European Institute for Gender Equality

Gender Equality Index 2026

Slovakia

58.2

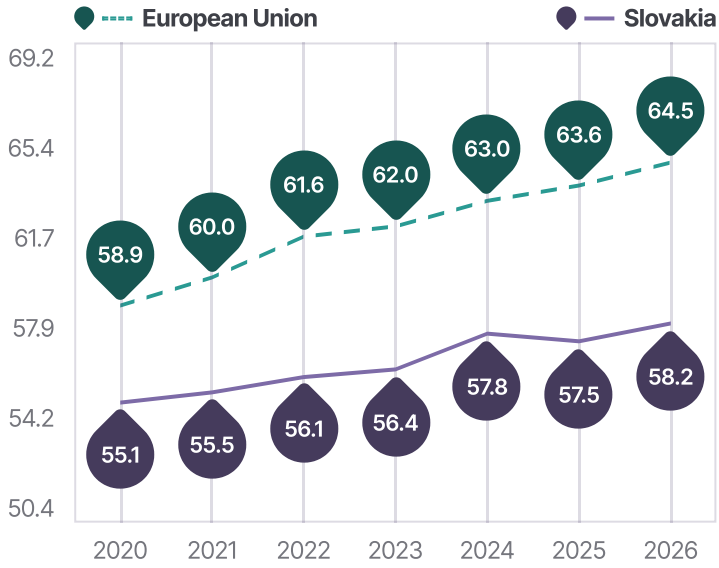
The Gender Equality Index for Slovakia is 58.2 points out of 100, ranking 23rd in the EU. Its score has increased by 3.1 since 2020 and by 0.7 since 2025. The improvement is mostly due to the domain of power and the domain of work.

Slovakia has increased its Gender Equality Index, but at a pace that has widened its distance from the EU average.

Scores (0-100)

Index	58.2
Work	73.4
Money	78.5
Knowledge	51.1
Time	64.5
Power	25.5
Health	83.7

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

The **best performance** for Slovakia is in the domain of work, ranking 13th in the EU with a score of 73.4 points. The subdomain of participation is the main reason behind this achievement (86.1 points, 14th position), due to high levels of employment for both women and men.

Most room for improvement

The **most room for improvement** is in the domain of power, which scores 25.5 points and ranks 21st in the EU. This is mainly due to the subdomain of political power (22.0 points, 23rd position). The domain of knowledge also remains an area for improvement for Slovakia, ranking 20th with 51.1 points. This is mainly due to low levels in attainment and participation (65.2 points, 22nd position), with wide gender differences in both tertiary graduates and IVET (initial vocational education and training) graduates.

Biggest improvement

Slovakia has its **biggest improvement** in the domain of power, which has increased by 2.6 points since 2025, due to significant progress in the subdomain of economic power (+ 9.2 points) illustrated by increased women's presence among members of boards in the largest quoted companies.

A step backwards

The domain of money shows **a step backwards,** with its score decreasing by 6.0 points since the last edition of the Index. Both subdomains have declined: economic situation by 6.9 points and financial resources by 5.1 points. This reflects a wide gender gap in the risk of poverty among employed people living alone or as single parents.

