GENDER EQUALITY INDEX 2024

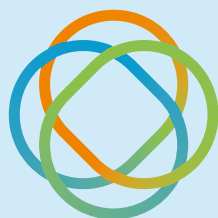**Sustaining momentum on a fragile path**

European Institute for
Gender Equality

Gender Equality Index 2024

Sustaining momentum on a
fragile path

European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) produces independent research and shares best practice to promote gender equality and eliminate discrimination based on gender. As the EU agency for gender equality, we help people achieve equal opportunities so everyone can thrive, independent of their gender and background.

We combine research, data and tools to help policymakers design measures that are inclusive, transformative and promote gender equality in all areas of life. We communicate our expertise and research effectively. We work closely with partners to raise awareness. We do this at the EU and national levels, and with EU candidate and potential candidate countries.

Abbreviations

AI	artificial intelligence
AROP	at risk of poverty
CARE Survey	Survey of Gender Gaps in Unpaid Care, Individual and Social Activities
EHIS	European Health Interview Survey
EIGE	European Institute for Gender Equality
EQLS	European Quality of Life Survey
EU-LFS	European Union Labour Force Survey
EU-SILC	European Union Statistics on Income and Living Conditions
EWCS	European Working Conditions Survey
EWCTS	European Working Conditions Telephone Survey
FRA	European Union Agency for Fundamental Rights
FTE	full-time equivalent
ILO	International Labour Organization
ISCED	International Standard Classification of Education
LGBTQI [1]	lesbian, gay, bisexual, trans, queer and intersex
MEP	Member of the European Parliament
pp	percentage point(s)
PPS	purchasing power standard
SES	Structure of Earnings Survey
STEM	science, technology, engineering and mathematics
WHO	World Health Organization

[1] This report uses the abbreviation LGBTQI, as it represents the most inclusive umbrella term for people whose sexual orientation differs from heteronormativity and whose gender identity falls outside binary categories. The language used to represent this very heterogeneous group continuously evolves towards greater inclusion, and different actors and institutions have adopted different versions of the abbreviation (LGBT, LGBTIQ and LGBTI). The report uses institutions' chosen abbreviations when describing the results of their work.

Country codes

BE	Belgium
BG	Bulgaria
CZ	Czechia
DK	Denmark
DE	Germany
EE	Estonia
IE	Ireland
EL	Greece
ES	Spain
FR	France
HR	Croatia
IT	Italy
CY	Cyprus
LV	Latvia
LT	Lithuania
LU	Luxembourg
HU	Hungary
MT	Malta
NL	Netherlands
AT	Austria
PL	Poland
PT	Portugal
RO	Romania
SI	Slovenia
SK	Slovakia
FI	Finland
SE	Sweden
EU	27 EU Member States
UK	United Kingdom

Note on numerical data

Numerical data in the report is rounded to whole numbers; therefore, small differences in percentages cited may not show or add up to 100 %.

European Institute for Gender Equality

Contents

Contents

List of figures

List of tables

Gender Equality Index 2024 highlights

- The Gender Equality Index score for the EU is 71 out of 100 points. This marks a 0.8-point improvement on the 2023 Index score and an improvement of 7.9 points in total since 2010. Although the domain of power has the lowest domain score (61.4 points), it continues to set the pace for change. Since 2010, its score has improved by an impressive 19.5 points. Of that increase, a 2.3-point jump between 2023 and 2024 accounts for 60 % of the overall progress in the 2024 Index. Achievements in other domains are far fewer and their overall impact on gender equality is less.

- Gender equality scores in the 2024 Index vary nationally, ranging from 82 points in Sweden to 57.5 points in Romania. Since the 2023 Index, the greatest headway has been made by Malta, Czechia and Lithuania, with increases of 2.3, 2 and 1.7 points, respectively. Italy, Malta and Portugal have progressed the most since 2010, with respective score increases of 15.9, 15.7 and 14.9 points. Half of the EU – 13 EU Member States – now has scores above 70, with only Sweden exceeding 80 points. At this rate, the EU vision of a 'union of equality' is far from being realised.

- Convergence analysis shows that gender equality disparities within the EU decreased between 2010 and 2022. Despite different starting points, 15 Member States are now closer to the EU average than in 2010: Bulgaria, Greece, Italy, Cyprus, Lithuania, Malta and Portugal (catching up) and Belgium, Denmark, Ireland, France, the Netherlands, Slovenia, Finland and Sweden (flattening). However, the remaining 12 countries have either fallen further behind or pulled further ahead on equality: Czechia, Estonia, Croatia, Latvia, Hungary, Poland, Romania and Slovakia (slower pace) and Germany, Spain, Luxembourg and Austria (outperforming). Convergence in Index scores was at a 30 % annual rate during this period.

Domain of work: progress has stagnated

- Progress in the domain of work, which has the third-highest Index score, of 74.2 points, has stagnated. Although the gender employment gap has slightly narrowed, this has been counterbalanced by high gender disparities in sectoral segregation.

- The rates of women in work remain consistently lower than those of men. The gender gap is severest among couples with children, with a difference of 26 percentage points (pp). Between single women and men, the difference is 24 pp, and it is 22 pp between women and men born abroad. These gaps are significantly wider than for the overall population, for which the gender gap is 14 pp.

- High prevalence rates of workplace violence and sexual harassment underline the pervasiveness of issues disproportionately affecting women across the EU. Gender segregation in the labour market intensifies gender inequalities, leading to higher rates of violence in sectors traditionally dominated by men. In women-dominated sectors (e.g. healthcare), women also face sexual harassment, mostly perpetrated by men in higher-ranking positions. Fear of workplace

harassment can deter women from entering certain men-dominated sectors (e.g. construction or transport), reinforcing occupational segregation and the gender pay gap.

Domain of money: a slight improvement, but there are widening gender gaps among the highly educated and those with greater care responsibilities

- The domain of money has retained its position as the second-highest-ranking domain in the Gender Equality Index, with a score of 83.4 points. The 0.8-point increase over 12 months has mainly been due to the mitigation of the impact of COVID-19 on the labour market through measures such as discretionary income support.

- Gender gaps in individual earnings are particularly large and are continuing to grow at the expense of women, namely in couples with children, among 50- to 64-year-olds and among the highly educated. These gaps reflect the negative effects on income of the skewed and often lifelong uptake of unpaid care responsibilities and occupational gender segregation.

- Income level and access are closely linked to the prevalence of violence. Women's lower income than their partners', and their having little power and control over their own income, are factors that are associated with a heightened risk of various types of violence against women. Financial dependence increases the risk of facing violence, particularly in intimate partner relationships (EIGE, 2024a).

Domain of knowledge: progress has been steady but slow, hindered by entrenched segregation in education

- The knowledge domain, with an overall EU score of 64.2 points, has shown sluggish but steady progress since 2010. This progress has been driven solely by higher numbers of women and men graduating from universities and participating in lifelong learning. Entrenched segregation in education continues to bar more substantial progress in this domain.

- Gender gaps in educational attainment and adult learning are small and tend to favour women. However, tertiary education varies greatly within different age groups. It is particularly pronounced among women and men aged 25–49 years – with a gender gap of 9 pp to women's advantage – and among those over 65 years, where a 7-pp gap favours men.

- Gender-based violence in academia is a common and often overlooked issue, strongly affecting physical and mental well-being, scientific careers and educational performance. Those in precarious working conditions, such as early-career and transnational researchers and those with short-term contracts, are particularly vulnerable to gender-based violence. In universities, it is rarely reported, with only a small minority of victims coming forward.

Domain of time: an unequal division of care and housework tasks prevails

- Time remains one of the lowest-scoring domains, at 68.5 points, with a high score variation among Member States. The unequal distribution of (unpaid) care, cooking and housework activities between women and men dictates the low score of the domain.

- Working women are significantly less engaged than working men in sporting, cultural, leisure, voluntary or charitable activities. This is largely attributed to a lack of time due to paid and unpaid work. While participation in sporting, cultural or leisure activities gradually decreases with age, it rises among women and men with a higher education.

- Although sport can lead to better physical and mental health, as well as enhanced teamwork and leadership skills, women's participation is often limited by sociocultural barriers, including gender-based violence. Available evidence suggests that women and girls face a greater risk of violence in sports than men and boys. The risk of abuse is especially high for those facing other forms of discrimination or disadvantage, such as that based on race/ethnicity, (dis)ability, sexual orientation and/or low socioeconomic position.

Domain of power: the presence of women in power has increased, but women are still under-represented

- Women remain under-represented in positions of power and decision-making across the EU, despite the domain of power seeing the most dynamic improvement in the Index. The domain score is 61.4 points.

- EU parliamentary elections in 2024 saw a fall in women's representation, reversing a previously continuous upward trend for the first time. In the new European Parliament, women account for 39 % of Members of the European Parliament, which is a slightly lower percentage than before. The EU average for women in national parliaments is 33 %, with women often also under-represented at the local level. However, the share of women on the boards of the largest listed companies in the Member States is now at an all-time high of 33 %, mostly due to binding quotas.

- While there has been a push to eliminate gender-based violence in the EU, violence against women plays a key role in discouraging women from pursuing or maintaining corporate or political careers. Women politicians face gendered and sexualised violence, especially online. Politicians from minority communities are affected more.

Domain of health: progress has been slowest across all domains, mainly due to poorer health status

- Progress in gender equality in health has been the slowest of all of the domains – a mere 1.8-point increase since 2010. Across the EU, the health status of women and men is deteriorating. Between 2021 and 2022, the percentage of women and men perceiving their health to be very

good or good fell in two thirds of Member States. In 2022, 65 % of women and 70 % of men in the EU thought of their own health positively.

- Women live longer than men, but they have poorer health. Across all groups, fewer women than men consider their health to be very good or good. Women with disabilities, women with low levels of education, single women and a large proportion of women aged 65+ years have the lowest degrees of self-perceived good health. A sizeable part of Roma and lesbian, gay, bisexual, trans, queer and intersex (LGBTQI) communities report severe difficulties and discrimination in accessing healthcare.

- Although the healthcare sector plays a key role in preventing violence and providing support to survivors, health professionals are at a much higher risk of violence than other professionals. Severe time pressure and work overload, dealing with patients in distress and public dissatisfaction with the healthcare system make for significant risk factors for workplace violence.

Introduction

Ursula von der Leyen made a 'union of equality', based on the principle of equality for all and equality in all its senses, a cornerstone of her mandate. Her political guidelines signal an important breakthrough in gender equality commitments. Binding measures since 2019 have made significant strides in supporting the fundamental principle of equal pay for equal work, gender-balanced company boards, work–life balance, binding standards for equality bodies and combating violence against women. Gender Equality Index score improvements, although small, show we are heading in the right direction.

However, multiple and simultaneous crises and transformations are posing new challenges. Mounting evidence shows that changes in climate, digital technologies, demographics and geopolitics are profoundly affecting the lives of women and men from various social backgrounds. EU green, digital and recovery policies fall short of recognising both the impact of these upheavals on gender equality and the benefits of gender equality for a sustainable future. The EU cannot afford to overlook such factors or not to take action to redress them. A freshly elected European Parliament and a new European Commission provide a pivotal opportunity to put gender equality at the heart of the new political term and the next multiannual financial framework. The time is ripe to consolidate gender equality progress and priorities to foster a real union of equality.

Since 2010, the Gender Equality Index has set a benchmark for equality between women and men to guide decision-makers on policies and goals for a more balanced and inclusive society across the EU by highlighting what is working and where, and what is not working.

Chapter 1 presents the results of the Gender Equality Index 2024, along with key trends since the 2023 edition and between 2010 and 2022. A convergence analysis reveals diverse progress patterns at the national level while providing a broader context for Index findings. Chapters 2–8 summarise the policy context, the EU and country scores in key Index domains and how these scores link to violence against women. An intersectional approach exposes different layers of inequality across domains.

1. Gender equality in the EU at a glance

1.1. Women in power: a driver of gender equality

Since the first edition of the Gender Equality Index in 2013, which tracked progress since 2010, gender equality in the EU has improved by 7.9 points to reach a score of 71 out of 100 points (Figure 1). The 0.8-point increase since the 2023 Index is modest compared with the 1.6-point annual jump captured in the 2023 edition of the Gender Equality Index.

A year-by-year comparison of domains reveals a similar trend of slow progress. The exception – the domain of power – maintains its faster pace of change, with a 2.3-point rise since the previous edition. Since 2010, gender equality in decision-making has made considerable progress. Its overall increase of 19.5 points is largely due to substantial gains in women's participation in economic and social decision-making in several EU Member States (Figure 2). Despite such advances, the power domain still has the greatest gender inequalities, scoring 61.4 points.

The domain of knowledge score, rising by just 0.6 points since the 2023 edition, is the second lowest at 64.2 points. It has improved by only 4.4 points since 2010, indicating persistent and pervasive gender segregation in certain fields of study in tertiary education.

The domain of time – whose score of 68.5 points has improved by 3.3 points since 2010 – does not have new data for this edition. The domain underlines rising gender inequalities in time spent on care and social activities.

The domain of work, despite having the third-highest score of 74.2 points, shows sustained gender disparities in terms of labour force participation and across various economic sectors and occupations. This ensures lifelong consequences for job quality, earnings and income. The domain score has risen by 0.4 points since the 2023 edition and by 4.5 points since 2010.

The domain of money, scoring 83.4 points, has increased by 0.8 points since the 2023 edition and by just 4.3 points since 2010. This reflects women's higher risk of poverty due to enduring gender inequalities in earnings and income.

Finally, the highest-scoring domain, health, has seen the least progress of all. Its score of 88.6 points has barely registered any change – it has increased by only 1.9 points since 2010 and by 0.1 points since the 2023 Index – meaning gender equality in health has essentially stalled.

Figure 1. Ranges of Gender Equality Index 2024 scores for Member States and changes over time

	EU trend since 2010	Change since 2010	Change since 2021
Index		+ 7.9	+ 0.8
RO EU: 71.0 SE			
Work		+ 4.5	+ 0.4
IT EU: 74.2 SE			
Money		+ 4.3	+ 0.8
BG EU: 83.4 LU			
Knowledge		+ 4.4	+ 0.6
LV EU: 64.2 SE			
Time		+ 3.3	0.0
HR EU: 68.5 NL			
Power		+ 19.5	+ 2.3
HU EU: 61.4 SE			
Health		+ 1.9	+ 0.1
RO EU: 88.6 IE			
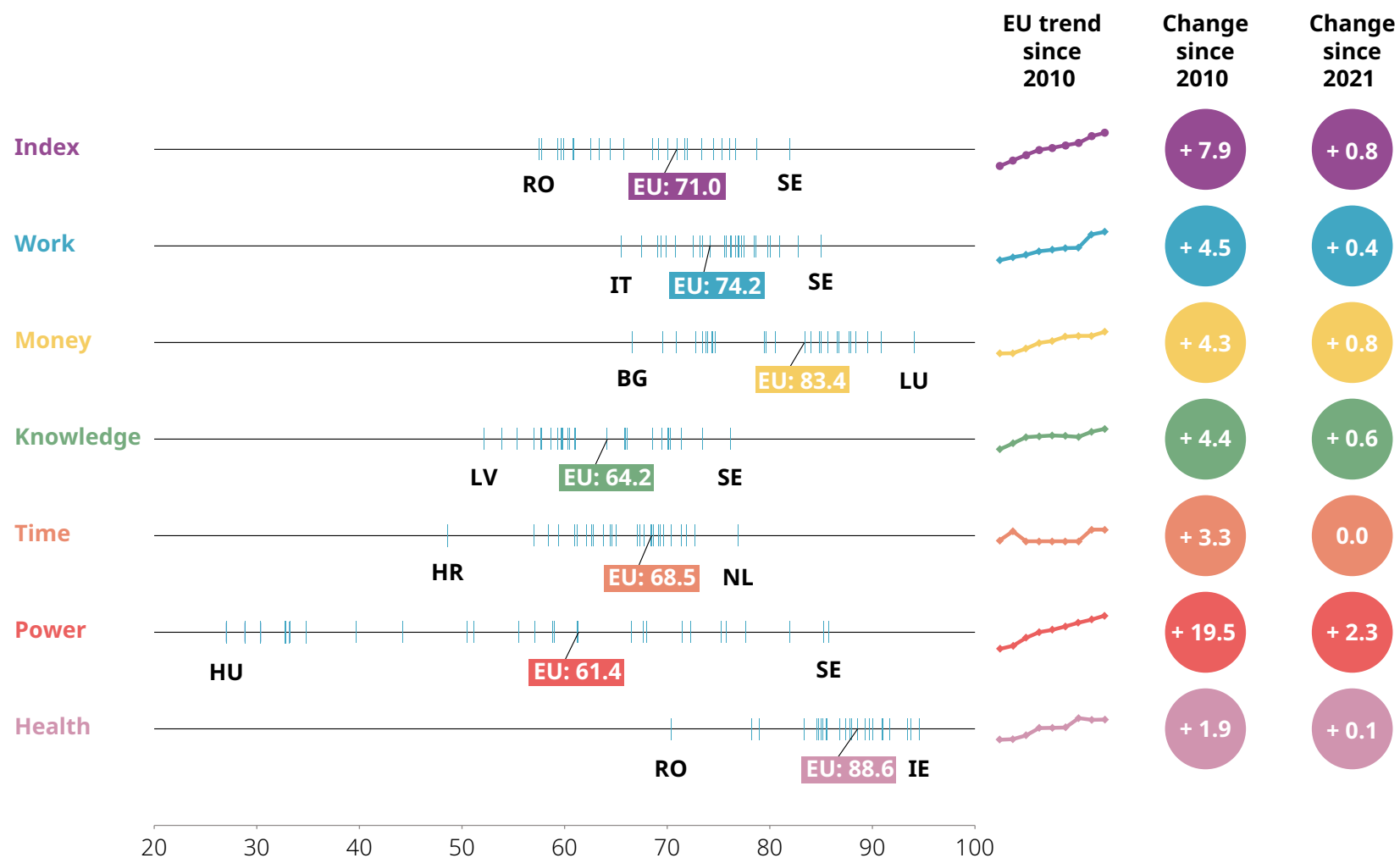
NB: The Gender Equality Index 2024 uses 2022 data for the most part and traces progress over both the short term (2021–2022) and the longer term (2010–2022).
Source: Authors' calculations.

