European Institute for Gender Equality

Gender Equality Index 2026

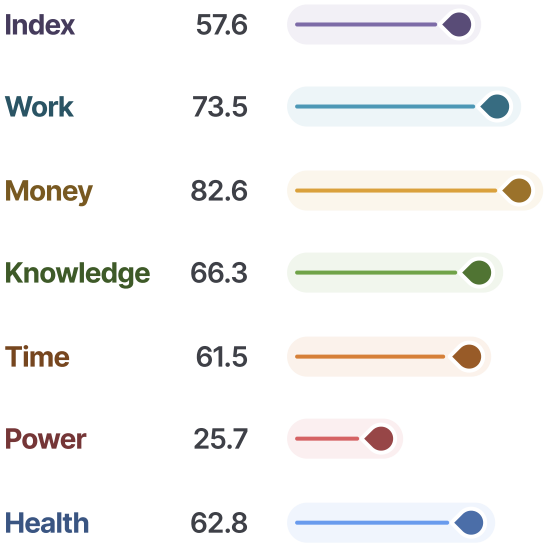
Romania



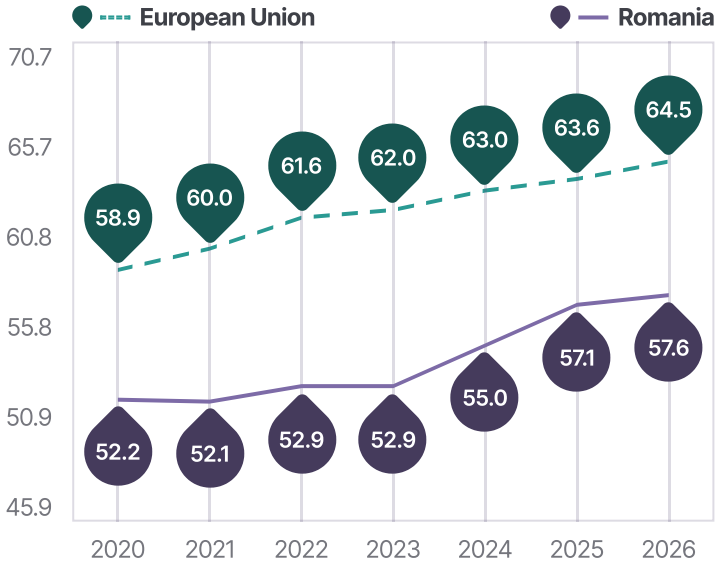
Romania scores 57.6 points out of 100 in the Gender Equality Index, ranking 24th in the EU. The score has grown by 5.4 points since 2020, and by 0.5 points since the previous year. The latest rise is mainly due to improvements in the domains of money, knowledge and health.

Romania's Gender Equality Index score stands below the EU average; the score has progressed slower than the EU average, widening the distance.

Scores (0-100)



Trend (2020 - 2026)



Compare countries

	Index 2026[1]	Change since 2020	Change since 2025
FR	74.8	+5.4	+1.3
SE	73.6	+1.7	-0.1
DK	73.0	+6.4	+1.2
ES	72.6	+8.2	+1.6
NL	70.7	+6.9	+1.2
BE	70.1	+7.9	+1.4
IE	69.4	+8.2	+0.2
FI	68.3	+2.4	-0.1
PT	65.7	+7.4	+2.2
LU	64.7	+8.1	+0.8
EU	64.5	+5.6	+0.9
DE	63.9	+5.7	+0.7
IT	62.7	+6.7	+0.5
AT	61.9	+3.3	+0.7
PL	61.1	+9.8	+3.1
EE	60.2	+6.3	+0.7
EL	60.0	+9.9	+2.7
MT	59.6	+9.8	+0.9
LT	59.5	+7	-1.5
LV	59.5	+2.5	+2.8
SI	59.4	+3.3	+1.3
HR	58.4	+2.6	+1.1
BG	58.4	-0.7	+0.3
SK	58.2	+3.1	+0.7
RO	**57.6**	**+5.4**	**+0.5**
CZ	54.3	+3.4	+0.9
HU	53.6	+2.7	+1.3
CY	46.7	+2.9	-0.9

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

Romania has its **best performance** in the domain of knowledge, ranking 1st in the EU with 66.3 points. This is driven by the subdomain of segregation, which also ranks 1st with 51.1 points. The country has the highest share of women among STEM (science, technology, engineering and mathematics) graduates in the EU, the smallest gender gap among tertiary graduates and the highest levels of IVET (initial vocational education and training) graduates.