Explore Slovakia's Index results

	2020	2021	2022	2023	2024	2025	2026	Change since 2020	Change since 2025
Index	**55.1**	**55.5**	**56.1**	**56.4**	**57.8**	**57.5**	**58.2**	**3.1**	**0.7**
Work	**68.7**	**71.0**	**71.6**	**73.5**	**71.6**	**71.9**	**73.4**	**4.7**	**1.5**
Participation	80.2	81.2	83.7	87.0	87.2	87.3	86.1	5.9	-1.2
Segregation and quality of work	58.8	62.1	61.3	62.2	58.8	59.2	62.5	3.7	3.3
Money	**81.2**	**82.9**	**81.3**	**84.0**	**86.9**	**84.5**	**78.5**	**-2.7**	**-6.0**
Financial resources	85.3	86.5	86.1	88.8	88.9	88.6	83.5	-1.8	-5.1
Economic situation	77.4	79.4	76.8	79.4	85.1	80.6	73.7	-3.7	-6.9
Knowledge	**53.3**	**51.3**	**49.7**	**48.5**	**50.9**	**51.0**	**51.1**	**-2.2**	**0.1**
Attainment and participation	68.7	63.8	58.7	58.4	64.7	63.2	65.2	-3.5	2.0
Segregation	41.3	41.3	42.0	40.3	40.1	41.1	40.0	-1.3	-1.1
Time	**64.5**	**64.5**	**64.5**	**64.5**	**64.5**	**64.5**	**64.5**	**0.0**	**0.0**
Care activities	53.3	53.3	53.3	53.3	53.3	53.3	53.3	0.0	0.0
Social activities	78.0	78.0	78.0	78.0	78.0	78.0	78.0	0.0	0.0
Power	**19.1**	**19.8**	**21.8**	**21.4**	**23.4**	**22.9**	**25.5**	**6.4**	**2.6**
Political	22.4	22.2	22.4	22.3	23.1	20.9	22.0	-0.4	1.1
Economic	39.0	37.8	33.2	39.2	31.2	31.7	40.9	1.9	9.2
Social	8.0	9.2	13.9	11.2	17.8	18.1	18.3	10.3	0.2
Health	**82.3**	**80.2**	**79.8**	**80.5**	**80.8**	**82.8**	**83.7**	**1.4**	**0.9**
Status	90.4	85.8	84.9	86.4	87.1	91.3	93.5	3.1	2.2
Behaviour	75.0	75.0	75.0	75.0	75.0	75.0	75.0	0.0	0.0

Explore Slovakia's performance by indicator

Work		Slovakia Women	Slovakia Men	EU Women	EU Men
Participation	Full-time equivalent employment rate (%, 15-89, 2024)[2]	52	64	44	59
	Duration of working life (years, 15+ population, 2025)	34	38	35	40
Segregation and quality of work	ICT specialists (%, 15-74, 2025)	16	85	20	81
	Managerial positions (%, 15-74, 2025)	37	63	36	64
	Low paid workers (%, 16+, 2025)	42	42	37	29
Money					
Financial resources	Median earnings (PPS, 18-64 employed population, 2025)	16513	20869	25525	32079
	Gender pension gap (65+, %, 2025)	12		24	
Economic situation	Median partner earnings ratio (18-64,%, 2025)[3]	80	133	73	147
	In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)	24	13	16	13
Knowledge					
Attainment and participation	Graduates of tertiary education (%, 30-34, 2025)	44	27	51	40
	Graduates in IVET (Initial vocational education and training) (%, 25-34, 2025)	40	57	27	34
Segregation	Graduated in tertiary education in EHW (Education, Health and Welfare, Humanities and Art (tertiary students) (%, 2024)	76	24	75	25
	Graduated in tertiary education in STEM (Science, Technology, Engineering and Mathematics) (%, 2024)	32	68	34	66
Time					
Care activities	Informal childcare (0-11) for more than 35 weekly hours (%, 16-74, 2024)	45	24	41	20
	Informal long-term care for more than 20 hours per week (%, 45-64, 2019)	32	19	20	13
	Housework chores every day (%, 16-74, 2024)	57	27	59	33
Social activities	Hours spent on leisure activities per week (%, 16-74, 2024)	26	41	30	43
	Voluntary, charitable or political activities at least once per week (%, 16-74, 2024)	13	13	13	17
Power					
Political	Share of ministers (%, 2025)	16	84	32	68
	Share of members of parliament (%, 2025)	23	77	33	67
	Share of members of regional assemblies/local municipalities (%, 2025)[4]	17	83	32	68
Economic	Share of members of boards in largest quoted companies (%, 2025)	30	70	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)	65	71	65	71
	Healthy life years at 65 in percentage of the total life expectancy (%, 65+, 2024)	27	28	48	54
Behaviour	People who don't smoke and are not involved in harmful drinking (%, 16+ population, 2019)	76	56	73	56
	People doing physical activities and/or consuming fruits and vegetables (%, 16+ population, 2019)	31	41	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