Figure 2. Changes in scores by domain and sub-domain since last year's edition
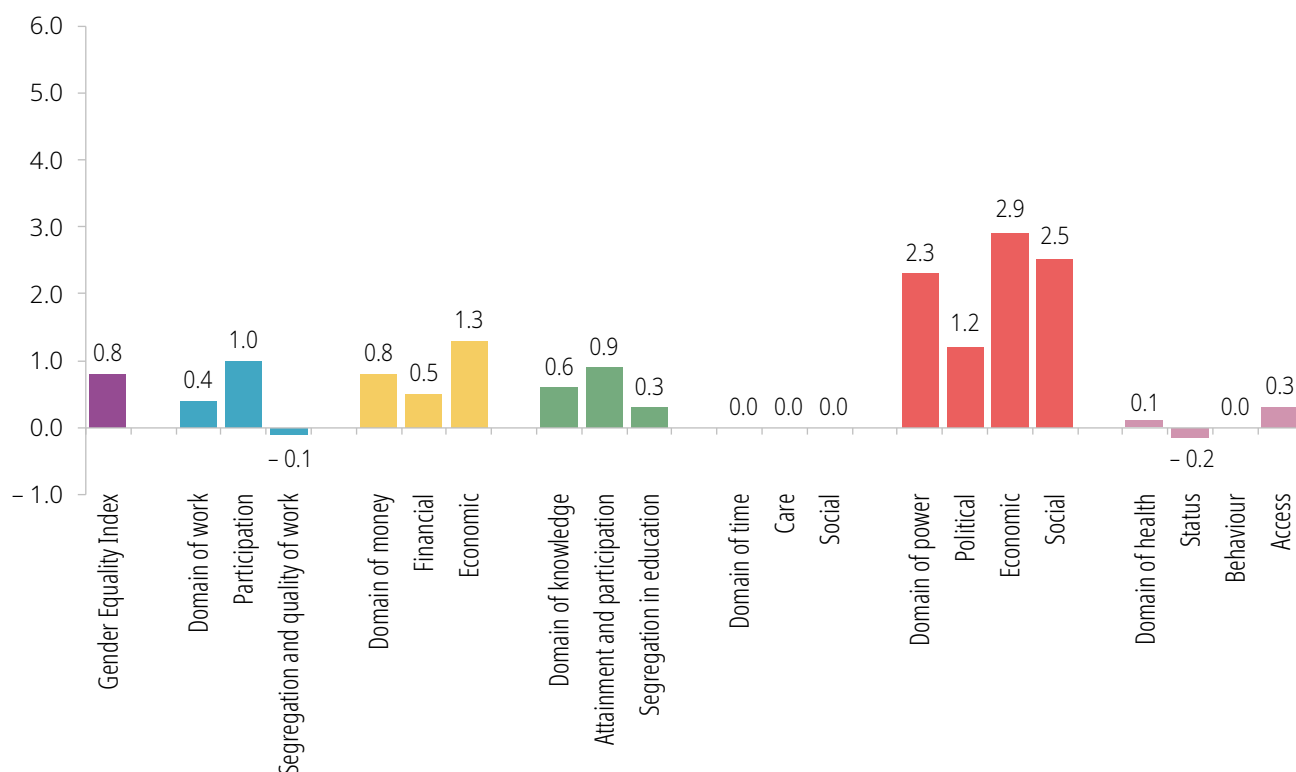
Source: Authors' calculations.

1.2. Faster progress is needed for a 'union of equality'

Gender equality levels vary considerably across Member States – from 82 points in Sweden to 57.5 points in Romania. Although Sweden leads the EU gender equality ranking, its score has dropped slightly in recent years. Denmark and the Netherlands are next in the rankings, both with a score of 78.8 points, while Spain has kept a steady fourth place (Figure 3). Malta, Czechia and Lithuania have made the biggest gains since the 2023 edition – by 2.3, 2 and 1.7 points, respectively. However, the highest score jumps since 2010 have been made by Italy (15.9 points), Malta (15.7 points) and Portugal (14.9 points).

Improvement is most needed in Romania, Hungary and Greece, although scores for all three countries rose in this edition. Meanwhile, gender equality regressed in Croatia, Bulgaria and Sweden, as scores fell by 1 point, 0.6 points and 0.2 points, respectively.

Since 2010, progress has been slow in several high-ranking countries: Finland increased by just 1.4 points, Sweden by 1.9 points and Denmark by 3.6 points. Despite their far greater room for improvement, it is similar for low-ranking countries: Czechia's score rose by 4.3 points, Hungary's by 5.4 points, Romania's by 6.7 points and Slovakia's by 6.9 points.

Although half of the EU – 13 Member States – now has scores above 70 points, only Sweden exceeds 80 points. With a 24.5-point gap between the highest- and lowest-ranking countries in the Index, the promise of a union of equality requires further action.

Figure 3. Gender Equality Index 2024 scores and changes over time in the Member States
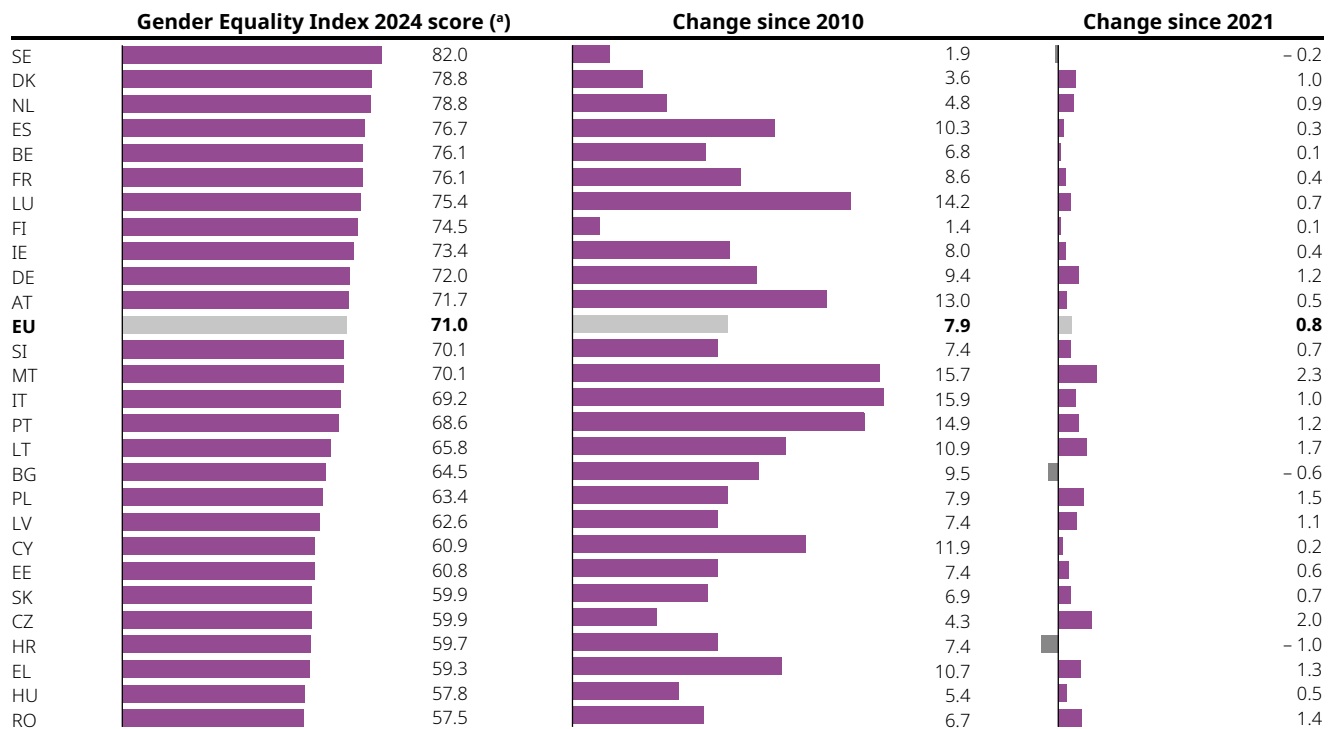
	Gender Equality Index 2024 score (ᵃ)	Change since 2010	Change since 2021
SE	82.0	1.9	− 0.2
DK	78.8	3.6	1.0
NL	78.8	4.8	0.9
ES	76.7	10.3	0.3
BE	76.1	6.8	0.1
FR	76.1	8.6	0.4
LU	75.4	14.2	0.7
FI	74.5	1.4	0.1
IE	73.4	8.0	0.4
DE	72.0	9.4	1.2
AT	71.7	13.0	0.5
EU	**71.0**	**7.9**	**0.8**
SI	70.1	7.4	0.7
MT	70.1	15.7	2.3
IT	69.2	15.9	1.0
PT	68.6	14.9	1.2
LT	65.8	10.9	1.7
BG	64.5	9.5	− 0.6
PL	63.4	7.9	1.5
LV	62.6	7.4	1.1
CY	60.9	11.9	0.2
EE	60.8	7.4	0.6
SK	59.9	6.9	0.7
CZ	59.9	4.3	2.0
HR	59.7	7.4	− 1.0
EL	59.3	10.7	1.3
HU	57.8	5.4	0.5
RO	57.5	6.7	1.4

(ᵃ) The Gender Equality Index 2024 uses 2022 data for the most part and traces progress over the short term (2021–2022) and the longer term (2010–2022).
NB: There are four pairs of countries that have the same score. Their position in the rank is determined statistically based on the second decimal place of the Index score. There are breaks in the time series in the domains of work, knowledge and time due to methodological changes in the source of data (European Union Labour Force Survey (EU-LFS), European Working Conditions Telephone Survey (EWCTS) and EIGE's CARE Survey); see Annex 4.
Source: Authors' calculations.

Recent progress in gender equality is mostly because of gains in decision-making. The domain of power is the most forceful driver of progress in 22 Member States. A 2.3-point rise in the domain score accounts for 60 % of the overall advance made in the Gender Equality Index 2024 (Table 1).

Malta, Czechia and Lithuania have made the most headway on gender equality in decision-making since the 2023 edition. However, it was not all good news. In Croatia, Bulgaria, Slovakia, Cyprus and Estonia, the share of women in decision-making fell.

Achievements in the domains of knowledge, money and work, respectively, account for 17 %, 13 % and 9 % of progress made in the overall Index score.

In the knowledge domain, Slovakia advanced by an outstanding 3.9 points in 1 year. Romania and Greece progressed the most among all Member States in the domain of money – by 2.2 and

1.8 points, respectively. Score rises of 1.2 points by Croatia, 1.1 points by Latvia and 1 point by both Malta and Estonia in the domain of work are slightly higher than others in the same domain.

In contrast, seven countries (Ireland, Luxembourg, Finland, Belgium, Croatia, Sweden, Slovenia) regressed in the domain of knowledge, while the domain of money saw Sweden's and Ireland's scores dropping the most – by 1.5 and 1.4 points, respectively.

Portugal was the only country with a negative change in score in the domain of work. In the majority of countries, the increase in score was rather minor, ranging from 0.1 points to 1.2 points. Conversely, national score variability in the domain of power is much broader, ranging from a 5.3-point fall to a 6.9-point gain. This underscores the unevenness of progress in the EU.

The standstill in the domain of health is determined by rather contradictory score developments: 15 Member States moved forward, while the other countries regressed or stayed put.

Finally, progress was not recorded in the domain of time, as there was no change from the data presented in the 2023 Index.

Table 1. Changes in the Gender Equality Index 2024 and domain scores since the 2023 Index (points), and contributions of different domains to Gender Equality Index progress scores (%)

MS	Changes in score (points)							MS	Contribution to changes (%)					
	Index	Work	Money	Knowledge	Time	Power	Health		Work	Money	Knowledge	Time	Power	Health
EU	0.8	0.4	0.8	0.6	0.0	2.3	0.1	EU	9	13	17	0	60	0
BE	0.1	0.3	0.2	− 0.7	0.0	0.7	0.0	BE	18	6	− 37	0	37	1
BG	− 0.6	0.9	− 0.4	0.0	0.0	− 3.9	0.5	BG	15	− 5	− 1	0	− 75	3
CZ	2.0	0.2	0.1	1.3	0.0	4.7	0.3	CZ	2	1	14	0	83	1
DK	1.0	0.7	0.0	1.0	0.0	3.8	− 0.7	DK	11	1	20	0	64	− 5
DE	1.2	0.2	1.3	1.0	0.0	3.9	− 0.1	DE	4	13	21	0	62	− 1
EE	0.6	1.0	0.7	2.0	0.0	− 0.2	0.6	EE	19	10	56	0	− 11	5
IE	0.4	0.8	− 1.4	− 0.9	0.0	2.9	− 0.2	IE	12	− 15	− 18	0	54	− 1
EL	1.3	0.7	1.8	0.4	0.0	2.8	− 0.3	EL	9	16	5	0	69	− 2
ES	0.3	0.2	1.2	0.1	0.0	0.9	− 0.2	ES	10	42	5	0	39	− 4
FR	0.4	0.2	− 0.1	0.7	0.0	1.5	− 0.3	FR	9	− 2	34	0	50	− 5
HR	− 1.0	1.2	1.1	− 0.3	0.0	− 5.3	0.4	HR	11	8	− 5	0	− 76	1
IT	1.0	0.5	0.3	0.2	0.0	3.8	0.1	IT	10	5	6	0	78	1
CY	0.2	0.8	0.8	0.6	0.0	− 0.4	0.3	CY	26	18	26	0	− 26	4
LV	1.1	1.1	1.5	1.7	0.0	1.4	0.1	LV	14	17	39	0	29	1
LT	1.7	0.5	− 0.3	0.0	0.0	6.9	0.5	LT	4	− 2	1	0	91	2
LU	0.7	0.5	0.2	− 0.8	0.0	3.6	− 0.4	LU	8	2	− 17	0	71	− 2
HU	0.5	0.1	− 0.2	0.8	0.0	0.9	0.3	HU	4	− 4	32	0	57	3
MT	2.3	1.0	1.5	1.3	0.0	5.9	0.5	MT	7	8	12	0	71	2
NL	0.9	0.5	− 0.2	1.2	0.0	2.6	− 0.8	NL	9	− 2	31	0	52	− 6
AT	0.5	0.6	− 0.4	0.5	0.0	1.7	− 0.4	AT	14	− 8	17	0	56	− 4
PL	1.5	0.3	1.3	0.9	0.0	3.2	0.4	PL	4	11	14	0	69	2
PT	1.2	− 0.2	0.8	1.0	0.0	3.9	0.5	PT	− 3	8	19	0	67	3
RO	1.4	0.5	2.2	1.0	0.0	2.1	0.4	RO	6	20	15	0	56	2
SI	0.7	0.3	0.5	− 0.2	0.0	2.9	0.4	SI	6	7	− 6	0	77	4
SK	0.7	0.6	0.3	3.9	0.0	− 0.7	0.4	SK	9	3	65	0	− 21	3
FI	0.1	0.6	− 0.7	− 0.8	0.0	1.9	− 1.4	FI	14	− 9	− 24	0	41	− 12
SE	− 0.2	0.2	− 1.5	− 0.3	0.0	0.7	− 0.7	SE	8	− 44	− 13	0	23	− 12

NB: There are breaks in the time series in the domains of work, knowledge and time due to methodological changes in the source of data (EU-LFS, EWCTS and EIGE's CARE Survey); see Annex 4. MS, Member State.
Source: Authors' calculations.

1.3. Gender equality disparities are narrowing across the EU

Overall progress in gender equality in the EU between 2010 and 2022 varies among countries, in terms of both occurrence and speed. Comparing all Member States' trends provides clarity on their convergence towards the same goal. Success in terms of the EU objective of upward social convergence – increasing gender equality within each country while also ensuring that less

gender-equal countries catch up with the more gender-equal countries – would minimise disparities within the EU (Eurofound and EIGE, 2021).

The convergence analysis of the Gender Equality Index between 2010 and 2022 indicates that, on average, there was improvement across the EU and a reduction in disparities between countries, showing a clear upward convergence trend. Convergence in the Gender Equality Index scores was at a 30 % annual rate during this period. However, this overall pattern does not capture the varied levels of national developments, as not all countries improved at the same rate.

Comparing each country's trend against the unweighted EU average ([2]) reveals the following convergence and divergence patterns at the Member State level (Figures 4 and 5).

- **Catching up.** Bulgaria, Greece, Italy, Cyprus, Lithuania, Malta and Portugal have Index trends lower than the EU average but are improving faster than that average, reducing the gap over time.

- **Flattening.** Belgium, Denmark, Ireland, France, the Netherlands, Slovenia, Finland and Sweden have Index scores above the EU average, but progress is slower than average, narrowing the gap between them and the EU.

