	Voluntary, charitable or political activities at least once per week (%, 16-74, 2024)	16	19	13	17
Power					
Political	Share of ministers (%, 2025)	36	64	32	68
	Share of members of parliament (%, 2025)	40	60	33	67
	Share of members of regional assemblies/local municipalities (%, 2025)[4]	40	60	32	68
Economic	Share of members of boards in largest quoted companies (%, 2025)	44	56	35	65
Social	Share of members of highest decision making body of the national Olympic most popular sport organisations (%, 2025)	38	62	26	74
Health					
Status	Self-perceived health, good or very good (%, 16+, 2025)	67	70	65	71
	Healthy life years at 65 in percentage of the total life expectancy (%, 65+, 2024)	46	51	48	54
Behaviour	People who don't smoke and are not involved in harmful drinking (%, 16+ population, 2019)	75	58	73	56
	People doing physical activities and/or consuming fruits and vegetables (%, 16+ population, 2019)	71	74	38	43

Source: EU-LFS, EU-SILC, European Health Interview Survey (EHIS), Eurostat health statistics, EIGE's CARE survey, EIGE, Gender Statistics Database, WMID.

2. FTE employment rate measures employed persons in a comparable way, even though they may work a different number of hours per week
3. Median of the annual earnings expressed as a percentage of a partner's earnings for coupled women and men in employment and in working age
4. Share of members in local municipalities for BG, EE, IE, CY, LT, LU, MT, SI

Key highlights

The employment gender gap is widest among couples with children

The full-time equivalent (FTE) employment rate[5] is 47 % for women and 63 % for men, both without changes since the previous year. The 16 pp gap reaches 24 pp among couples with children and 22 pp among people with low levels of education.

Women spend an average of 42 years in employment, compared with 46 years for men. Both figures are unchanged since the previous year. These are among the longest durations in the EU, and the longest for men.

More women in ICT, but no change among managers

The share of women among ICT (information and communications technology) specialists is 20 %, up by 1 pp since the previous year. Among managerial positions, women's share is 30 % (without changes), among the lowest in the EU.

The gender gap among low-paid workers is the widest in the EU

Low-paid workers[6]account for 44 % of employed women and 28 % of employed men. The percentage fell by 2 pp for women and rose by 1 pp for men since the previous year. The level for women is one of the highest in the EU, and the gender gap is the widest.

Median earnings are high, but the gender earnings gap is the widest in the EU

Median annual earnings[7] are 33,366 PPS for women and 48,437 PPS for men. Since the previous year, they have risen by 3,205 PPS and 4,063 PPS, respectively. The resulting gender gap is the widest in the EU.

Wide gender pension gap

The gender pension gap stands at 30 %, down by 6 pp since the previous year. It is still among the widest in the EU.

The partner earnings gender disparity narrows but remains wide

Women in couples earn on average 65 % of what their partner earns (+ 4 pp since the previous year). Men in couples earn 59 % more than their partner (– 13 pp since the previous year). The gender disparity has narrowed by 17 pp, yet it remains one of the widest in the EU.

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.

The gender gap regarding in-work poverty for single adults and single parents is widest among young people

Among employed people living in single-adult or single-parent households, 15 % of women and 12 % of men are at risk of poverty. The figure for men fell slightly, by 1 pp over the previous year. The gap reaches 15 pp among people aged 16–24, to the disadvantage of women.

Narrow gender gaps in tertiary and IVET graduates

In the Netherlands, 60 % of women aged 30–34 have completed tertiary education, compared with 53 % of men. The figure rose by 1 pp for women and by 3 pp for men since the previous year. Meanwhile, 26 % of women aged 25–34 and 28 % of men are IVET (initial vocational education and training) graduates, both without changes since the previous year. The gender gaps for both categories are among the narrowest in the EU.

Gender segregation in education remains a concern

Women account for 74 % of EHW (education, health and welfare, humanities and the arts) graduates, up by 1 pp since the previous year. The share of women among STEM (science, technology, engineering and mathematics) graduates is 34 %, without changes since the previous year.

Women spend more time on childcare than men

In the Netherlands, 49 % of women and 26 % of men provide childcare for children aged 0–11 for more than 35 hours a week. Both are among the highest levels in the EU.

In long-term care, 9 % of women and 8 % of men aged 45–64 provide more than 20 hours of care a week. Both levels are well below the EU averages (20 % and 13 %).