Employment rates in Slovakia are above the EU average for both women and men

The full-time equivalent (FTE) employment rate[5] is 52 % for women and 64 % for men, both above the EU average (44 % for women and 59 % for men). These figures have not changed since the previous year. The levels are particularly low among low-level educated people, at 7 % for women and 17 % for men. The gender gap is wider among couples with children and among people born abroad, reaching 18 pp.

Women hold few ICT positions, but their share among managers is growing

In Slovakia, women account for 16 % of ICT (information and communications technology) specialists (– 1 pp since the previous year), one of the lowest shares in the EU. Among managers, the share of women has grown to 37 % (+ 4 pp since the previous year).

Slovakia has reached gender equality in low-paid work, but at some of the highest levels in the EU

Low-paid work[6] affects 42 % of both women and men in Slovakia – among the highest levels in EU (the highest for men). Slovakia has recorded a relevant increase for both genders since the previous year (+ 10 pp for women, + pp for men).

The gender pension gap is widening, but remains one of the smallest in the EU

The gender pension gap in Slovakia is 12 %. This figure has increased by 4 pp since the previous year and is one of the smallest gaps in the EU.

The in-work poverty of single adults in Slovakia shows the widest gender gap in the EU

In Slovakia, 24 % of employed women living alone are at risk of poverty, compared with 13 % of men. The figure for women is the highest in the EU. Since the previous year, it has increased by 9 pp for women and fallen by 6 pp for men. The gender gap is 11 pp, the widest in the EU, with women at higher risk. In-work poverty is also higher in single-parent households than in single-adult households.

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.

While the rates of IVET graduates are among the highest, the rates of tertiary graduates are among the lowest

In Slovakia, 44 % of women aged 30–34 have completed tertiary education (– 3 pp since the previous year). Among men, the level is 27 %, unchanged since the previous year. These are some of the lowest levels in the EU. The percentage of people who have completed IVET (initial vocational education and training) studies is 40 % for women (– 2 pp since the previous year) and 57 % for men (– 3 pp since the previous year) – among the highest levels in the EU. Women with disabilities show higher levels of IVET completion than those without disabilities.

Segregation in education has room for improvement

In Slovakia, 76 % of graduates in the EHW fields (education, health and welfare, humanities and the arts) are women. In the STEM field (science, technology, engineering and mathematics), women make up 32 % of graduates (– 1 pp since the previous year) – below the EU average of 34 %.

Slovakia has one of the widest gender gaps across the EU in long-term care and leisure time

In Slovakia, 45 % of women spend more than 35 hours a week on childcare for children aged 0–11, compared with 24 % of men.

For informal long-term care of more than 20 hours a week, 32 % of women and 19 % of men are involved – both among the highest levels in the EU, with the same for the gender gap.

Leisure time shows the opposite pattern, where 26 % of women spend more than 8 hours a week on leisure activities, compared with 41 % of men – one of the widest gender gaps in the EU.

Women's representation in politics remains low

Women account for 16 % of ministerial positions (+ 2 pp since the previous year), 23 % of parliamentary seats and 17 % of regional assemblies' members. The last two percentages have not changed since the last edition of the Index. Overall, the rates of women's political power in Slovakia have fallen significantly below the EU averages.

> Slovakia does not have gender quotas for parliament.

While women's economic power is growing, their social power is stagnating

The percentage of women on the boards of the largest listed companies has increased by 5 pp since the previous year, reaching 30 %. Meanwhile, the presence of women in the highest decision-making body of the national Olympic most popular sport organisations remains at 16 %.