- **Outperforming.** Germany, Spain, Luxembourg and Austria are performing better than the EU average and are advancing faster on gender equality, widening the gap with the EU.

- **Slower pace.** Czechia, Estonia, Croatia, Latvia, Hungary, Poland, Romania and Slovakia have consistently lower-than-average Gender Equality Index scores and are progressing slowly, leading to growing disparities with the EU over time.

The analysis identifies 15 countries that are showing patterns of upward convergence and 12 countries that are moving towards upward divergence. Since the 2023 edition, only two countries have shown significant changes: France and Croatia. In both cases, growth rates have slowed compared with the EU average.

([2]) It differs from the EU's Gender Equality Index score (weighted EU average).

Figure 4. Patterns of convergence in the Gender Equality Index by Member State, 2010–2022
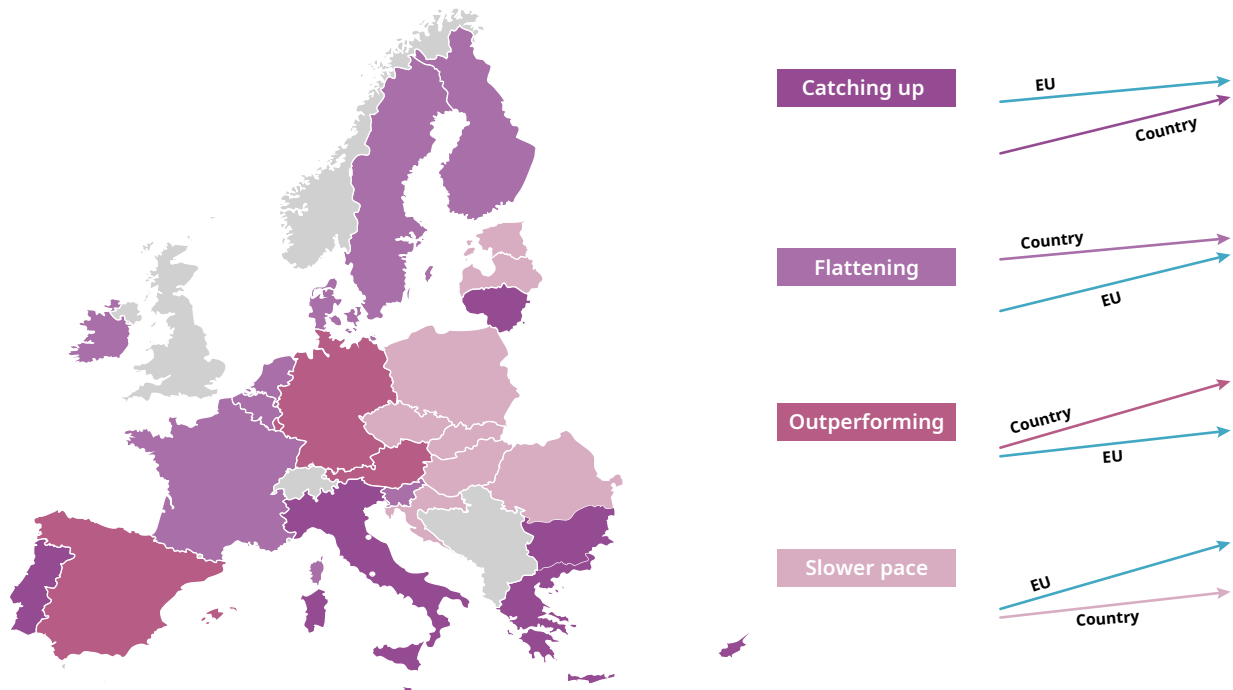
Source: Authors' calculations.

1. Gender equality in the EU at a glance

Figure 5. Convergence of Gender Equality Index scores by Member State, 2010–2022
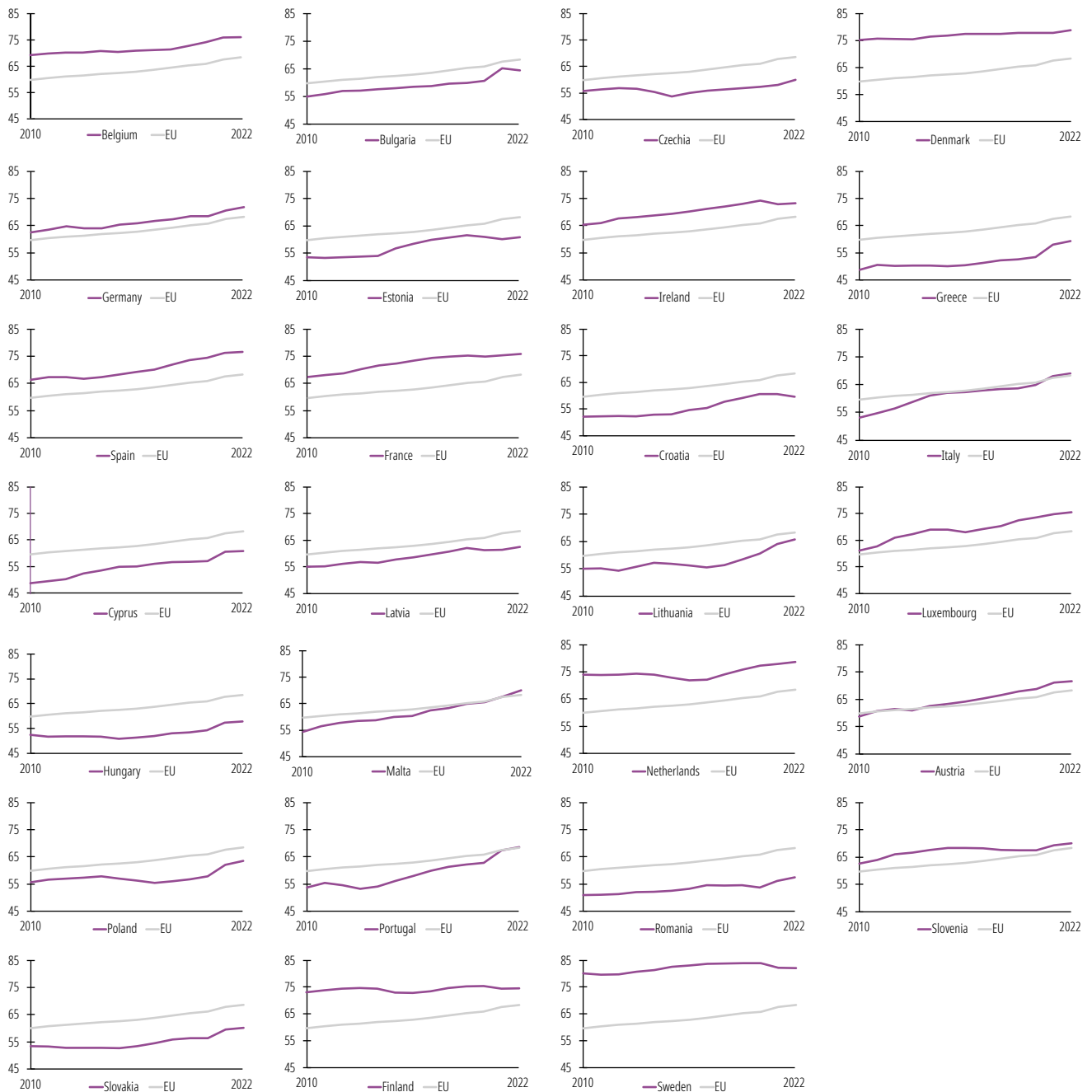
NB: These graphs show the unweighted EU average, which differs from the EU's Gender Equality Index score (weighted EU average). A clear example of this difference is the case of Slovenia, where the Index score is above the unweighted EU average, but below the weighted EU average (EU Index score).
Source: Authors' calculations.

2. Domain of work

Gender is a defining factor in the EU labour market. The workforce drives economic output; promoting gender equality within it enhances overall productivity (EIGE, 2017a). However, the nature and quality of jobs, pay, career prospects and distribution of leadership positions vary between different groups of women and men, in most cases to women's disadvantage.

Labour market segregation remains a key factor contributing to gender inequality in the work domain. Women are over-represented in healthcare, education and social sectors. Men dominate higher-paying sectors such as technology, engineering and finance. Even within the same sector, men are more likely to occupy higher-level positions than women (Eurofound, 2017). Gender stereotyping is a major driver of occupational segregation (ILO, 2017). Assumptions about women's and men's capabilities and preferences enforce gender stereotypes and discourage people from choosing and staying in professions atypical for their gender.

The employment gap between men and women remains intractable. Despite there being more women in paid jobs than ever before, women of working age spend more time out of the labour market and are more likely to be in part-time jobs than men. The latter factor is largely due to women having to care for children and for adults with disabilities. For men, undertaking part-time work mainly takes place because of education and training. Part-time employment does not mean women work less. Instead, it highlights their many hours of unpaid care and domestic work.

The economic cost of the gender employment gap in the EU is estimated to be EUR 370 billion per year (EIGE, 2017b). At the individual level, unequal sharing of unpaid care activities at home puts care providers at an economic disadvantage. Unpaid care responsibilities often involve interruptions to carers' work trajectories and largely explain the gender pension gap of 26 % in the EU (EIGE, 2024a). While there is a clear economic imperative to act, there is also a social one. Low or no income implies relying on partners or others (EIGE, 2024a), resulting in lower decision-making power and/or an increased threat of violence. For women in the EU, paid work generally reduces the risk of physical, sexual and psychological violence, arguably due to their greater economic independence. Nonetheless, sexual harassment at work is a highly prevalent form of violence, which has been exacerbated in recent years by new and evolving forms of violence, including through digital and social networks.

Key actions under the EU gender equality strategy for 2020–2025 include the directive on gender balance in corporate boards ([3]). It aims to ensure equal opportunities and fair treatment for both women and men in the labour market, such as in employment conditions and career advancement. Implementation of the work–life balance directive ([4]) ensures greater availability and uptake of such measures, contributing to more equal sharing of care responsibilities. New EU initiatives on

[3] Directive (EU) 2022/2381 of the European Parliament and of the Council of 23 November 2022 on improving the gender balance among directors of listed companies and related measures (OJ L 315, 7.12.2022, p. 44).
[4] Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work–life balance for parents and carers and repealing Council Directive 2010/18/EU (OJ L 188, 12.7.2019, p. 79).

pay transparency adopted in 2023 under the pay transparency directive ([5]) give employees the right to request information on their individual and average pay levels, broken down by gender. Employers are also required to publicly report data on average pay differences between women and men employees. These directives seek to create a more equitable job market and contribute to the broader goal of gender equality in the EU.

2.1. Sectoral gender segregation is hindering progress

A score of 74.2 points in the work domain ([6]) highlights the stubbornness of gender disparities in the workplace in the EU (Figure 6). The long-term trend in this domain shows an improvement of 4.5 points from 2010 to 2022, while progress since 2021 has been minimal, with only a 0.4-point increase. Gains are mainly through the sub-domain of participation, with a 1-point score increase since 2021. In contrast, the sub-domain of segregation and quality of work has stalled and indeed has slightly fallen by 0.1 points since 2021.

Figure 6. Scores for the domain of work and its sub-domains, and changes over time
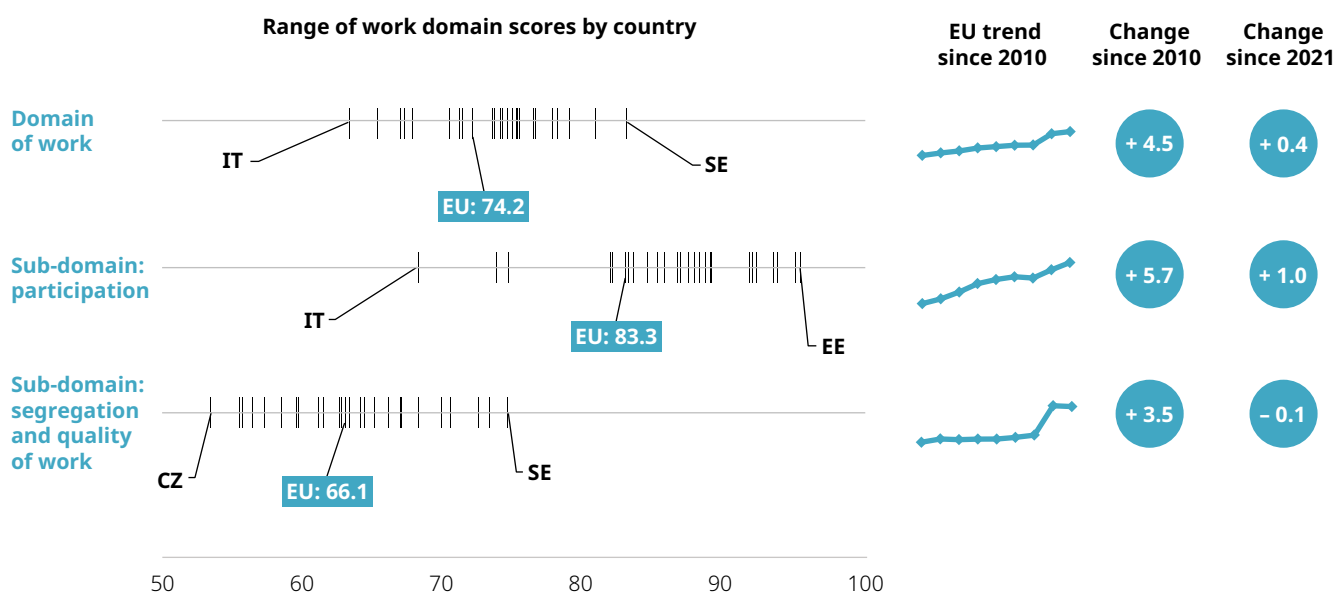
NB: The Gender Equality Index 2024 uses 2022 data for the most part and traces progress over the short term (2021–2022) and the longer term (2010–2022). There are breaks in the time series in the domain of work due to methodological changes in the source of data (EU-LFS and EWCTS); see Annex 4.

([5]) Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms (OJ L 132, 17.5.2023, p. 21).

([6]) The domain of work measures the extent to which women and men can benefit from equal access to employment and good working conditions. The sub-domain of participation combines two indicators: the rate of full-time equivalent employment and the duration of working life. Gender segregation and quality of work are included in the second sub-domain. Sectoral segregation is measured through women's and men's participation in the education, human health and social work sectors. Quality of work is measured by flexible working time arrangements and by the Career Prospects Index of the European Foundation for the Improvement of Living and Working Conditions.

In 2022, Sweden achieved the highest country score in the work domain (85.0 points), while Italy had the lowest score of 65.5 points (Figure 7). Nearly all countries have shown slight progress since 2021, but only Croatia and Latvia have made significant gains, of 1.2 and 1.1 points, respectively. The countries that have made the greatest headway since 2010 are Malta by 15.9 points, Hungary by 10.6 points and Luxembourg by 9.2 points. No country has seriously regressed since 2010 or 2021.

The domain's score would have been lower if not for the increasing number of women in jobs. The EU average for the sub-domain of participation (83.3 points) is outstripped by Estonia's 94.2 points, Sweden's 93.9 points and Lithuania's 92.8 points. Italy has the lowest score in this sub-domain at 70 points, with Greece at 74.9 points and Romania at 75.7 points faring a little better. Since the 2023 Index, no countries have regressed. The largest increases in this sub-domain since the 2023 edition were in Malta – with an increase of 2.9 points – and Cyprus and Latvia, with both of their scores improving by 2.1 points.

With gender segregation and unequal working conditions deeply rooted in the EU, the sub-domain of segregation and quality of work is the main obstacle to overall progress in this domain. The EU average score for this sub-domain is 66.1 points. Sweden again ranks highest with 76.9 points, followed by Malta's 75.8 points and Denmark's 75 points. Czechia, Poland and Bulgaria, with respective scores of 56.5, 58.5 and 58.7 points, have the most ground to cover.