Most room for improvement

Romania has the **most room for improvement** in the domain of health, ranking last in the EU with 62.8 points. This result is mainly due to the subdomain of behaviour, which also ranks last with 46.3 points.

However, the lowest score occurs in the domain of power, at 25.7 points; Romania ranks 20th in the EU in this domain.

Biggest improvement

The domain of money shows the **biggest improvement,** as it improved by 2.6 points since 2025. This is mainly due to the subdomain of economic situation (+ 5.4 points).

The domains of knowledge and health have also improved (+ 2.2 and + 1.9 points, respectively). The gains are driven by attainment and participation (+ 5.4 points), and by health status (+ 5.0 points).

A step backwards

The domain of power has recorded a **step backwards**, with a decline of 0.9 points since 2025. This is due to the subdomain of political power (– 7.3 points).

Explore Romania's Index results

	2020	2021	2022	2023	2024	2025	2026	Change since 2020	Change since 2025
Index	**52.2**	**52.1**	**52.9**	**52.9**	**55.0**	**57.1**	**57.6**	**5.4**	**0.5**
Work	**72.2**	**73.9**	**74.7**	**70.8**	**72.4**	**73.1**	**73.5**	**1.3**	**0.4**
Participation	76.3	75.9	73.9	73.7	74.4	74.9	75.2	-1.1	0.3
Segregation and quality of work	68.4	71.9	75.6	68.0	70.5	71.3	71.9	3.5	0.6
Money	**83.7**	**81.7**	**79.1**	**79.8**	**81.0**	**80.0**	**82.6**	**-1.1**	**2.6**
Financial resources	85.2	84.8	85.1	85.1	88.0	84.1	83.7	-1.5	-0.4
Economic situation	82.2	78.7	73.5	74.9	74.6	76.1	81.5	-0.7	5.4
Knowledge	**66.0**	**65.1**	**64.5**	**64.1**	**62.8**	**64.1**	**66.3**	**0.3**	**2.2**
Attainment and participation	76.7	78.8	80.7	80.9	77.1	80.7	86.1	9.4	5.4
Segregation	56.8	53.9	51.6	50.7	51.1	50.9	51.1	-5.7	0.2
Time	**61.5**	**61.5**	**61.5**	**61.5**	**61.5**	**61.5**	**61.5**	**0.0**	**0.0**
Care activities	50.9	50.9	50.9	50.9	50.9	50.9	50.9	0.0	0.0
Social activities	74.2	74.2	74.2	74.2	74.2	74.2	74.2	0.0	0.0
Power	**15.4**	**15.3**	**16.9**	**17.9**	**22.0**	**26.6**	**25.7**	**10.3**	**-0.9**
Political	24.9	21.6	18.3	17.2	22.7	29.2	21.9	-3.0	-7.3
Economic	13.8	13.9	18.9	19.4	24.5	30.4	30.8	17.0	0.4
Social	10.6	12.0	14.0	17.2	19.1	21.3	25.1	14.5	3.8
Health	**61.5**	**62.2**	**62.7**	**61.8**	**61.1**	**60.9**	**62.8**	**1.3**	**1.9**
Status	81.7	83.5	85.0	82.5	80.5	80.1	85.1	3.4	5.0
Behaviour	46.3	46.3	46.3	46.3	46.3	46.3	46.3	0.0	0.0