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

Self-perceived health is slightly improving, while healthy life years at 65 remain among the lowest in the EU

In Slovakia, 65 % of women and 71 % of men reported their health as 'good' or 'very good', both up by 1 pp since the previous year. The gender gap is particularly wide among single-adult households, at a strong disadvantage for women (26 pp).

At the same time, women and men aged 65 or over are expected to live 27 % and 28 % respectively of their remaining life in good health (+ 1 pp for women, – 1 pp for men, since the previous year) – among the lowest levels in the EU for both women and men.

Physical activity and healthy eating still have room for improvement in Slovakia, as 31 % of women and 41 % of men do physical activity and/or eat fruit and vegetables regularly – the widest gender gap in the EU, to the disadvantage of women.

Explore intersecting inequalities

Full-time equivalent employment rate (%, 15-89, 2024)[7]		Women	Men	Gender gap	Gender gap in 2019	Gap change
Household composition	Couple without children	49	45	4	1	🔴
	Couple with children	79	97	-18	-34	🟢
Level of education	Low educated	7	17	-10	-10	🟠
	Medium educated	53	68	-15	-16	🟢
	High educated	78	79	-1	-9	🟢
Country of birth	Native born	52	64	-12	-16	🟢
	Foreign born	44	62	-18	-28	🟢

In-work poverty of adults in single or single-parent households (%, 16+ employed population, 2025)						
Household composition	Single-adult household	15	11	4	0	🔴
	Single-parent household	40	36	4	n/a	n/a
Age groups	15/16-24	n/a	n/a	n/a	n/a	n/a
	25-49	24	17	7	15	🟢
	50-64	26	6	20	-8	🔴
	65+	n/a	n/a	n/a	n/a	n/a
Country of birth	Native born	24	13	11	5	🔴
	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	42	60	-18	-16	🔴
	Foreign born	43	69	-26	-30	🟢
Disability	With disabilities	54	68	-14	-3	🔴
	Without disabilities	35	60	-25	-19	🔴

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	57	28	29	n/a	n/a
Age groups	15/16-24	n/a	n/a	n/a	n/a	n/a
	25-49	47	29	18	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	38	64	-26	-24	🔴
	Single-parent household	80	98	-18	n/a	n/a
	Couple without children	55	48	7	-2	🔴
	Couple with children	89	88	1	1	🟠
Age groups	15/16-24	96	94	2	-1	🔴
	25-49	87	88	-1	-2	🟢
	50-64	60	63	-3	-7	🟢
	65+	24	28	-4	-5	🟢
Disability	With disabilities	15	19	-4	-4	🟠
	Without disabilities	85	87	-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.)

7. 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 2024 edition of the composite indicator on violence against women is calculated based on the EU-GBV survey on violence against women[8].

Due to data limitations, the composite measure of violence could not be calculated for Slovakia, but data can be found at indicator level, when available[9].

- In Slovakia, 38 % of women have experienced physical and/or sexual violence since the age of 15. This is 7 pp higher than the EU-27 average (31 %).
- In Slovakia, 44 % of women have experienced violence from one or several types of perpetrators (non-partner, current partner or former partner). This is 13 pp over the EU-27 average.
- In 2024, 0.07 women out of 100 000 inhabitants were victims of intentional homicide by a current or a former partner.
- In Slovakia, boys report cyberbullying more often than girls at both ages, though the gap narrows by 15. Among 13-year-olds, 14 % of girls reported cyberbullying, compared with 17 % of boys. At age 15, the percentages are nearly level, with a higher percentage of girls (13 %) than boys (12 %) reporting experiences of cyberbullying[10].
- In Slovakia, 21 % of women who have ever worked report having experienced sexual harassment at work via social networks or messaging apps[11].

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

Slovakia signed the Istanbul Convention in May 2011 but has not yet ratified it. The Convention has not yet entered into force in Slovakia.