Figure 7. Scores for the domain of work and changes over time in the Member States
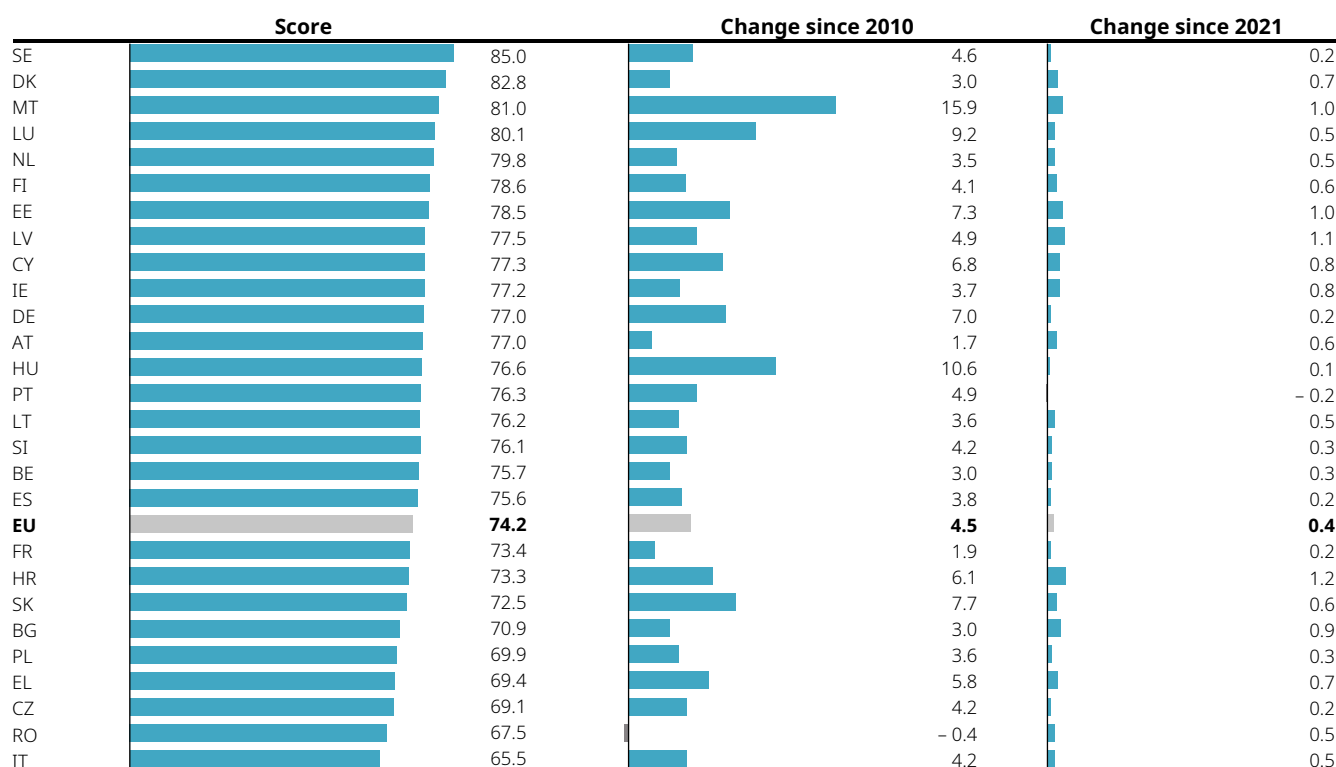
	Score	Change since 2010	Change since 2021
SE	85.0	4.6	0.2
DK	82.8	3.0	0.7
MT	81.0	15.9	1.0
LU	80.1	9.2	0.5
NL	79.8	3.5	0.5
FI	78.6	4.1	0.6
EE	78.5	7.3	1.0
LV	77.5	4.9	1.1
CY	77.3	6.8	0.8
IE	77.2	3.7	0.8
DE	77.0	7.0	0.2
AT	77.0	1.7	0.6
HU	76.6	10.6	0.1
PT	76.3	4.9	− 0.2
LT	76.2	3.6	0.5
SI	76.1	4.2	0.3
BE	75.7	3.0	0.3
ES	75.6	3.8	0.2
EU	**74.2**	**4.5**	**0.4**
FR	73.4	1.9	0.2
HR	73.3	6.1	1.2
SK	72.5	7.7	0.6
BG	70.9	3.0	0.9
PL	69.9	3.6	0.3
EL	69.4	5.8	0.7
CZ	69.1	4.2	0.2
RO	67.5	− 0.4	0.5
IT	65.5	4.2	0.5

NB: The Gender Equality Index 2024 uses 2022 data for the most part and traces progress over the short term (2021–2022) and the longer term (2010–2022). There are breaks in the time series in the domain of work due to methodological changes in the source of data (EU-LFS and EWCTS); see Annex 4.
Source: Authors' calculations based on the EU-LFS (2010, 2020, 2022), EWCS (2015) and EWCTS (2021); see Annex 1.

2.2. Employment gender gap is widest among couples with children

Family composition, age, educational attainment, migration status and (dis)ability contribute to employment disparities between women and men. Figure 8 illustrates the full-time equivalent (FTE) ([7]) employment rates for these demographic groups. FTE employment rates among women range from 3 % for those aged 65+ to 70 % for 25- to 49-year-olds. In contrast, the lowest FTE employment rate among men is 6 % for those aged +65, and the highest is 92 % for men in couples with children.

Fewer women than men are in full-time work in every group, with the gender gap particularly pronounced (at 26 percentage points (pp)) among couples with children. This gap is significantly larger than the overall population's FTE employment gap of 14 pp. Other substantial gaps include a 24-pp difference between single women and men and a 22-pp difference between foreign-born women and men. People with low educational qualifications experience both a high FTE employment gender gap – 20-pp – and low full-time employment rates for both women and men at 18 % and 38 %, respectively.

Gender inequalities have risen most among lone parents in recent years, with the gender gap widening by 9 pp between 2014 and 2022. At the same time, employment gender gaps narrowed for people with disabilities, native-born individuals, people aged 25–64 years and couples with and without children.

([7]) The FTE employment rate is a unit to measure employed people in a way that makes them comparable even though they may work a different number of hours per week. The unit is obtained by comparing an employee's average number of hours worked with the average number of hours worked by a full-time worker. A full-time worker is therefore counted as one FTE, while a part-time worker gets a score in proportion to the hours they work. For example, a part-time worker employed for 20 hours a week when full-time work consists of 40 hours is counted as 0.5 FTEs.

Figure 8. FTE rates by sex, family composition, age, education level, country of birth and disability (%, aged 15–89, EU, 2022)

	Women	Men	Gender gap (pp) 2022	Gender gap (pp) 2014	Gap change since 2014
Family (ᵃ)					
Single	32	56	– 24	– 24	🟡
Lone parent	67	86	– 19	– 10	🔴
Couple without children	37	42	– 5	– 6	🟢
Couple with children	66	92	– 26	– 27	🟢
Age (ᵇ)					
15–24	26	32	– 6	– 6	🟡
25–49	70	86	– 16	– 18	🟢
50–64	56	74	– 18	– 19	🟢
65+	3	6	– 3	– 3	🟡
Education (ᵇ)(ᶜ)					
Low	18	38	– 20	– 18	🔴
Medium	46	63	– 17	– 16	🔴
High	68	74	– 6	– 6	🟡
Country of birth					
Native born	44	58	– 14	– 16	🟢
Foreign born	42	64	– 22	– 19	🔴
Disability					
With disabilities	21	30	– 9	– 10	🟢
Without disabilities	50	65	– 15	– 15	🟡
Overall					
Population, aged 15–89	44	58	– 14	– 16	🟢

🟢 Gap decreased   🟡 No change   🔴 Gap increased
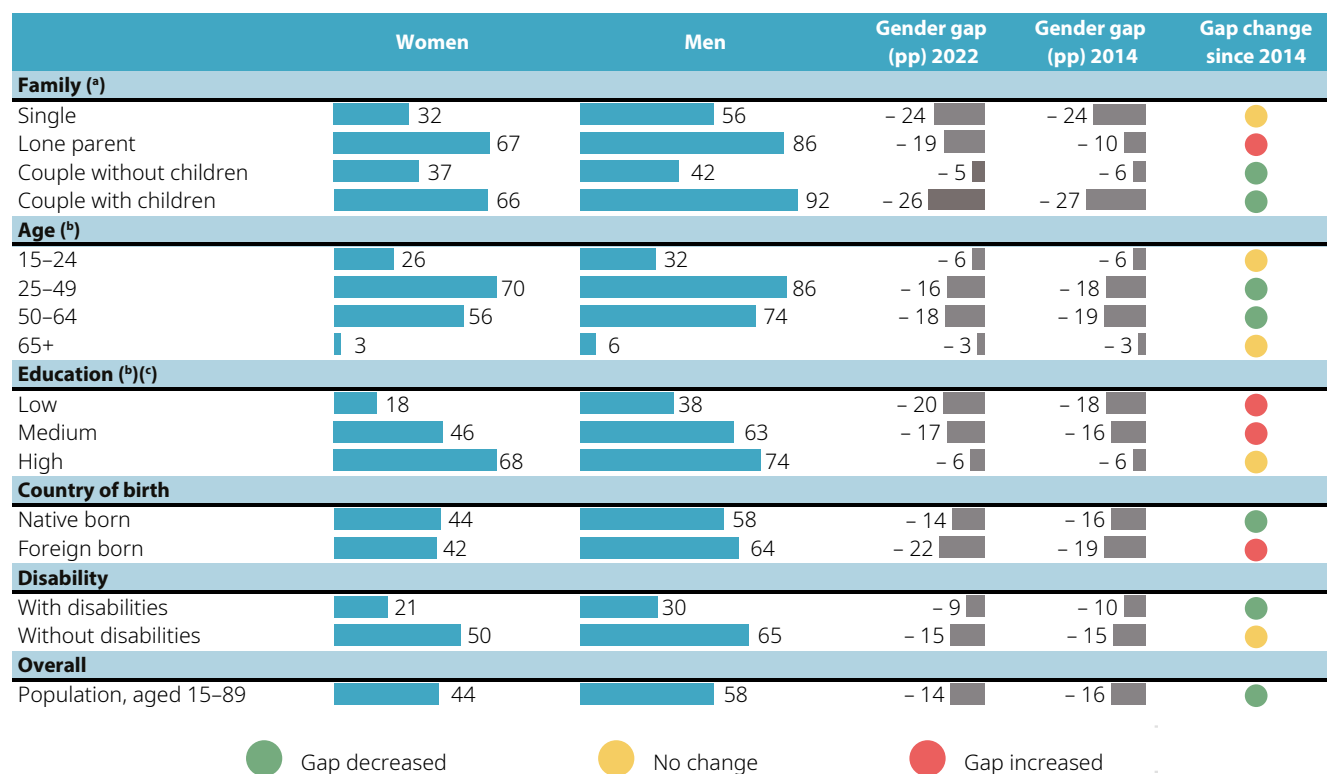
(ᵃ) Family types are defined based on the relationships between the members of households (i.e. a couple is defined as two adults living in the same household and declaring themselves to be in a relationship, whether married or not). Children are those household members who are economically dependent (aged under 18 years, as of 2021; those aged 18–24 were included in previous years) who are declared to be children or stepchildren of the couple or one parent (in one-parent households) and are not in employment or unemployment. For clarity of interpretation, the family types indicated strictly account for the aforementioned types of relationships and the socioeconomic status of children, excluding households with different compositions.

(ᵇ) Groups under the age and education dimensions sum to the overall population. For other groups, missing data and/or excluded groups are not fully comparable with the overall population.

(ᶜ) Educational attainment includes people who have completed International Standard Classification of Education (ISCED) levels 0–2 (low), 3 or 4 (medium) and 5–8 (high).

NB: Gap changes since 2014 are considered positive when they have decreased (in green, change of ≥ – 1), negative when they have increased (in red, change of ≥ 1) or having not changed (in yellow, change of between – 1 and 1).

Source: Authors' calculations using microdata from the EU-LFS (2022); the European Union Statistics on Income and Living Conditions (EU-SILC) (2022) was used for disability analysis.

2.3. Women are more at risk of violence and harassment at work

Violence and harassment in the workplace occur in every sector and country in the world. Indisputably, women are affected most. According to the International Labour Organization (ILO, 2024), more than one in five people have experienced violence in the workplace. Women are particularly exposed to sexual harassment, as well as to other forms of violence at work. Insecure contracts, new precarious forms of work (e.g. platform work), home-based work, digital surveillance and poor work–life balance are all considered risk factors for workplace violence. In

parallel, discrimination and violence also occur outside the confines of **paid** work. People in unpaid work (e.g. providing care, cleaning the house and cooking) are both much more vulnerable economically and at greater threat from economic violence and abuse than those in paid work (EIGE, 2023a). Gender stereotypes dictate women predominantly taking up such unpaid tasks.

With workplace segregation a key contributing factor to gender inequality, both violence and sexual harassment are more prevalent in sectors traditionally dominated by men. Nevertheless, women also face sexual harassment in women-dominated sectors (e.g. in healthcare), which is most often perpetrated by men in higher-ranking positions (ILO, 2024). For example, healthcare workers report levels of unwanted sexual attention that are up to three times higher than the average for EU workers – 6 % versus 2 %, respectively. In contrast, just 0.3 % of information and communication professionals report unwanted sexual attention (Eurofound, 2023). The fear of harassment can be a considerable barrier to women entering certain sectors, reinforcing occupational segregation and the gender pay gap.

The ILO Violence and Harassment Convention (C190) recognises that domestic violence can affect employment, productivity, and health and safety at work, and that workplaces can prevent violence against women (ILO, 2019). Governments, employers' and workers' organisations, and labour market institutions, but also co-workers and managers, can play an important role in recognising partner violence and in offering support and resources to victims of domestic violence (ILO, 2019; Powell et al., 2015). Creating a culture in which employees feel confident in reporting and/or taking bystander action if they see or hear about sexism, harassment, discrimination or violence in or outside the workplace is also a preventative measure (Lee et al., 2019).

3. Domain of money

Access to money and levels of economic and financial resources from different sources, such as earnings, pensions or benefits, are critical foundations for individual financial and economic independence over a lifetime (EIGE, 2024a).

Progress in the domain of money continues to be slow, and income gender gaps persist. This is especially so for some groups (e.g. couples with children and retired people). A more comprehensive and multidimensional understanding of income gender gaps and greater statistical capacity are needed to better identify gender gaps in this domain (EIGE, 2024a). More frequent statistical data updates, individualised income assessments, and information on different types of financial resources and how they are shared within households would enhance assessments of gender equality in financial resources (EIGE, 2024a).

Gender stereotypes and biases, especially regarding who should take on a heavier load of unpaid care and domestic work within the household, continue to drive gender inequalities in income. They overly limit women's opportunities for paid work, career choices and progression, and entrench gender segregation in a labour market characterised by low pay for jobs traditionally held by women (EIGE, 2022a; Eurofound, 2024). Although young women's income is similar to young men's, gender gaps start widening as partnerships begin, children are born, and care and unpaid work responsibilities accumulate within households.

The EU policy framework aims to address various gender inequalities in income. The gender equality strategy for 2020–2025 emphasises the need to address root causes of gender inequality by tackling the pay gap and segregation in the labour market and by promoting work–life balance [8]. The European Pillar of Social Rights aims to promote fair and equal opportunities in the labour market through measures such as more accessible and affordable childcare (European Commission, 2019). The pay transparency directive promotes pay transparency measures and aims to protect employees from direct and indirect discrimination from gender bias. The directive on adequate minimum wages [9] aims for adequacy of minimum wages. It also promotes collective bargaining on wage-setting to support the most vulnerable workers amid rising living costs and increasingly precarious work in gig and digital platform economies.

Critically, the 2024-adopted EU directive on combating violence against women and domestic violence [10] recognises the different forms that violence can take. This includes economic violence, with consideration for a victim's access to her or his financial resources.

---

[8] Commission communication – A union of equality: Gender equality strategy 2020–2025 (COM(2020) 152 final).
[9] Directive (EU) 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the European Union (OJ L 275, 25.10.2022, p. 33).
[10] Directive (EU) 2024/1385 of the European Parliament and of the Council of 14 May 2024 on combating violence against women and domestic violence (OJ L, 2024/1385, 24.5.2024).

3. Domain of money

3.1. Smaller poverty and inequality gaps ease COVID-19 pandemic setbacks

Greater progress was made in the domain of money ([11]) and its sub-domains in 2022 than in previous years (Figure 9), reversing a COVID-19 setback (EIGE, 2023b, 2023c). Since 2021, there has been an overall domain score increase of 0.8 points due to a 0.5-point rise in the financial resources sub-domain and more substantial improvement – by 1.3 points – in the economic situation sub-domain. The domain score of 83.4 points ensures that money keeps its ranking as second highest among all of the Gender Equality Index domains.

Figure 9. Scores for the domain of money and its sub-domains, and changes over time
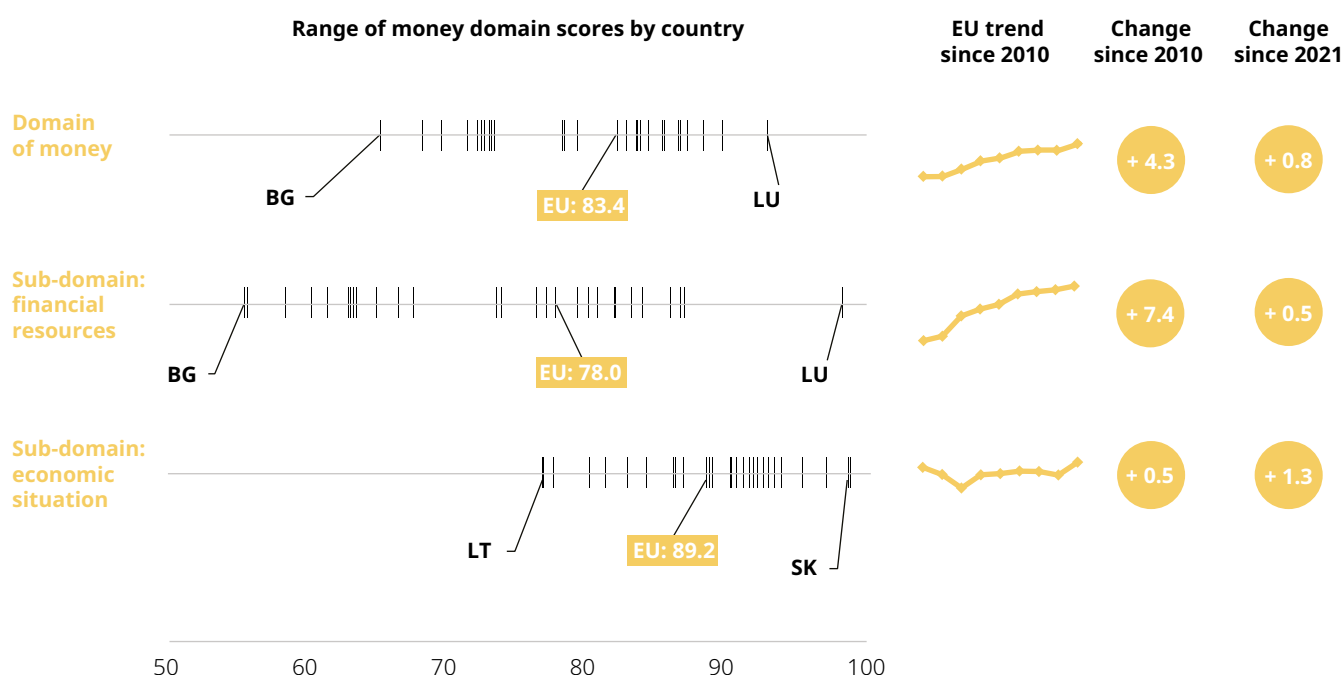
NB: The Gender Equality Index 2024 uses 2022 data for the most part and traces progress over the short term (2021–2022) and the longer term (2010–2022).
Source: Authors' calculations based on the EU-SILC (2010, 2021, 2022) and Structure of Earnings Survey (SES) (2010, 2018); see Annex 1.