Explore Romania's performance by indicator

Work		Romania Women	Romania Men	EU Women	EU Men
Participation	Full-time equivalent employment rate (%, 15-89, 2024)[2]	41	58	44	59
	Duration of working life (years, 15+ population, 2025)	29	36	35	40
Segregation and quality of work	ICT specialists (%, 15-74, 2025)	28	72	20	81
	Managerial positions (%, 15-74, 2025)	32	68	36	64
	Low paid workers (%, 16+, 2025)	23	22	37	29
Money					
Financial resources	Median earnings (PPS, 18-64 employed population, 2025)	21766	24616	25525	32079
	Gender pension gap (65+, %, 2025)	21		24	
Economic situation	Median partner earnings ratio (18-64,%, 2025)[3]	82	128	73	147
	In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)	8	9	16	13
Knowledge					
Attainment and participation	Graduates of tertiary education (%, 30-34, 2025)	24	21	51	40
	Graduates in IVET (Initial vocational education and training) (%, 25-34, 2025)	48	56	27	34
Segregation	Graduated in tertiary education in EHW (Education, Health and Welfare, Humanities and Art (tertiary students) (%, 2024)	73	27	75	25
	Graduated in tertiary education in STEM (Science, Technology, Engineering and Mathematics) (%, 2024)	42	58	34	66
Time					
Care activities	Informal childcare (0-11) for more than 35 weekly hours (%, 16-74, 2024)	46	22	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)	61	29	59	33
Social activities	Hours spent on leisure activities per week (%, 16-74, 2024)	25	38	30	43
	Voluntary, charitable or political activities at least once per week (%, 16-74, 2024)	11	13	13	17
Power					
Political	Share of ministers (%, 2025)	11	89	32	68
	Share of members of parliament (%, 2025)	22	78	33	67
	Share of members of regional assemblies/local municipalities (%, 2025)[4]	23	77	32	68
Economic	Share of members of boards in largest quoted companies (%, 2025)	25	75	35	65
Social	Share of members of highest decision making body of the national Olympic most popular sport organisations (%, 2025)	21	79	26	74
Health					
Status	Self-perceived health, good or very good (%, 16+, 2025)	69	78	65	71
	Healthy life years at 65 in percentage of the total life expectancy (%, 65+, 2024)	37	45	48	54
Behaviour	People who don't smoke and are not involved in harmful drinking (%, 16+ population, 2019)	73	35	73	56
	People doing physical activities and/or consuming fruits and vegetables (%, 16+ population, 2019)	6	14	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 among the widest in the EU, especially among people born abroad

The full-time equivalent (FTE) employment rate[5] is 41 % for women and 58 % for men. The rate for women rose by 1 pp since the previous year, while that for men did not change. The gender gap reaches 31 pp among people born outside the country and 25 pp among couples with children.

On average, women remain in employment for 29 years against 36 years for men, both unchanged since the previous year. Both durations are among the shortest in the EU, and the seven-year gap is among the widest.

Women's share among ICT specialists is the highest in the EU, while it declines among managers

Women's share among ICT (information and communications technology) specialists, 28 %, is the highest in the EU (+ 1 pp since the previous year). Among managerial positions, women's share is 32 % (– 2 pp since the previous year).

Low-paid work in Romania is the least common for women in the EU

In Romania, 23 % of women and 22 % of men are low-paid workers[6]. Since the previous year, the percentage for women has decreased by 3 pp, while men's did not change. The level for women is the lowest in the EU.

Earnings are below the EU levels, but with one of the narrowest gender gaps

Median annual earnings[7] stand at 21,766 PPS for women and 24,616 PPS for men. Both levels have increased since the previous year. Despite these improvements, the levels are below the EU averages of 25,525 PPS and 32,079 PPS, although the gender gap is among the narrowest in the EU.

The gender pension gap has slightly increased

The gender pension gap stands at 21 %, up by 2 pp since the previous year, but below the EU average of 24 %.

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.

Women living in single-parent or single-adult households are less at risk of in-work poverty than men

Among employed people living in single-adult or single-parent households, 8 % of women and 9 % of men are at risk of poverty. The rate for women grew by 1 pp since the previous year, while that for men fell by 5 pp. The gender gap reaches 8 pp in single-parent households, to the disadvantage of men.

Low levels of tertiary graduates, but high levels of IVET graduates

In Romania, 24 % of women aged 30–34 are tertiary graduates (– 3 pp since the previous year), against 21 % of men (+ 1 pp since the previous year). These are the lowest levels in the EU for both genders, and the gender difference is the smallest. Among people aged 25–34, the percentage of IVET (initial vocational education and training) graduates is 48 % for women (– 1 pp over the previous year) and 56 % for men (without changes). The level for women is the highest in the EU, and that for men is one of the highest.

Women's presence among STEM graduates in Romania is the highest in the EU

Women account for 73 % of EHW (education, health and welfare, humanities and the arts) graduates, down by 1 pp since the previous year, and for 42 % of STEM (science, technology, engineering and mathematics) graduates, without changes. The latter is the highest share in the EU.