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

8. The 2024 composite measure scores are not fully comparable with scores calculated in 2017.
9. More information can be found in the report 'Gender Equality Index 2024, Tackling violence against women, tackling gender inequalities'.
10. Based on HBSC study data browser (findings from the 2021–2022 HBSC Survey)
11. Based on EU-GBV Survey (2021 wave)

Violence against women

Physical and/or sexual violence	Slovakia Women	EU Women
Women having experienced physical and/or sexual violence by any perpetrator since age 15 (%, 18-74, 2021)	**38**	**31 e**
18-29	32	35 e
30-44	36	35 e
45-64	41	31 e
65-74	42	24 e
severe limitations	57	46 e
limited but not severely or not limited at all	36	30 e
some	48	40 e
some or severe	50	41 e
no limitations	32	28 e
intimate partner violence	31	18 e
non-partner violence	17	20 e
Women having experienced physical and/or sexual violence by any perpetrator in the past 12 months (%, 18-74, 2021)	:	**3 e**

Femicide	Slovakia Women	EU Women
Women victims of intentional homicide by current or former partner or family member, rate per 100 000 inhabitants (2024) [12]	**0.07**	**0.4**
family member	:	0.4
current or former partner	0.07	:

Health consequences of violence and multiple victimisation	Slovakia Women	EU Women
Women having experienced health consequences of physical and/or sexual violence since the age of 15 (%, 18-74, 2021)	:	**57 e**
intimate partner violence	:	72 e
non-partner violence	:	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	Slovakia Women	EU Women
Women having experienced physical and/or sexual violence in the past 12 months and have not told anyone (%, 18-74, 2021)	:	**31 e**
intimate partner violence	:	31 e
non-partner violence	:	38 e

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

Cyberviolence	Slovakia Women	Slovakia Men	EU Women	EU Men
13-year-olds who have been cyberbullied at least once or twice in the past couple of months (%, 2022) [13]	14	17	19 e	16 e
15-year-olds who have been cyberbullied at least once or twice in the past couple of months (%, 2022) [14]	13	12	15 e	14 e
	Women		Women	
Ever-working women who have experienced sexual harassment at work via social network and messages (%, 18-74, 2022)	21		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

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

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

Employed women are less likely than employed men to be excluded from statutory parental leave

Among employed people in Slovakia, 7 % of women and 20 % of men are not eligible for statutory parental leave. In both cases, exclusion is entirely due to self-employment. By contrast, all employed women and men are eligible for parental leave benefits.

All women and men in the overall population are eligible for parental leave benefits

In Slovakia, no women or men in the overall population are excluded from parental leave benefits.

A three-year gap separates well-paid leave from guaranteed childcare

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

15. 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	Slovakia Women	Slovakia Men	EU Women	EU Men
1. Employed women and men not eligible for statutory parental leave (%, 20-49, 2024) [16]	**7**	**20**	**8**	**11**
2. Employed women and men not eligible for statutory parental leave by reason for ineligibility (%, 20-49, 2024)				
Self-employment	100	100	71	76
Unmet employment conditions	0	0	20	16
Unmet residency requirement	0	0	8	8
3. Employed women and men not eligible for statutory parental leave benefits (%, 20-49, 2024)	**0**	**0**	**4**	**4**
4. Women and men not eligible for statutory parental leave benefits (%, 20-49, 2024) [17]	**0**	**0**	**18**	**13**
5. Women and men not eligible for statutory parental leave benefits by reason for ineligibility, (%, 20-49, 2024) [18]				
Unemployement or inactivity	0	0	:	:
Self-employment	0	0	:	:
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) [19]	:	:	:	:
	Gap		**Gap**	
7. Gap between well-paid childcare leave and ECEC place guarantee (years, 2024/2025) [20]	**3**		:	

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

16. 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).

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. '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.

19. 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.

20. 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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