The score jump in the economic situation sub-domain marks its largest annual improvement since monitoring of gender equality in women's and men's economic situation began in 2010. It is even more remarkable given that its point score had fallen by 0.4 in 2021. This progress is primarily driven by a more equal distribution of equivalised household income in 2022, in line with narrowed gender gaps in the at-risk-of-poverty (AROP) rate and the income inequality rate (the ratio of total income received by the 20 % of the country's population with the highest income (S80) to that

[11] The domain of money measures gender inequalities in access to financial resources and economic situation. The sub-domain of financial resources includes women's and men's mean monthly earnings from work and mean equivalised net income (from pensions, investments, benefits and any other source in addition to earnings from paid work). The sub-domain of economic situation captures women's and men's risk of poverty and the income distribution among women and men, as measured by the income quintile share ratio (the ratio of total income received by the 20 % of the country's population with the highest income (S80) to that received by the 20 % of people with the lowest income).

received by the 20 % of people with the lowest income (S20)) for women and men. That income-equivalising effect is partly the result of the poverty-reducing effect of measures introduced during the COVID-19 pandemic. These cushioned people from income loss from pandemic-induced job losses or reduced hours (EIGE, 2023b). The fact that worsening income inequality was avoided at the time indicates that social protection systems and specific support measures that were put in place by Member States, with EU support, worked. These also mitigated the impact of the energy crisis and the related inflationary spike (European Commission, 2023a).

However, gender gaps in income inequality could be wider, as neither the AROP rate nor the income inequality rate (S80/S20) directly captures a drop in household purchasing power because of inflation and higher living costs (European Commission, 2023a). Both income measures are also assessed based on equivalised household income, assuming equal distribution of resources within households. This too may mask the true extent of gender gaps in poverty and deprivation (EIGE, 2024a). For example, AROP figures may increase much more for women than men if estimates of actual income pooling within households are included in calculations (EIGE, 2024a).

Although the yearly progress in the sub-domain of financial resources has been slight – 0.5 points – this sub-domain indicates a continued narrowing of gaps between women's and men's average incomes, adjusted for household size and composition based on annual European Union Statistics on Income and Living Conditions data ([12]). Ongoing progress in this sub-domain has ensured that its score has improved by 7.4 points since 2010. In comparison, the economic situation sub-domain score has risen by a mere 0.5 points since 2010.

Gender gaps in household disposable income largely decreased in the EU between 2021 and 2022. Most progress was made in Romania and Greece, with respective score increases of 2.2 and 1.8 points. Latvia and Malta both improved their scores by 1.5 points. The two best-performing countries in the domain of money – Luxembourg and Belgium – made minimal progress of 0.2 points. Meanwhile, the third-highest-ranking country, Denmark, has maintained the status quo in terms of position and score (Figure 10).

While most countries made some headway in the money domain, several regressed. Countries with relatively high scores, such as Sweden, Ireland and Finland, recorded falls of 1.5, 1.4 and 0.7 points, respectively. Bulgaria, with the lowest money domain score in the EU at 66.6 points, also regressed, by 0.4 points.

([12]) The sub-domain of financial resources in this release of the Gender Equality Index does not capture changes in the gender gap in mean monthly earnings, as this information is obtained from Structure of Earnings Survey data from 2018.

Figure 10. Scores for the domain of money and changes over time in the Member States
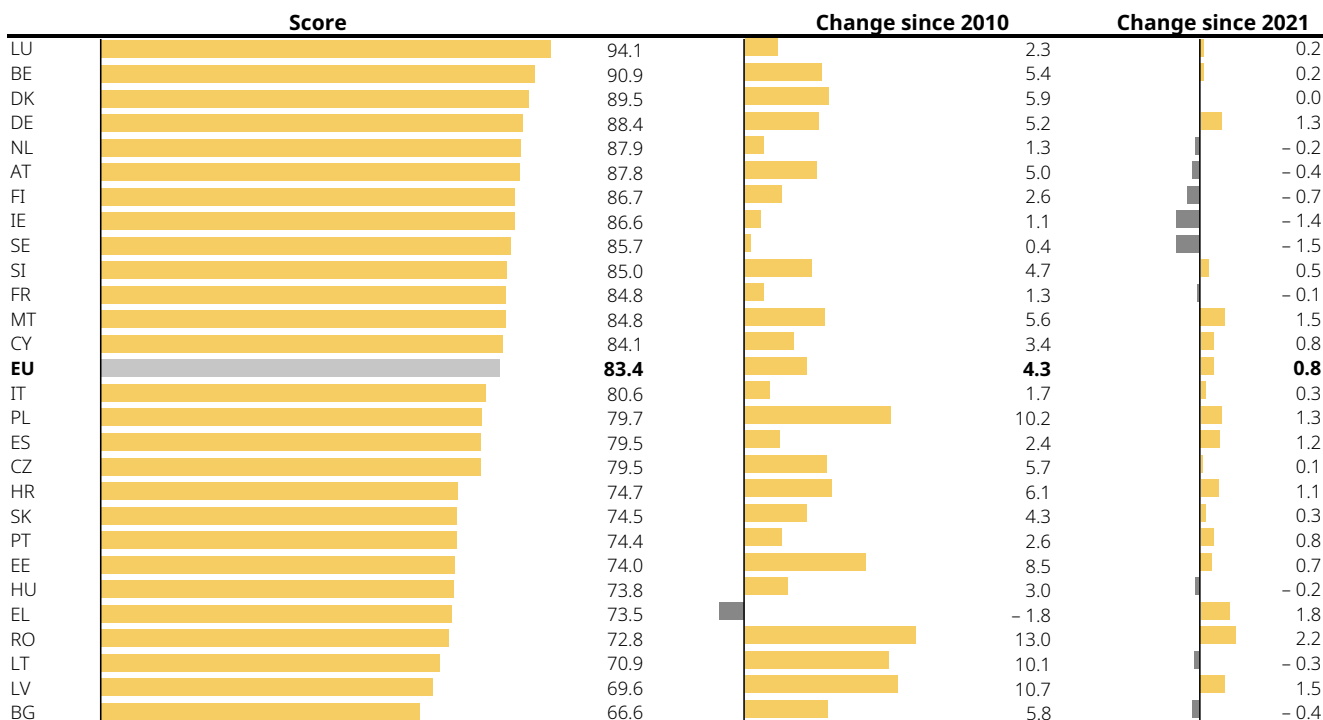
	Score		Change since 2010		Change since 2021	
LU		94.1		2.3		0.2
BE		90.9		5.4		0.2
DK		89.5		5.9		0.0
DE		88.4		5.2		1.3
NL		87.9		1.3		− 0.2
AT		87.8		5.0		− 0.4
FI		86.7		2.6		− 0.7
IE		86.6		1.1		− 1.4
SE		85.7		0.4		− 1.5
SI		85.0		4.7		0.5
FR		84.8		1.3		− 0.1
MT		84.8		5.6		1.5
CY		84.1		3.4		0.8
EU		**83.4**		**4.3**		**0.8**
IT		80.6		1.7		0.3
PL		79.7		10.2		1.3
ES		79.5		2.4		1.2
CZ		79.5		5.7		0.1
HR		74.7		6.1		1.1
SK		74.5		4.3		0.3
PT		74.4		2.6		0.8
EE		74.0		8.5		0.7
HU		73.8		3.0		− 0.2
EL		73.5		− 1.8		1.8
RO		72.8		13.0		2.2
LT		70.9		10.1		− 0.3
LV		69.6		10.7		1.5
BG		66.6		5.8		− 0.4

NB: The Gender Equality Index 2024 uses 2022 data for the most part and traces progress over the short term (2021–2022) and the longer term (2010–2022).
Source: Authors' calculations based on the EU-SILC (2010, 2021, 2022) and SES (2010, 2018); see Annex 1.

3.2. Already large gender gaps in individual earnings in couples with children, the older workforce and the highly educated are widening

Since 2014, the gap in mean monthly earnings between women and men has increased (Figure 11). This shows that, despite overall positive trends in household equivalised income adjusted for size and composition (see Section 3.1), there are widening gender inequalities in income from paid work at the individual level. Particularly worrying are growing average monthly earning gaps between women and men who are highly educated, in couples with children and aged 50–64 years. Women in these groups earned less than 70 % of men's earnings in the same groups in 2022. These gender gaps indicate that there are income penalties that women endure from shouldering the bulk of unpaid care and domestic work. They also point to enhanced negative income effects, especially among highly educated women exposed to strong vertical gender segregation in the labour market (i.e. men being more likely to be in higher-ranking and more prestigious positions with more responsibilities and pay). The gender pay gap among highly qualified professionals may hamper efforts to boost employment in science, technology, engineering and mathematics (STEM) jobs. Women may avoid such careers if gender stereotypes mean that positions and career pathways with higher pay are allocated to men rather than women (Doseděl, 2022; EIGE, 2018a, 2019a; Zając et al., 2024).

Since 2014, gender gaps in mean monthly earnings have slightly closed among some groups of people (e.g. 16- to 24-year-olds and people over 65 years). This could be because discretionary COVID-19 measures and social protection safety nets more positively affected these groups.

Figure 11. Mean monthly earnings by sex, family composition, age, education level, country of birth and disability (purchasing power standard, working population, EU, 2022)

	Women	Men	Gender gap (PPS) 2022	Gender gap (PPS) 2014	Gap change since 2014
Family (a)					
Single	2 527	2 839	– 312	– 323	🟢
Lone parent	2 318	3 214	– 896	– 1 137	🟢
Couple without children	2 419	3 340	– 921	– 798	🔴
Couple with children	2 293	3 495	– 1 202	– 1 015	🔴
Age (b)					
16–24	1 570	1 659	– 89	– 134	🟢
25–49	2 212	2 862	– 650	– 631	🔴
50–64	2 309	3 482	– 1 173	– 918	🔴
65+	2 095	2 989	– 894	– 1 394	🟢
Education (b)(c)					
Low	1 392	1 924	– 532	– 528	🔴
Medium	1 854	2 461	– 607	– 568	🔴
High	2 804	4 242	– 1 438	– 1 101	🔴
Country of birth					
Native born	2 230	3 001	– 771	– 648	🔴
Foreign born	1 996	2 742	– 746	– 786	🟢
Disability					
With disabilities	2 018	2 570	– 552	– 659	🟢
Without disabilities	2 167	2 876	– 709	– 648	🔴
Overall					
Working population	2 199	2 964	– 765	– 662	🔴

🟢 Gap decreased   🟡 No change   🔴 Gap increased

(a) Family types are defined based on the relationships between the members of households (i.e. a couple is defined as two adults living in the same household and declaring themselves to be in a relationship, whether married or not). Children are those household members who are economically dependent (and aged under 24 years) who are declared to be (adopted) children or stepchildren of the couple or one parent (in one-parent households) and are not in employment or unemployment. For clarity of interpretation, the family types indicated strictly account for the aforementioned types of relationships and the socioeconomic status of children, excluding households with different compositions.

(b) Groups under the age and education dimensions sum to the overall 'working population'. Groups under other dimensions constitute partial coverage of the overall 'working population' due to missing data and/or excluded groups.

(c) Educational attainment includes people who have completed ISCED levels 0–2 (low), 3 or 4 (medium) and 5–8 (high).

NB: Gross earnings were calculated on the basis of the variable PY010G (> 0). In the EU, gender gaps in gross earnings are typically larger than gender gaps in net earnings (due to redistributive effects of taxes and social contributions). Gap changes since 2014 are considered positive when they have decreased (in green, change of ≥ – 1), negative when they have increased (in red, change of ≥ 1) or having not changed (in yellow, change of between – 1 and 1). PPS, purchasing power standard.

Source: Authors' calculations based on the EU-SILC (2022).

3. Domain of money

3.3. Gender gaps and individual income are closely linked to experience of violence, including economic violence

The relationship between income and economic violence ([13]) is two-sided. Economic violence can make a person financially dependent on the perpetrator, while financial reliance on another makes experiencing such violence more likely (EIGE, 2024a). For example, earning less than a partner can mean having less power in decision-making in the home. Power imbalances can manifest through reduced access to and/or control over one's own resources – financial or otherwise – increasing the risk of (economic) violence.

Emerging research is shedding light on the impact of rising living costs on violence against women and more broadly on the operation of women's organisations (European Parliament: Policy Department for Citizens' Rights and Constitutional Affairs, 2024; Refuge, 2022; Scottish Women's Aid, 2022; Women's Budget Group, 2022; Women's Resource Centre, 2023). A survey of 32 specialised support services for women victims of violence – women's helplines, women's centres and women's shelters – in 16 Member States ([14]) highlights how the cost-of-living crisis has affected these support services' capacity to adjust salaries in line with inflation, to pay overtime or even to cover operational costs. Most organisations – 88 % of respondents – reported an increase in the demand for services, with helplines facing more calls and more complex cases. More than half of the respondents – 53 % – also reported difficulties in covering operational costs.

([13]) Economic violence refers to economic control (i.e. preventing, limiting or controlling finances), economic exploitation (i.e. using the economic resources of the victim to one's own advantage) and economic sabotage (i.e. preventing a victim from pursuing, obtaining or maintaining employment and/or education) (EIGE, 2023a).
([14]) The survey, which was entitled 'Impact of cost-of-living crisis on specialised women's support services (2020 to 2023)', was conducted online among specialised support services for women victims of violence in March 2024. For the questionnaire used and the results, see EIGE (forthcoming).

4. Domain of knowledge

Education and training are essential for gender equality and for everyone's ability to adapt to labour market changes fuelled by the green and digital transitions. Tertiary education is vital for good-quality job opportunities, while lifelong learning enhances social mobility and helps women and men in all their diversity to adapt to workplace transformation. The domain of knowledge is marked by women slightly surpassing men in both educational attainment and participation in adult learning. Persistent gender segregation in education – with women significantly outnumbering men in studying education, health and welfare, and humanities and the arts – remains a major challenge.

EU policy developments in the domain of knowledge focus on bringing more women into STEM study fields and on upskilling and reskilling to enable citizens and the economy to adapt to the twin transitions. The EU gender equality strategy for 2020–2025 [15], the EU digital education action plan for 2021–2027 [16] and the new European strategy for universities (European Commission, 2022a) seek to address the under-representation of women in STEM. The European skills agenda [17] also recognises STEM skills as critical to transitions, highlighting the need for more tertiary education graduates in STEM, particularly young women.

The European education area [18] prioritises developing gender sensitivity in the learning process, challenging gender stereotypes in education and ensuring gender balance in leadership at educational institutions. The digital education action plan is a key enabler of the European education area and aims to make better use of digital technology for teaching and learning and to develop relevant digital skills and competencies for digital transformation.

Violence against women – the thematic focus of the Gender Equality Index 2024 – is also pertinent to this domain. Academic institutions are also affected, reflecting broader societal challenges. Although comparable cross-country evidence is scarce, a recent survey of research organisations and universities in 15 European countries suggests that such violence is common in academia. Nearly two in three student and academic staff respondents have experienced at least one form of gender-based violence – including physical, psychological, economic, cyber and sexual violence and sexual harassment (Lipinsky et al., 2022).

[15] Commission communication – A union of equality: Gender equality strategy 2020–2025 (COM(2020) 152 final).
[16] https://education.ec.europa.eu/focus-topics/digital-education/action-plan.
[17] Commission communication – European skills agenda for sustainable competitiveness, social fairness and resilience (COM(2020) 274 final).
[18] Council Resolution on a strategic framework for European cooperation in education and training towards the European Education Area and beyond (2021–2030) 2021/C 66/01 (OJ C 66, 26.2.2021, p. 1).

4.1. More people are educated but gender segregation is here to stay

With an overall EU score of 64.2 points, the domain of knowledge ([19]) is the second-lowest-scoring domain of the Gender Equality Index. Over the longer term, the domain trend shows a moderate 4.4-point boost between 2010 and 2022. Progress is similarly lethargic over the short term, with the domain score rising by 0.6 points since 2021. This marginal change is mostly due to a 0.9-point improvement in the sub-domain of attainment and participation in the same period (Figure 12). However, a 0.3-point advance in the sub-domain of segregation between 2010 and 2021 underscores the deep-rootedness of entrenched gender stereotypes and norms.