Daily housework chores are done by 52 % of women and 32 % of men. The 2 pp gap is narrower than at the EU level (26 pp).

The share of women in ministerial positions declines, but remains high in parliament and regional assemblies

Women hold 36 % of ministerial posts (– 8 pp since the previous year). Their share of parliamentary seats is 40 % (without changes). Similarly, women account for 40 % of members in regional assemblies (+ 1 pp since the previous year). All three remain above the EU averages (32 %, 33 % and 32 %, respectively).

> The Netherlands does not have gender quotas for parliament.

Women's presence on boards is among the highest in the EU

Women represent 44 % of board members in the largest listed companies (+ 2 pp since the previous year). In the highest decision-making bodies of national Olympic sport organisations, they hold 38 % of seats (+ 3 pp since the previous year), well above the EU average of 26 %.

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

Self-perceived health shows a wide gender gap in single-parent households

In the Netherlands, 67 % of women and 70 % of men report 'good' or 'very good' health. The percentage fell by 2 pp for women and increased by 1 pp for men since the previous year. The gender gap widens substantially to 27 pp in single-parent households, to the disadvantage of women.

Women aged 65 and over can expect to spend 46 % of their remaining life in good health, against 51 % for men. The figure has increased by 3 pp for women and by 2 pp for men; both remain slightly below the EU averages (48 % and 54 %).

Explore intersecting inequalities

Full-time equivalent employment rate (%, 15-89, 2024)[8]		Women	Men	Gender gap	Gender gap in 2019	Gap change
Household composition	Couple without children	39	48	-9	-13	🟢
	Couple with children	68	92	-24	-33	🟢
Level of education	Low educated	25	47	-22	-23	🟢
	Medium educated	48	64	-16	-19	🟢
	High educated	64	74	-10	-11	🟢
Country of birth	Native born	47	63	-16	-20	🟢
	Foreign born	46	64	-18	-19	🟢

In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)						
Household composition	Single-adult household	15	12	3	4	🟢
	Single-parent household	15	13	2	-4	🟢
Age groups	15/16-24	38	23	15	10	🔴
	25-49	9	12	-3	1	🔴
	50-64	21	12	9	2	🔴
	65+	14	12	2	-4	🟢
Country of birth	Native born	14	11	3	4	🟢
	Foreign born	20	16	4	-1	🔴

Graduates in IVET (Initial vocational education and training) (%, 25-34, 2024)						
Country of birth	Native born	31	32	-1	-1	🟠
	Foreign born	15	17	-2	-12	🟢
Disability	With disabilities	18	29	-11	8	🔴
	Without disabilities	15	19	-4	-3	🔴

Informal childcare (0-11) for more than 35 weekly hours (%, 16-74, 2024)						
Household composition	Single-parent household	62	n/a	n/a	n/a	n/a
	Couple with children	49	27	22	n/a	n/a
Age groups	15/16-24	n/a	n/a	n/a	n/a	n/a
	25-49	50	25	25	n/a	n/a
	50-64	n/a	n/a	n/a	n/a	n/a

Self-perceived health, good or very good (%, 16+, 2025)						
Household composition	Single-adult household	57	60	-3	-4	🟢
	Single-parent household	57	84	-27	-16	🔴
	Couple without children	67	65	2	-4	🟢
	Couple with children	77	81	-4	-2	🔴
Age groups	15/16-24	75	84	-9	-7	🔴
	25-49	73	75	-2	-2	🟠
	50-64	61	58	3	-2	🔴
	65+	53	55	-2	-7	🟢
Disability	With disabilities	29	30	-1	2	🟢
	Without disabilities	87	87	0	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.)

8. 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[9].

Due to data limitations the composite measure of violence could not be calculated for the Netherlands, but data can be found at indicator level, when available[10].

- In the Netherlands, 41 % of women have experienced physical and/or sexual violence since the age of 15. This is 10 pp higher than the EU-27 average (31 %).
- In the Netherlands, 39 % of women have experienced health consequences of physical and/or sexual violence since the age of 15. This rate is the lowest in the EU-27.
- In the Netherlands, 29 % of women who have experienced physical or sexual violence by any perpetrator in the past 12 months have not told anyone.
- In 2024, 0.31 women out of 100 000 inhabitants were victims of intentional homicide by a current or former partner (0.23), or a family member (0.08).
- At age 13, 10 % of girls and 12 % of boys report being cyberbullied. By age 15, the pattern reverses, with 9 % of girls against 8 % of boys[11].
- In the Netherlands, 9 % of women who have ever worked have experienced sexual harassment at work via social networks or messaging apps[12].