The gender gap in housework stands among the widest in the EU

In Romania, 46 % of women spend more than 35 hours a week on childcare for children aged 0–11, compared with 22 % of men.

In long-term care, 22 % of women and 13 % of men aged 45–64 provide more than 20 hours of care a week. The gender gap is higher than the EU average of 7 pp.

Daily housework chores are done by 61 % of women and 29 % of men. The gender gap stands among the widest in the EU.

Women's presence in ministerial positions falls

Women account for 11 % of ministers. Their share has considerably decreased over the previous year, by 19 pp. Women's share in parliament is 22 % (+ 3 pp since the previous year), and in regional assemblies it is 23 % (+ 1 pp since the previous year). All three levels stand among the lowest in the EU.

> Romania does not have gender quotas for parliament.

Women's presence in company boards and sport organisations remains limited

Women's share of board seats among the largest listed companies is 25 %, unchanged since the previous year. In the highest decision-making bodies of national Olympic sport organisations, they represent 21 % of members (+ 2 pp over the previous year). Both levels are below the EU averages (35 % and 26 %).

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

Women living alone report worse health than men

In total, 69 % of women and 78 % of men report 'good' or 'very good' health. The rates fell by 3 pp for women and by 1 pp for men since the previous year. The gender gap widens substantially to 28 pp in single-adult households, to the disadvantage of women.

At age 65, women can expect to spend 37 % of their remaining life in good health, compared with 45 % for men. Since the previous year, the figure has risen by 17 pp for women and 16 pp for men. Nevertheless, these remain among the lowest in the EU.

Widest gender gap in smoking and drinking, and lowest EU levels of physical activity

In Romania, 73 % of women and 35 % of men neither smoke nor drink harmfully. The level for men is the lowest in the EU, and the gender gap is the widest.

Physical activity and healthy eating involve 6 % of women and 14 % of men. Both are the lowest levels in the EU.

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	44	-5	-4	🔴
	Couple with children	65	90	-25	-22	🔴
Level of education	Low educated	13	36	-23	-20	🔴
	Medium educated	46	62	-16	-17	🟢
	High educated	80	81	-1	-2	🟢
Country of birth	Native born	40	58	-18	-18	🟠
	Foreign born	47	78	-31	n/a	n/a
In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)						
Household composition	Single-adult household	7	9	-2	-3	🟢
	Single-parent household	11	19	-8	4	🔴
Age groups	15/16-24	n/a	n/a	n/a	n/a	n/a
	25-49	5	5	0	-6	🟢
	50-64	14	16	-2	-3	🟢
	65+	n/a	n/a	n/a	n/a	n/a
Country of birth	Native born	8	9	-1	-1	🟠
	Foreign born	n/a	n/a	n/a	n/a	n/a
Graduates in IVET (Initial vocational education and training) (%, 25-34, 2024)						
Country of birth	Native born	48	56	-8	-10	🟢
	Foreign born	63	63	0	n/a	n/a
Disability	With disabilities	n/a	n/a	n/a	-18	n/a
	Without disabilities	23	26	-3	-13	🟢
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	49	27	22	n/a	n/a
Age groups	15/16-24	n/a	n/a	n/a	n/a	n/a
	25-49	49	22	27	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	33	61	-28	-23	🔴
	Single-parent household	85	86	-1	8	🟢
	Couple without children	61	58	3	-1	🔴
	Couple with children	95	95	0	1	🟢
Age groups	15/16-24	98	99	-1	1	🟠
	25-49	95	96	-1	-1	🟠
	50-64	72	78	-6	-9	🟢
	65+	22	27	-5	-10	🟢
Disability	With disabilities	9	9	0	-5	🟢
	Without disabilities	88	92	-4	-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.)

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].

Romania's score for the domain of violence is 36.5 points, which is higher than the EU average[10].

The score for the subdomain of prevalence is 26.5 points, the subdomain of severity is 48.1 points and for the subdomain of disclosure it is 34.8 points.