Figure 12. Scores for the domain of knowledge and its sub-domains, and changes over time
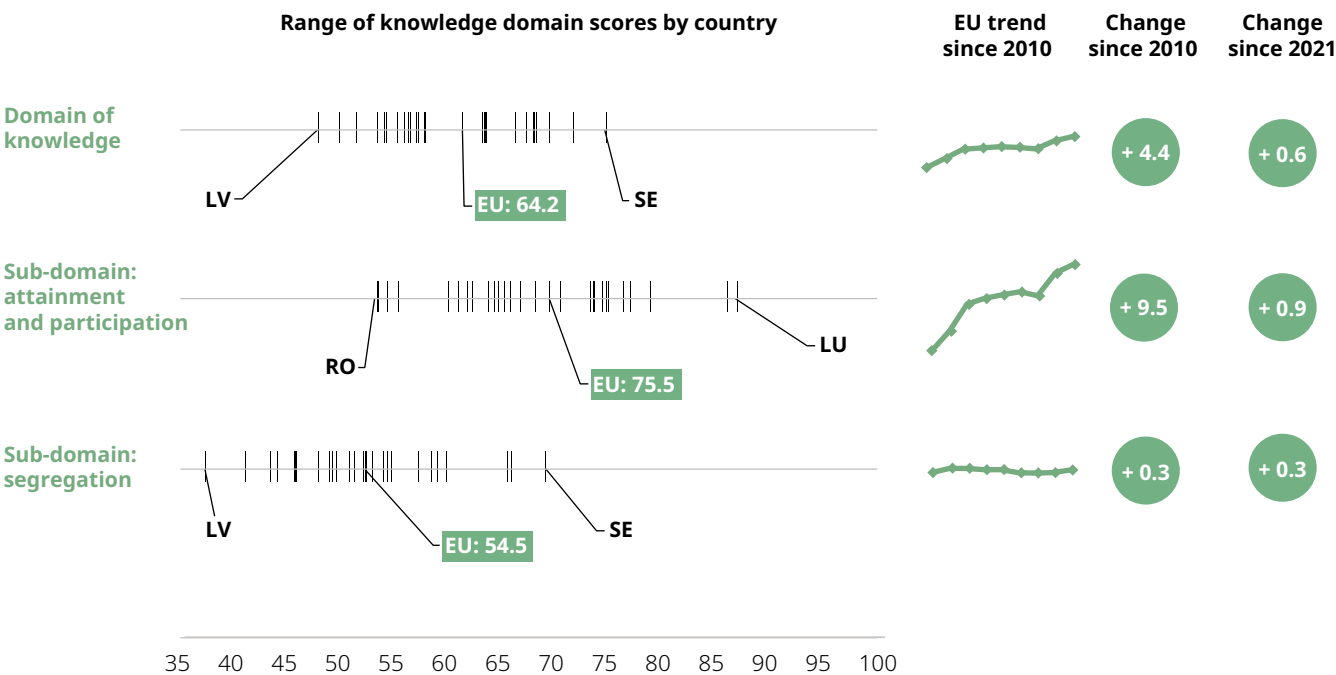
NB: The Gender Equality Index 2024 uses 2022 data for the most part and traces progress over the short term (2021–2022) and the longer term (2010–2022). There are breaks in the time series in the domain of knowledge due to methodological changes in the source of data (EU-LFS); see Annex 4.
Source: Authors' calculations based on the EU-LFS (2010, 2021, 2022) and Eurostat education statistics (2010, 2021, 2022); see Annex 1.

Most Member States have registered minor changes to their overall domain scores since 2022, with changes varying within a 2-point range. Slovakia is the exception, which has increased its score by 3.9 points since the 2023 edition. This positive trend is largely the result of more people – especially women – graduating from universities and more women and men engaging in lifelong learning since 2021 in nearly all countries. Sweden and Belgium continue to lead the rankings, with

([19]) The domain of knowledge measures gender inequalities in educational attainment and in lifelong learning and gender segregation in education. The sub-domain of educational attainment is measured using two indicators: the percentages of women and men tertiary graduates and the participation of women and men in formal and non-formal education and training over the life course. The second sub-domain targets gender segregation in tertiary education by looking at the percentages of women and men students in the fields of education, health and welfare, and humanities and arts.

76.1 and 73.4 points, respectively. Malta moved into third place, with 71.4 points. Latvia, Croatia and Romania continue to rank the lowest in the domain of knowledge (Figure 13). The only country whose score has fallen in the longer term is Denmark – by 3 points since 2010.

Figure 13. Scores for the domain of knowledge and changes over time in the Member States
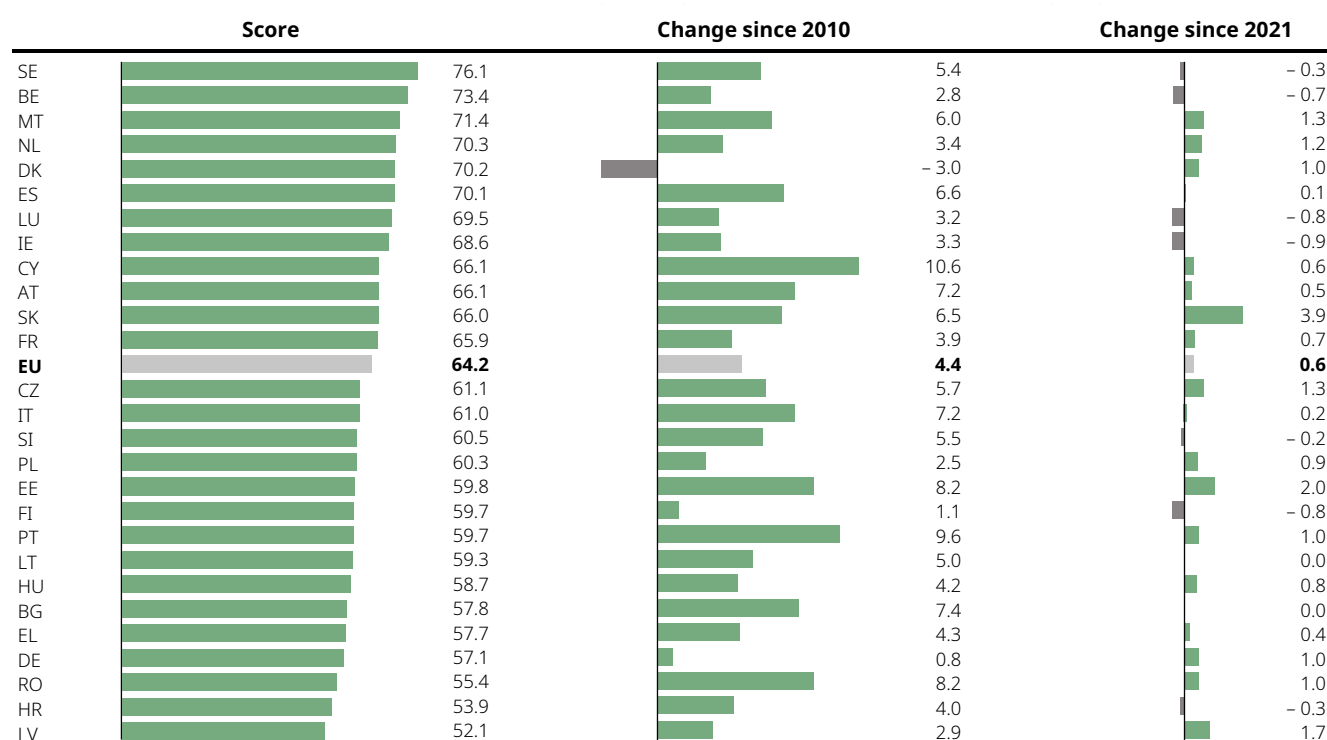
	Score		Change since 2010		Change since 2021	
SE		76.1		5.4		– 0.3
BE		73.4		2.8		– 0.7
MT		71.4		6.0		1.3
NL		70.3		3.4		1.2
DK		70.2		– 3.0		1.0
ES		70.1		6.6		0.1
LU		69.5		3.2		– 0.8
IE		68.6		3.3		– 0.9
CY		66.1		10.6		0.6
AT		66.1		7.2		0.5
SK		66.0		6.5		3.9
FR		65.9		3.9		0.7
EU		**64.2**		**4.4**		**0.6**
CZ		61.1		5.7		1.3
IT		61.0		7.2		0.2
SI		60.5		5.5		– 0.2
PL		60.3		2.5		0.9
EE		59.8		8.2		2.0
FI		59.7		1.1		– 0.8
PT		59.7		9.6		1.0
LT		59.3		5.0		0.0
HU		58.7		4.2		0.8
BG		57.8		7.4		0.0
EL		57.7		4.3		0.4
DE		57.1		0.8		1.0
RO		55.4		8.2		1.0
HR		53.9		4.0		– 0.3
LV		52.1		2.9		1.7

NB: The Gender Equality Index 2024 uses 2022 data for the most part and traces progress over the short term (2021–2022) and the longer term (2010–2022). There are breaks in the time series in the domain of knowledge due to methodological changes in the source of data (EU-LFS); see Annex 4.
Source: Authors' calculations based on the EU-LFS (2010, 2021, 2022) and Eurostat education statistics (2010, 2021, 2022); see Annex 1.

The EU average for the sub-domain of attainment and participation is 75.5 points (see Figure 12). Luxembourg's score of 93.8 points is highest, followed by the Netherlands' 92.9 points and Sweden's 85.3 points. The lowest-scoring countries are Romania and Bulgaria at 58.8 and 58.9 points, respectively, with Croatia just above at 59.8 points, highlighting the great disparity between the best- and worst-performing countries in gender equality in this area. Between 2021 and 2022, the most progress in this sub-domain was seen in Slovakia, which increased by 7.9 points. Luxembourg and Denmark followed, with respective score increases of 2.8 and 2.7 points. Belgium had the largest reverse, with its score dropping by 2.1 points.

The sub-domain of segregation in education, which has seen almost no change to its score since 2010 (see Figure 12), remains a critical block to progress in the knowledge domain and in gender equality as a whole. The EU average score for this sub-domain is 54.5 points. Malta tops the rankings with 71.1 points, followed by Sweden and Belgium at 67.9 and 67.6 points, respectively. Latvia props up the bottom of the rankings table with 40.2 points; Finland and Slovenia follow suit,

with 43.9 and 46.1 points, respectively. Breaking the progress impasse in this sub-domain is essential for gender equality and for European socioeconomic development.

4.2. Variations emerge in accessing higher education

In 2022, 28 % of women and 26 % of men in the EU graduated from university. This confirms an ongoing trend of higher numbers of women and men succeeding in tertiary education, with the overall gender gap now to women's advantage. The largest gender gaps favouring women graduates nationally are 15 pp in Estonia, 13 pp in Latvia, 12 pp in Sweden and 11 pp in Lithuania. Another eight Member States have gaps exceeding 5 pp: Bulgaria, Denmark, Ireland, Poland, Portugal, Slovenia, Slovakia and Finland. Only in three countries are more university graduates men than women: Germany's gender gap of 7 pp is largest, in Austria it is 3.5 pp and it is 1 pp in the Netherlands.

A closer look from an intersectional perspective reveals significant disparities in accessing higher education among different population groups (Figure 14). For instance, 18 % of women and 19 % of men with disabilities are university graduates. More women than men between the ages of 15 and 49 years have a degree, while the opposite is true for those aged over 65 years. Gender gaps are particularly large among 25- to 49-year-olds and those over 65 years, with an 11-pp difference favouring women in the former group and a 7-pp difference favouring men in the latter group. Women and men living in couples with children are much more likely to have attained a tertiary level of education (46 % and 38 %, respectively), and the same is true of lone parents (36 % and 37 %, respectively) compared with other family compositions and the general population.

The third EU-LGTBIQ Survey of the European Union Agency for Fundamental Rights (FRA) reveals that lesbian and gay people, at 52 % and 60 %, respectively, have the largest shares of highly educated individuals among sexual orientations (FRA, 2024). However, trans women and trans men are significantly under-represented among university graduates. According to the survey, 55 % of all cisgender women and 60 % of all cisgender men have a tertiary education in the EU, compared with just 36 % of trans women and 28 % of trans men [20]. It spotlights the significant barriers for trans people to access higher education, such as discrimination, mental health challenges, a lack of supportive policies and financial instability (Goldberg, 2018).

---

[20] EU LGBTIQ Survey (2023), calculations provided by FRA upon EIGE's request.

Figure 14. Graduates of tertiary education by sex, family composition, age, country of birth and disability (%, aged 15–89, EU, 2022)
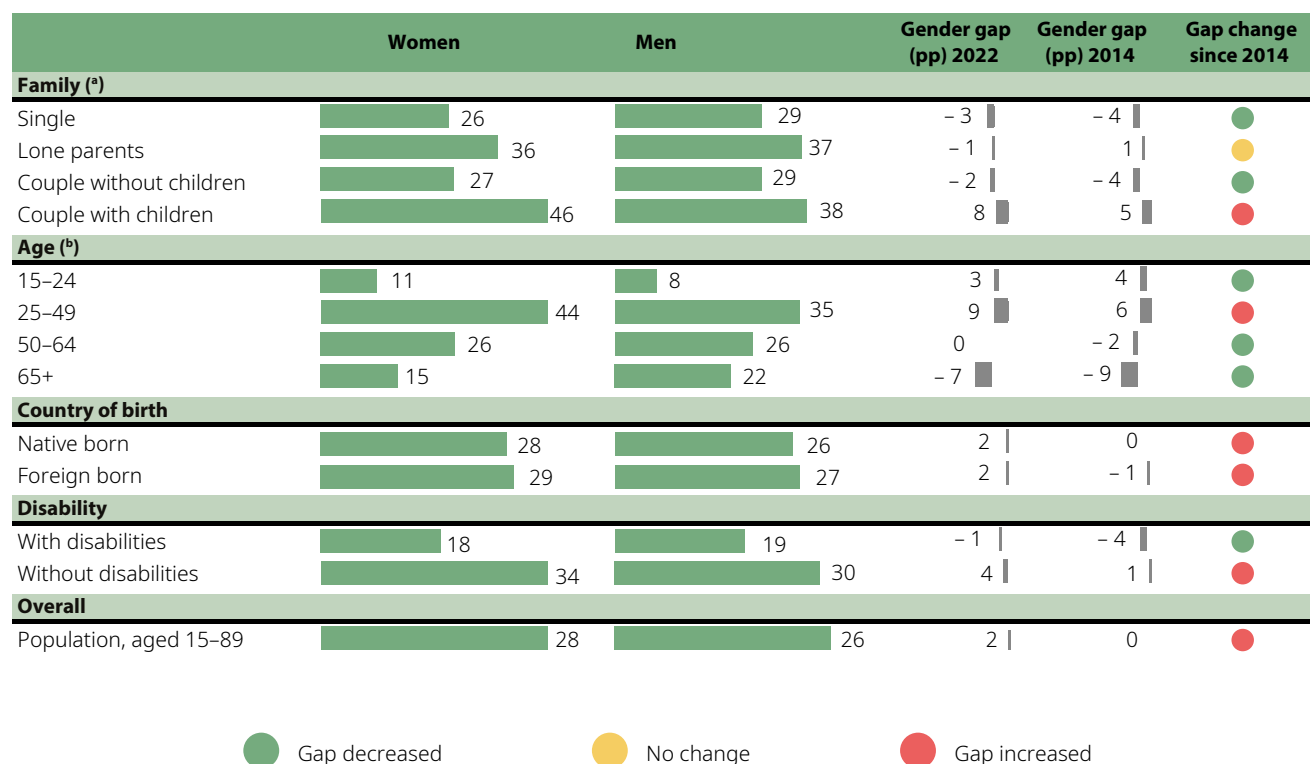
	Women	Men	Gender gap (pp) 2022	Gender gap (pp) 2014	Gap change since 2014
Family (a)					
Single	26	29	– 3	– 4	🟢
Lone parents	36	37	– 1	1	🟡
Couple without children	27	29	– 2	– 4	🟢
Couple with children	46	38	8	5	🔴
Age (b)					
15–24	11	8	3	4	🟢
25–49	44	35	9	6	🔴
50–64	26	26	0	– 2	🟢
65+	15	22	– 7	– 9	🟢
Country of birth					
Native born	28	26	2	0	🔴
Foreign born	29	27	2	– 1	🔴
Disability					
With disabilities	18	19	– 1	– 4	🟢
Without disabilities	34	30	4	1	🔴
Overall					
Population, aged 15–89	28	26	2	0	🔴

🟢 Gap decreased   🟡 No change   🔴 Gap increased

(a) Family types are defined based on the relationships between the members of households (i.e. a couple is defined as two adults living in the same household and declaring themselves to be in a relationship, whether married or not). Children are those household members who are economically dependent (and aged under 18 years, as of 2021; those aged 18–24 were included in previous years) who are declared to be (adopted) children or stepchildren of the couple or one parent (in one-parent households) and are not in employment or unemployment. For clarity of interpretation, the family types indicated strictly account for the aforementioned types of relationships and the socioeconomic status of children, excluding households with different compositions.

(b) Groups under the age dimension sum to the overall population. For other groups, missing data and/or excluded groups are not fully comparable with the overall population.

NB: Gap changes since 2014 are considered positive when they have decreased (in green, change of ≥ – 1), negative when they have increased (in red, change of ≥ 1) or having not changed (in yellow, change of between – 1 and 1).

Source: Authors' calculations using microdata from the EU-LFS (2022); the EU-SILC (2022) was used for disability analysis.