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

The Netherlands signed the Istanbul Convention in November 2012 and ratified it in November 2015. The Convention entered into force in the Netherlands in March 2016.

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

9. 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.
10. More information can be found in the report 'Gender Equality Index 2024, Tackling violence against women, tackling gender inequalities'.
11. Based on HBSC study data browser (findings from the 2021–2022 HBSC Survey)
12. Based on EU-GBV Survey (2021 wave)

Violence against women

Physical and/or sexual violence	Netherlands Women	EU Women
Women having experienced physical and/or sexual violence by any perpetrator since age 15 (%, 18-74, 2021)	**41**	**31 e**
18-29	48	35 e
30-44	46	35 e
45-64	39	31 e
65-74	29	24 e
severe limitations	57	46 e
limited but not severely or not limited at all	42	30 e
some	48	40 e
some or severe	49	41 e
no limitations	40	28 e
intimate partner violence	17	18 e
non-partner violence	36	20 e
Women having experienced physical and/or sexual violence by any perpetrator in the past 12 months (%, 18-74, 2021)	**4**	**3 e**

Femicide	Netherlands Women	EU Women
Women victims of intentional homicide by current or former partner or family member, rate per 100 000 inhabitants (2024) [13]	**0.31**	**0.4**
family member	0.08	0.4
current or former partner	0.23	:

Health consequences of violence and multiple victimisation	Netherlands Women	EU Women
Women having experienced health consequences of physical and/or sexual violence since the age of 15 (%, 18-74, 2021)	**39**	**57 e**
intimate partner violence	60	72 e
non-partner violence	26	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)	**42**	**31 e**

Disclosure of violence to institutions or to anyone else	Netherlands Women	EU Women
Women having experienced physical and/or sexual violence in the past 12 months and have not told anyone (%, 18-74, 2021)	**29**	**31 e**
intimate partner violence	34	31 e
non-partner violence	35	38 e

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

Cyberviolence	Netherlands Women	Netherlands Men	EU Women	EU Men
13-year-olds who have been cyberbullied at least once or twice in the past couple of months (%, 2022) [14]	10	12	19 e	16 e
15-year-olds who have been cyberbullied at least once or twice in the past couple of months (%, 2022) [15]	9	8	15 e	14 e
	Women		Women	
Ever-working women who have experienced sexual harassment at work via social network and messages (%, 18-74, 2022)	9		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

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

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

Employed women are more likely than employed men to have access to parental leave and its related benefits

Among employed people, 11 % of women and 18 % of men are ineligible for statutory parental leave or the related benefits. Self-employment is the sole reason for ineligibility regarding parental leave, for both genders.

Women and men among the overall population have similar rates of exclusion from parental leave benefits

Looking at the overall population in the Netherlands, 26 % of women and 27 % of men are not eligible for parental leave benefits. Both rates are well above the EU levels (18 % and 13 %). This is due to unemployment or inactivity for 65 % of women and 41 % of men. Self-employment explains the remaining 35 % and 59 %, respectively.

A four-year gap between well-paid leave and guaranteed childcare in the Netherlands

Well-paid parental leave ends four years before a childcare place is guaranteed.

16. 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	Netherlands Women	Netherlands Men	EU Women	EU Men
1. Employed women and men not eligible for statutory parental leave (%, 20-49, 2024) [17]	**11**	**18**	**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)	**11**	**18**	**4**	**4**
4. Women and men not eligible for statutory parental leave benefits (%, 20-49, 2024) [18]	**26**	**27**	**18**	**13**
5. Women and men not eligible for statutory parental leave benefits by reason for ineligibility, (%, 20-49, 2024) [19]				
Unemployement or inactivity	65	41	:	:
Self-employment	35	59	:	:
Unmet employment conditions	0	0	:	:
Unmet residency requirement	0	0	:	:
6. Recipients/users of publicly-administered parental leave benefits or publicly-administered paid parental leave (%, 2023) [20]	:	:	:	:
	Gap		**Gap**	
7. Gap between well-paid childcare leave and ECEC place guarantee (years, 2024/2025) [21]	**4**		:	

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

17. 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).

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. '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.

20. 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.

21. 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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