- In Romania, 42 % of women have experienced physical and/or sexual violence by any perpetrator since the age of 15. This is 11 pp higher than the EU-27 average (31 %).
- In Romania, 69 % of women have experienced health consequences of physical and/or sexual violence since the age of 15.
- In Romania, 34 % of women who have experienced physical or sexual violence by any perpetrator in the past 12 months have not told anyone. In 2024, 0.35 women out of 100 000 inhabitants were victims of intentional homicide by family member.
- At age 13, 24 % of girls and 22 % of boys report being cyberbullied. At age 15, the figures are 20 % for girls and 17 % for boys[11].
- In Romania, 8 % 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.

Romania signed the Istanbul Convention in June 2014 and ratified it in May 2016. The Convention entered into force in Romania in September 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	Romania Women	EU Women
Women having experienced physical and/or sexual violence by any perpetrator since age 15 (%, 18-74, 2021)	**42**	**31 e**
18-29	42	35 e
30-44	42	35 e
45-64	41	31 e
65-74	46	24 e
severe limitations	52 u	46 e
limited but not severely or not limited at all	41	30 e
some	55	40 e
some or severe	54	41 e
no limitations	39	28 e
intimate partner violence	37	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)	**9**	**3 e**

Femicide	Romania Women	EU Women
Women victims of intentional homicide by current or former partner or family member, rate per 100 000 inhabitants (2024) [13]	**0.35**	**0.4**
family member	0.35	0.4
current or former partner	:	:

Health consequences of violence and multiple victimisation	Romania Women	EU Women
Women having experienced health consequences of physical and/or sexual violence since the age of 15 (%, 18-74, 2021)	**69**	**57 e**
intimate partner violence	73	72 e
non-partner violence	35	37 e
Women having experienced health consequences of physical and/or sexual violence in the past 12 months (%, 18-74, 2021)	**51**	**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)	**23**	**31 e**

Disclosure of violence to institutions or to anyone else	Romania 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	33	31 e
non-partner violence	54	38 e

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

Cyberviolence	Romania Women	Romania 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]	24	22	19 e	16 e
15-year-olds who have been cyberbullied at least once or twice in the past couple of months (%, 2022) [15]	20	17	15 e	14 e
	Women		Women	
Ever-working women who have experienced sexual harassment at work via social network and messages (%, 18-74, 2022)	8		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.
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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.

Very few employed people lack access to parental leave and benefits

Only 2 % of employed women are excluded from statutory parental leave, against no employed men[17]. As for parental leave benefits, 1 % of both employed women and employed men are excluded.

Women are much more likely than men to lack parental leave benefits

Looking at the overall population in Romania, 22 % of women and 7 % of men are not eligible for parental leave benefits. Unemployment or inactivity is the reason for 97 % of women and 91 % of men. Unmet employment conditions account for the remaining 3 % and 9 %, respectively.

Most parental leave and related benefit recipients are women

Women account for 86 % of people receiving publicly administered parental leave benefits or publicly administered paid parental leave in Romania.

A two-year gap between well-paid leave and guaranteed childcare

Families face a two-year gap between the end of well-paid parental leave and the point at which 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).

17. The actual percentages of all women and men (aged 20–49) not eligible for statutory parental leave benefits are 1.80 % and 0.17 %. Here they are reported as rounded values.

Parental leave

Parental leave	Romania Women	Romania Men	EU Women	EU Men
1. Employed women and men not eligible for statutory parental leave (%, 20-49, 2024) [18]	**2**	**0**	**8**	**11**
2. Employed women and men not eligible for statutory parental leave by reason for ineligibility (%, 20-49, 2024)				
Self-employment	:	:	71	76
Unmet employment conditions	:	:	20	16
Unmet residency requirement	:	:	8	8
3. Employed women and men not eligible for statutory parental leave benefits (%, 20-49, 2024)	**1**	**1**	**4**	**4**
4. Women and men not eligible for statutory parental leave benefits (%, 20-49, 2024) [19]	**22**	**7**	**18**	**13**
5. Women and men not eligible for statutory parental leave benefits by reason for ineligibility, (%, 20-49, 2024) [20]				
Unemployement or inactivity	97	91	:	:
Self-employment	0	0	:	:
Unmet employment conditions	3	9	:	:
Unmet residency requirement	0	0	:	:
6. Recipients/users of publicly-administered parental leave benefits or publicly-administered paid parental leave (%, 2023) [21]	**86**	**14**	**:**	**:**
	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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