4.3. Prevalent but overlooked: gender-based violence in academia

Gender-based violence in academia is often overlooked, despite its prevalence and its impact on physical and mental well-being, scientific careers and educational performance. Staff in precarious working conditions, such as early-career researchers, transnational researchers and those with short-term contracts, are particularly vulnerable to gender-based violence (Sotirovic and Blažytė, 2024).

4. Domain of knowledge

A survey was undertaken on gender-based violence in academia in Europe by the Horizon-2020-funded project Unisafe ([21]), which covered more than 42 000 staff and students from 46 research organisations and universities in 15 countries and was the largest of its kind (Lipinsky et al., 2022). The results of this survey show that 66 % of women and 56 % of men respondents had experienced at least one form of gender-based violence ([22]). Non-binary people were especially likely to disclose incidents of gender-based violence, with 74 % indicating such experiences. Among all respondents, 3 % had suffered sexual violence, 6 % had suffered physical violence and almost a third (31 %) had suffered sexual harassment. Psychological violence was reported by 57 % of respondents, economic violence was reported by 10 % and cyber violence was reported by 8 %. Women were most at risk of sexual violence and harassment, while men were most at risk of physical violence and non-binary people were most at risk of sexual harassment, psychological violence and economic violence (Unisafe consortium, 2022).

The impact on both staff and students of gender-based violence in universities and research organisations is evident. It leads to job dissatisfaction and lower productivity for staff, often prompting them to consider leaving academia. For students, such violence affects their academic performance and satisfaction with their studies (Unisafe consortium, 2022). Gender-based violence in universities is rarely reported, with only a small minority of victims coming forward. This is largely due to uncertainty about its severity, failure to recognise it as violence at the time and scepticism about any meaningful action being taken (Unisafe consortium, 2022).

([21]) https://unisafe-gbv.eu/.
([22]) The Unisafe survey, following the Istanbul Convention, considered the following types of gender-based violence: physical, sexual, psychological and economic. It also investigated sexual harassment and online violence.

5. Domain of time

An equitable distribution of time is a critical issue for gender equality, as it affects many areas of life. The time domain ([23]) grants insights into some work–life tensions, particularly as women more than men adjust their careers for family life (EIGE, 2023c, 2023d). Caregiving responsibilities often require significant time, making it difficult for carers to stay in jobs or advance their careers. This also means that women and men do not enjoy the same quantity and quality of free time for leisure and social activities. Opportunities for such pursuits are far more limited for women, as mostly they are the ones who handle family and care duties.

To help redress this imbalance, the EU has introduced several policy initiatives to support informal carers and tackle the unequal distribution of care between women and men. The gender equality strategy for 2020–2025 makes closing the gender care gap a key priority. The work–life balance directive (2019) aims to remove barriers for people combining work and care by setting legally binding minimum standards for family leave and flexible working arrangements. Additionally, the European care strategy set out an agenda to improve the situations of both care receivers and the people caring for them, professionally and informally. This was accompanied by the adoption of two Council recommendations. The first of these ([24]) encourages Member States to develop national strategies for more accessible, affordable and high-quality early childhood education and care and to increase public investment in these services. The second recommendation ([25]), on long-term care, invites governments to ensure support for informal carers through training, counselling, psychological and financial support and to increase professional long-term care service availability and affordability. EIGE's analysis has found that countries with a widespread availability and use of care services show higher levels of gender equality. Statistical modelling has estimated that the use of care services increases the probability of achieving greater gender equality by 13 % ([26]).

Although doing sport is good for health and self-development, and teaches values of fair play, non-discrimination and teamwork, women and girls in sport are simultaneously at a high risk of gender-based violence (EIGE, 2023b, p. 25; 2023e; European Commission, 2023b). Section 5.3 focuses on the prevalence of such violence in sport and the interplay between sport, leisure and equality.

([23]) The domain of time measures gender inequalities in the allocation of time for care and domestic work and social activities. The first sub-domain of care activities measures gender gaps in women's and men's everyday involvement in the care and/or education of their children, their grandchildren, older people or people with disabilities. It also measures their involvement in cooking and housework. The second sub-domain of social activities explores gender gaps in women's and men's participation in sport, cultural or leisure activities outside their home, combined with their engagement in voluntary and charitable activities.

([24]) Council Recommendation of 8 December 2022 on early childhood education and care: The Barcelona targets for 2030 2022/C 484/01 (OJ C 484, 20.12.2022, p. 1).

([25]) Council Recommendation of 8 December 2022 on access to affordable high-quality long-term care 2022/C 476/01 (OJ C 476, 15.12.2022, p. 1).

([26]) This estimation was made using a probit model that analysed how the use of care services affects the probability of achieving a Gender Equality Index score above the median.

5.1. Care and housework still mark large gender disparities in time

Intransigent inequalities keep the domain of time as the third-lowest-scoring domain among all of the Gender Equality Index domains in the 2024 Index. Its score of 68.5 points is primarily due to persistently large gender disparities in the sub-domain of care activities (Figure 15). Time domain scores among Member States differ greatly. The Netherlands, Denmark and Sweden fare best, with respective scores of 76.9, 72.7 and 71.9 points. The lowest-scoring countries in this domain are well below the EU average, with Croatia about 20 points behind, at 48.6 points. Czechia's 57 points and Cyprus' 58.4 points rank them just above Croatia (Figure 16).

Figure 15. Scores for the domain of time and its sub-domains, and changes over time
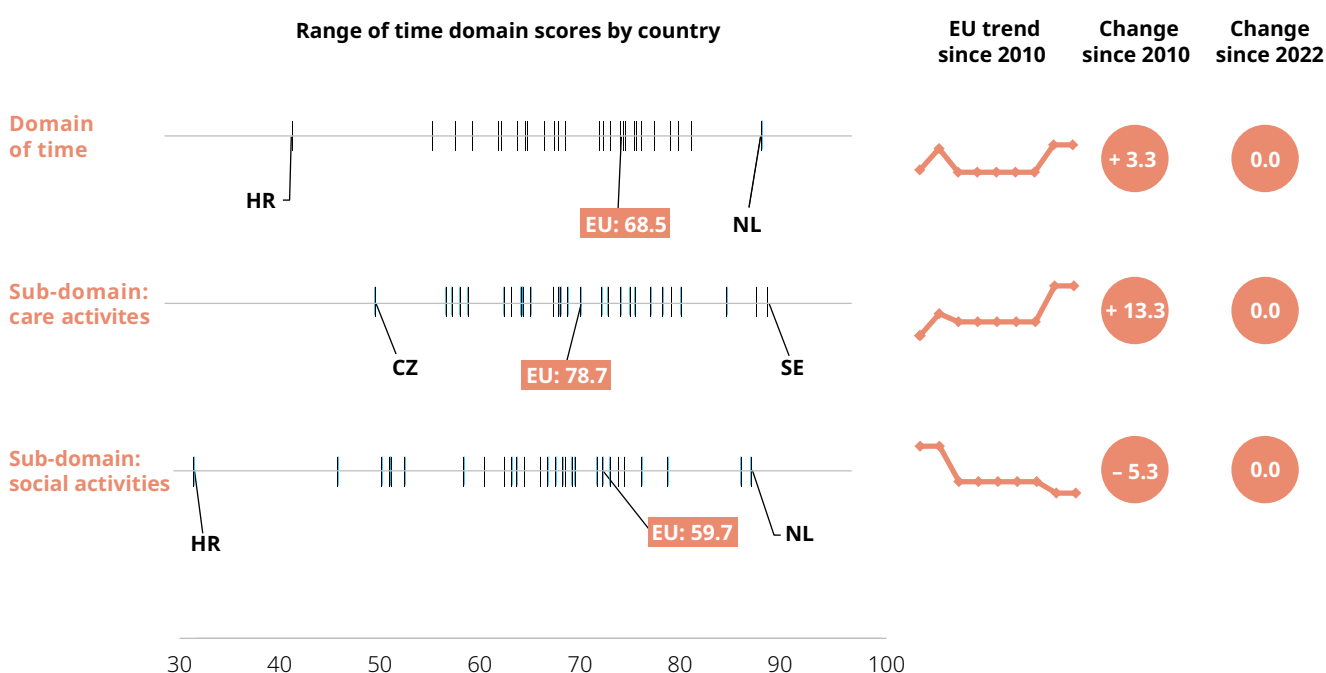
NB: There are breaks in the time series in the domain of time due to methodological changes in the source of data (EIGE's CARE Survey); see Annex 4.
Source: Authors' calculations based on EIGE's CARE Survey (2022); the sub-domain of care activities is based on the European Quality of Life Survey (EQLS) (2007, 2016) and the sub-domain of social activities is based on the EWCS (2010, 2015). See Annex 1.

There have been no short-term changes since the 2023 edition of the Gender Equality Index, as the same data from EIGE's 2022 Survey of Gender Gaps in Unpaid Care, Individual and Social Activities (CARE Survey) ([27]) was used in the 2023 and 2024 editions. However, many countries have registered sizeable improvements since 2010 in this domain. Greece's score has jumped by a remarkable 31.5 points, while progress in Portugal and Slovakia has led to 29.1- and 21.1-point rises, respectively (Figure 16). These results have mainly been driven by narrowing gender gaps in

---

([27]) EIGE's CARE Survey was undertaken in 2022 and covered more than 60 000 respondents in all 27 Member States. More information about the survey can be obtained in EIGE's Gender Statistics Database online: https://eige.europa.eu/gender-statistics/dgs/browse/eige/eige_gap.

care-related tasks such as cooking and housework. This is mainly because women are doing less unpaid care and housework overall, rather than men doing more. This underscores the need to consider changes in domain trends through a gendered lens.

Figure 16. Scores for the domain of time and changes over time in the Member States

	Score		Change since 2010	Change since 2022
NL		76.9	– 9.0	0.0
DK		72.7	– 7.7	0.0
SE		71.9	– 12.6	0.0
PL		71.5	17.3	0.0
ES		70.4	9.6	0.0
FI		69.7	– 10.4	0.0
SI		69.3	1.0	0.0
RO		69.2	18.6	0.0
FR		68.7	2.1	0.0
EU		**68.5**	**3.3**	**0.0**
AT		68.4	12.4	0.0
PT		67.8	29.1	0.0
IT		67.4	12.3	0.0
EL		67.1	31.5	0.0
DE		65.0	– 4.8	0.0
BE		64.7	– 5.6	0.0
EE		64.4	– 9.3	0.0
BG		63.8	19.9	0.0
LU		62.8	– 7.4	0.0
LV		62.6	0.6	0.0
LT		62.1	9.9	0.0
HU		61.2	7.1	0.0
SK		61.0	21.1	0.0
IE		59.5	– 11.3	0.0
MT		59.4	5.1	0.0
CY		58.4	12.5	0.0
CZ		57.0	3.2	0.0
HR		48.6	– 1.2	0.0

Source: Authors' calculations based on EIGE's CARE Survey (2022), the EQLS (2007, 2016) and the EWCS (2010, 2015); see Annex 1.

The average score of the care activities sub-domain – reflecting women's and men's involvement in unpaid housework, childcare and long-term care – is 78.7 points in the EU. This marks a 13.3-point improvement since 2010. The Member States closest to achieving gender equality in this area are Sweden, Estonia and Finland, with respective scores of 93.1, 92.2 and 89.9 points. Czechia ranks the lowest in this sub-domain with a score of 62.8 points. Lithuania's 68.2 points and Slovakia's 69.3 points put them just above Czechia in the ranking. Every Member State except Latvia has shown progress in this sub-domain since 2010. Latvia's score drop of 8.3 points makes it the only country where the gender gap in unpaid care and housework grew over time.

The second sub-domain of time measures women's and men's involvement in social activity (e.g. sporting, cultural, leisure, voluntary or charitable activities). Its much lower average EU score of 59.7 points than the care activities sub-domain is mostly because of both women's and men's low engagement in such activities. The Netherlands, Poland and Denmark are the best performers in this sub-domain, scoring 69.7, 69 and 64.1 points, respectively. Croatia, Ireland and Estonia rank the lowest, with corresponding scores of 32.5, 42.1 and 45 points. Although the overall EU score for this sub-domain has fallen by 5.3 points since 2010, there is high variation in improvements and setbacks between countries. Eight countries advanced their score by more than

10 points – Bulgaria, Greece, Lithuania, Hungary, Poland, Portugal, Romania and Slovakia – while eight countries dropped by more than 15 points: Belgium, Denmark, Estonia, Ireland, Luxembourg, the Netherlands, Finland and Sweden.

5.2. Age and education affect equality in social engagement

Time for leisure and activities is critical for quality of life. However, there are significant inequalities in how women and men in the EU balance paid and unpaid work with other aspects of daily living. Data from EIGE's 2022 CARE Survey shows that 29 % of working women and 34 % of working men in the EU engage in sporting, cultural or leisure activities outside the home several times a week (Figure 17). Nationally, the gender gap in nearly all Member States is to women's detriment and is greater than 10 pp in five countries: Ireland, Hungary, Malta, Finland and Sweden. The exceptions are Greece, Lithuania and the Netherlands, where gender levels of social engagement are about equal. More well-known gender inequalities, namely in the share of unpaid care duties, income and gender stereotypes (e.g. in relation to sports), are limiting women workers' leisure and social activities.

An intersectional analysis reveals that women and men workers' social engagement gradually falls with age but rises with higher levels of education. Young people are most likely to do sporting, cultural or leisure activities outside the home, although the highest gender gap among all age groups (10 pp) is between working women and men aged 16–24 years. Social activity drops sharply among 25- to 49-year-olds: 31 % among women and 37 % among men workers. It falls even further among workers aged 50+ years: 21 % among women and 27 % among men. A similar tendency is clear in the health domain's physical activity indicator. The gender gap in this indicator favours men and is also the highest among young people at 15 pp. With sporty habits often established in youth, it appears that these habits remain relevant throughout life, although physical activity gradually decreases with age.

Leisure activity is also connected to education for both women and men. Participation increases with education levels, particularly for women. Among workers with low educational attainment, only 22 % of women and 32 % of men engage in sporting, cultural or leisure activities outside the home. Among the highly educated, the gender gap narrows, as more working women and men take part: 35 % and 39 %, respectively.

Figure 17. Workers undertaking sporting, cultural or leisure activities outside the home, daily or at least several times a week, by sex, family composition, age, education level, country of birth and disability (%, aged 16–74, EU, 2022)
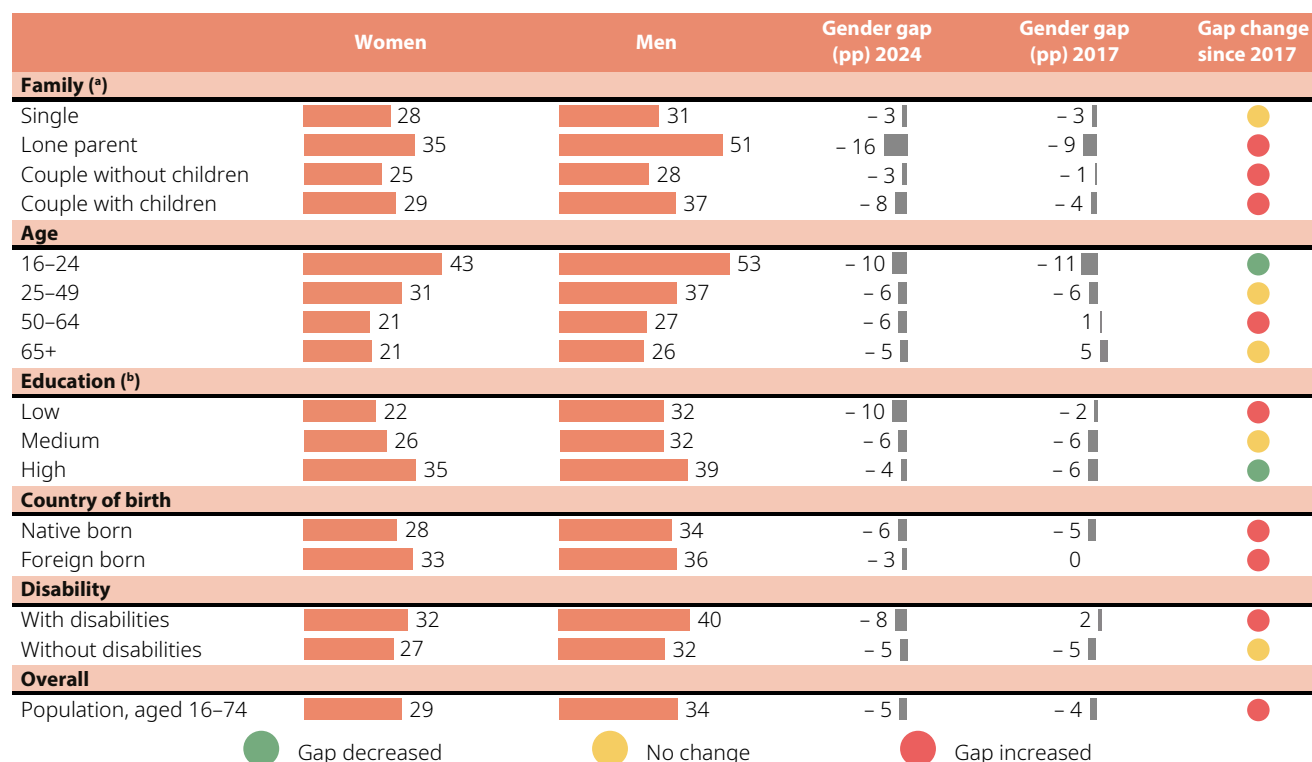
	Women	Men	Gender gap (pp) 2024	Gender gap (pp) 2017	Gap change since 2017
Family (ᵃ)					
Single	28	31	– 3	– 3	🟡
Lone parent	35	51	– 16	– 9	🔴
Couple without children	25	28	– 3	– 1	🔴
Couple with children	29	37	– 8	– 4	🔴
Age					
16–24	43	53	– 10	– 11	🟢
25–49	31	37	– 6	– 6	🟡
50–64	21	27	– 6	1	🔴
65+	21	26	– 5	5	🟡
Education (ᵇ)					
Low	22	32	– 10	– 2	🔴
Medium	26	32	– 6	– 6	🟡
High	35	39	– 4	– 6	🟢
Country of birth					
Native born	28	34	– 6	– 5	🔴
Foreign born	33	36	– 3	0	🔴
Disability					
With disabilities	32	40	– 8	2	🔴
Without disabilities	27	32	– 5	– 5	🟡
Overall					
Population, aged 16–74	29	34	– 5	– 4	🔴

🟢 Gap decreased   🟡 No change   🔴 Gap increased

(ᵃ) Family types are defined based on the relationships between the members of households (i.e. a couple is defined as two adults living in the same household and declaring themselves to be in a relationship, whether married or not). Other adults in the household are excluded from the definition. Children are all children in the household, not just those who are the respondent's own children. For clarity of interpretation, the family types indicated exclude households with a different composition.
(ᵇ) Educational attainment includes people who have completed ISCED levels 0–2 (low), 3 or 4 (medium) and 5–8 (high).
NB: Gap changes since 2014 are considered positive when they have decreased (in green, change of ≥ – 1), negative when they have increased (in red, change of ≥ 1) or having not changed (in yellow, change of between – 1 and 1).
Source: Authors' calculations based on EIGE's CARE Survey (2022) and the EQLS (2016).

5.3. High prevalence of violence against women limits sport's benefits for gender equality

Women are still less likely than men to regularly take part in sporting activities, although more women are doing sport now than before (European Commission: Directorate-General for Communication, 2018). Socioeconomic factors such as a lack of time owing to care duties and housework, lower average income and gender stereotypes play a part, as does the high prevalence of violence against women in sport (European Commission, 2022b). Despite a lack of EU-wide comparable data, evidence from individual Member States suggests that women and girls face heightened risks of violence in sport compared with men and boys (European Commission, 2016). In Belgium, Germany and the Netherlands, 42 % of women and 19 % of men engaged in organised sport reported suffering sexual violence in that setting (Ohlert et al., 2021). In Finland, 23 % of

5. Domain of time

women athletes compared with 3 % of men athletes say they have faced gender-based harassment (Lahti et al., 2020).

Psychological violence is the most common form of violence against women and is most often reflected in verbal abuse and humiliation (EIGE, 2022b). For example, 87 % of abuse on Twitter during the Tokyo Olympic Games in 2021 was targeted at women athletes (UNESCO, 2024). The risk of abuse is especially high for those facing other forms of discrimination, such as discrimination as regards race/ethnicity, (dis)ability, sexual orientation and/or low socioeconomic position (Menzel et al., 2019; Vertommen et al., 2017). Perpetrators are primarily people in positions of power and authority, followed by peer athletes and spectators, and are more often men than women (Fasting et al., 2011; Vertommen et al., 2017).

However, sport can be an agent of change for gender equality. It has physical and mental health benefits, develops teamwork and leadership skills, and boosts self-esteem and confidence. These can positively translate into other areas of life, such as education and careers, especially for young girls and women. Council conclusions on women and equality in the field of sport ([28]) call for multiple initiatives to bring more women into sports and combat gender-based violence. Actions include the placement of more women in sports leadership positions, wide promotion and stereotype-free media coverage of women's sports competitions, prevention of gender-based violence in sports and better protection of witnesses and victims.

([28]) Conclusions of the Council and of the Representatives of the Governments of the Member States meeting within the Council on women and equality in the field of sport (OJ C, 2023/1362, 1.12.2023).

6. Domain of power

Governments have long committed to gender balance in decision-making and leadership across all areas of life, acknowledging gender equality as crucial for democracy and fair governance. While gender equality has progressed in many areas across the EU, there are still far too few women in leading positions in Europe's politics, business and industries, science, media and sports. The European Commission called for a 'new push for European democracy' ([29]) in its priorities for 2019–2024. Democracy needs to be constantly reaffirmed, especially when multiple crises and growing populism put great pressure on social cohesion, gender equality and women's rights across Europe.

Political, economic and social power shape and have an impact on societies, with far-reaching implications for individual lives – from job creation to labour rights and civil liberties. The domain of power provides valuable insights into women's and men's participation in the institutions and processes governing society. It spotlights the enduring barriers and inequalities that are hindering women's advancement and full participation in public affairs.

Women still remain under-represented on the ballot. Ahead of French elections in 2024, *Le Monde* found that women are more likely to be represented on ballots where they have little to no chance of winning (Pateman, 2024). The Council of Europe has encouraged governments and political parties to achieve gender balance – defined as a minimum of 40 % of both women and men in any decision-making body in political or public life – by introducing gender quotas (EPRS, 2023). The outgoing European Commission is the most gender balanced in history, and its president made history by becoming the first woman president of the European Commission (EPRS, 2023).

Leading equally is a key priority of the EU gender equality strategy for 2020–2025, with the aim being to achieve gender balance in decision-making and in politics (EIGE, 2024b, p. 48). In line with this objective, the European Parliament (2019–2024) committed to improving gender mainstreaming in legislative processes (EIGE, 2024b). The adoption of the directive on improving gender balance on corporate boards of listed companies is an important milestone in ending unequal representation in corporate management and the lack of transparency in selecting board members. However, the EU's ability to ensure gender balance in decision-making positions in Member States is limited.

Many forces discourage women's political participation. More recently, the increasing number of incidences of violence against women active in politics is posing a challenge to their political and social rights. Section 6.3 looks more closely at how gender-based violence is discouraging women from entering or sustaining corporate or political careers (Daniele et al., 2023).

([29]) https://commission.europa.eu/strategy-and-policy/priorities-2019-2024/new-push-european-democracy_en.

6. Domain of power

6.1. Gender equality divergence is highest in the power domain

The EU score for the domain of power ([30]) has increased by 2.3 points since 2021, with a current average of 61.4 points (Figure 18). Progress in gender equality since 2010 has been driven mainly by this domain.

Figure 18. Scores for the domain of power and its sub-domains, and changes over time
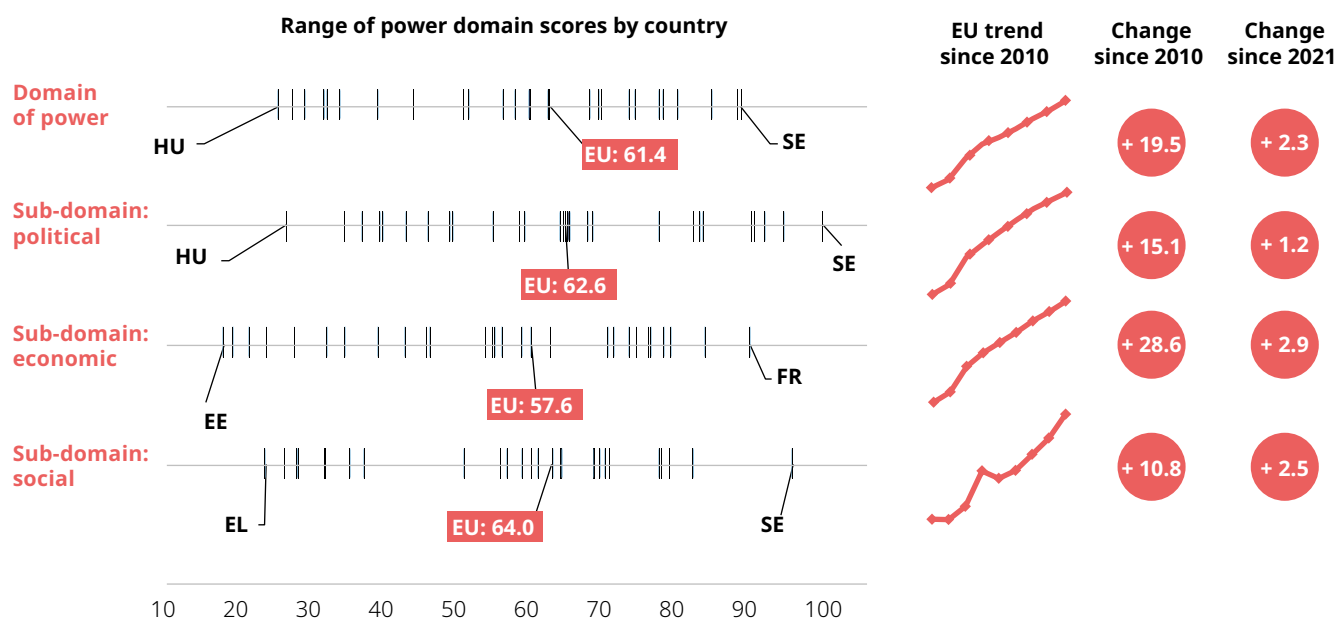
NB: The Gender Equality Index 2024 uses 2022 data for the most part and traces progress over the short term (2021–2022) and the longer term (2010–2022). For the domain of power, the 3-year average for each indicator is used (see Annex 1).
Source: Authors' calculations based on the data in the EIGE gender statistics database on women and men in decision-making (2009–2011, 2020–2022, 2021–2023).

Despite advances made over time, significant gender gaps in decision-making remain. Sweden continues to rank highest (85.8 points), closely followed by France, Spain, Denmark and Finland. Hungary ranks lowest with 27.1 points, although its score has improved by 0.9 points since the 2023 Index. The other lowest-ranking countries are Cyprus, Slovakia and Estonia.

The sub-domain of economic power not only has seen the biggest score jump since 2010 – by 28.6 points – but also continues to make the biggest strides among the power sub-domains. Its score has improved by 2.9 points since the 2023 Index. It is closely followed by the sub-domain of social power, whose score has increased by 2.5 points since the 2023 Index and by 10.8 points since 2010. While progress in the sub-domain of political power since the 2023 Index has been slower, at 1.2 points, this sub-domain's score has grown by 15.1 points since 2010.

([30]) The domain of power measures gender equality in the highest decision-making positions across the political, economic and social spheres. The sub-domain of political power looks at the representation of women and men in national parliaments, governments and regional/local assemblies. The sub-domain of economic power examines the proportions of women and men on the corporate boards of the largest nationally registered companies and national central banks. The sub-domain of social power includes data on the boards of research-funding organisations, public broadcasters and the national sports federations of the sample of the 10 most popular national sports in each country.

Figure 19. Scores for the domain of power and changes over time in the Member States
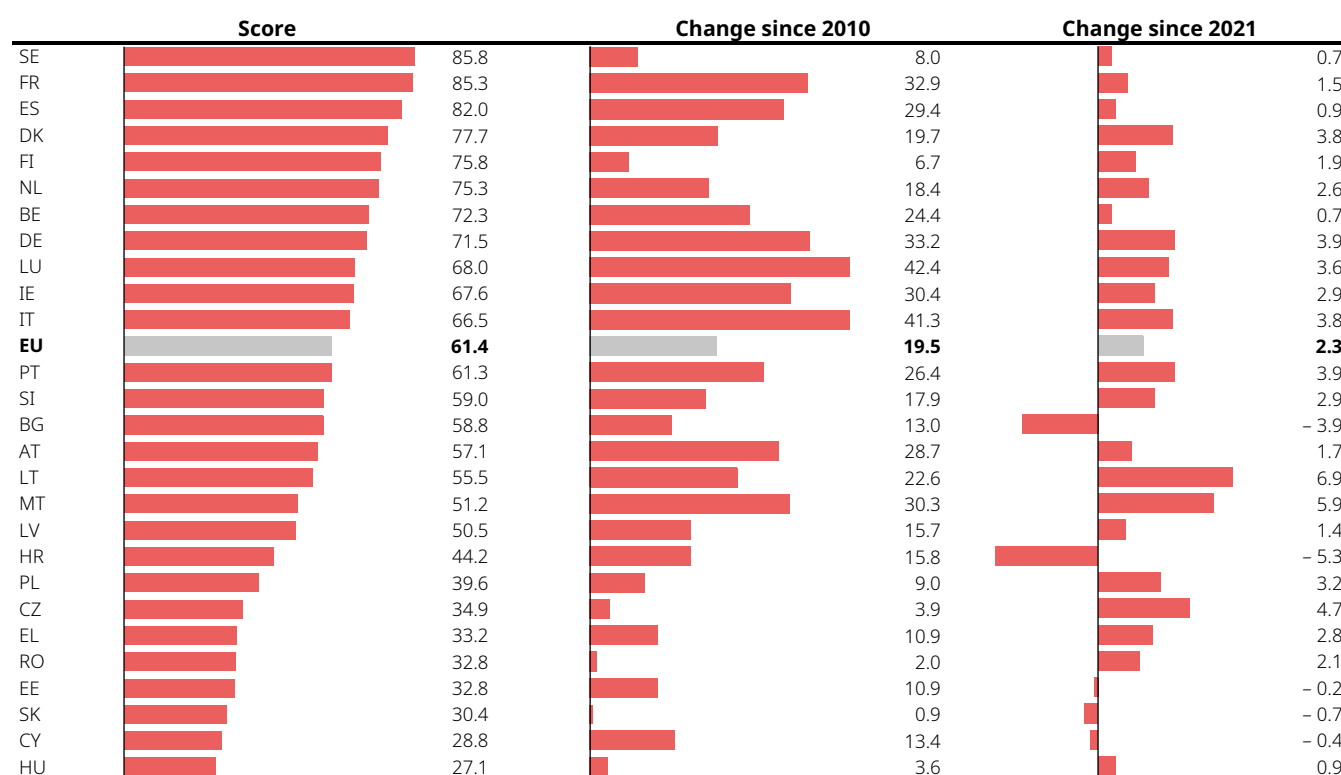
	Score		Change since 2010		Change since 2021	
SE		85.8		8.0		0.7
FR		85.3		32.9		1.5
ES		82.0		29.4		0.9
DK		77.7		19.7		3.8
FI		75.8		6.7		1.9
NL		75.3		18.4		2.6
BE		72.3		24.4		0.7
DE		71.5		33.2		3.9
LU		68.0		42.4		3.6
IE		67.6		30.4		2.9
IT		66.5		41.3		3.8
EU		**61.4**		**19.5**		**2.3**
PT		61.3		26.4		3.9
SI		59.0		17.9		2.9
BG		58.8		13.0		– 3.9
AT		57.1		28.7		1.7
LT		55.5		22.6		6.9
MT		51.2		30.3		5.9
LV		50.5		15.7		1.4
HR		44.2		15.8		– 5.3
PL		39.6		9.0		3.2
CZ		34.9		3.9		4.7
EL		33.2		10.9		2.8
RO		32.8		2.0		2.1
EE		32.8		10.9		– 0.2
SK		30.4		0.9		– 0.7
CY		28.8		13.4		– 0.4
HU		27.1		3.6		0.9

NB: The Gender Equality Index 2024 uses 2022 data for the most part and traces progress over the short term (2021–2022) and the longer term (2010–2022). For the domain of power, the 3-year average for each indicator is used (see Annex 1).
Source: Authors' calculations based on the data in the EIGE gender statistics database on women and men in decision-making (2009–2011, 2020–2022, 2021–2023).

Nationally, Lithuania, Malta and Czechia have progressed the most since the 2023 Index – by 6.9, 5.9 and 4.7 points, respectively. Scores have fallen since the previous edition in Estonia, Cyprus, Slovakia and Bulgaria, but the biggest setback was in Croatia – with a decrease of 5.3 points (Figure 19).

Growing scores over time in the sub-domain of political power (62.6 points at present) show an overall increase in women's representation in national parliaments, governments and regional/local assemblies across the EU. Sweden (96.3 points) leads this sub-domain, while the lowest-ranking country (Hungary) has a score of only 24.9 points.

Most countries fare well in the sub-domain of economic power. The EU average score is 57.6 points, with France (86.6 points) the highest-ranking country in this sub-domain and Estonia the lowest (16.9 points).

The sub-domain of social power has the highest score of all of the power sub-domains (64.0 points). Sweden has led the social power sub-domain since 2010 and reached 95.6 points in 2022. With a score of 26.0 points, Greece has the largest room for improvement in terms of the gender balance on boards of research-funding organisations, public broadcasters and national sports federations.

6. Domain of power

With remarkable levels of divergence between the highest- and lowest-ranking countries across all power sub-domains, these differences underscore the challenges underlying the EU's ambition to lead equally throughout society and achieve a union of equality.

6.2. Both progress and setbacks are seen in gender representation in politics and sports

The year 2024 marks an election year. Not only are national elections taking place in several Member States, but also the EU elections took place in June 2024. Preliminary and partial data shows that more than 40 % of candidates in the European 2024 elections were women. Of the 11 countries with legislative quotas applicable to national elections, 10 have also set a gender quota for European elections. Other countries without quotas also reached the threshold of 40 % of women candidates (Figure 20).

Members of the European Parliament (MEPs) have re-elected Roberta Metsola as President of the European Parliament by a landslide, as she received 562 of the votes cast out of 699 (European Parliament, 2024).

Figure 20. Share of women candidates in 2024 for the European Parliament elections of June 2024 and national binding quotas for gender balance among candidates by Member State
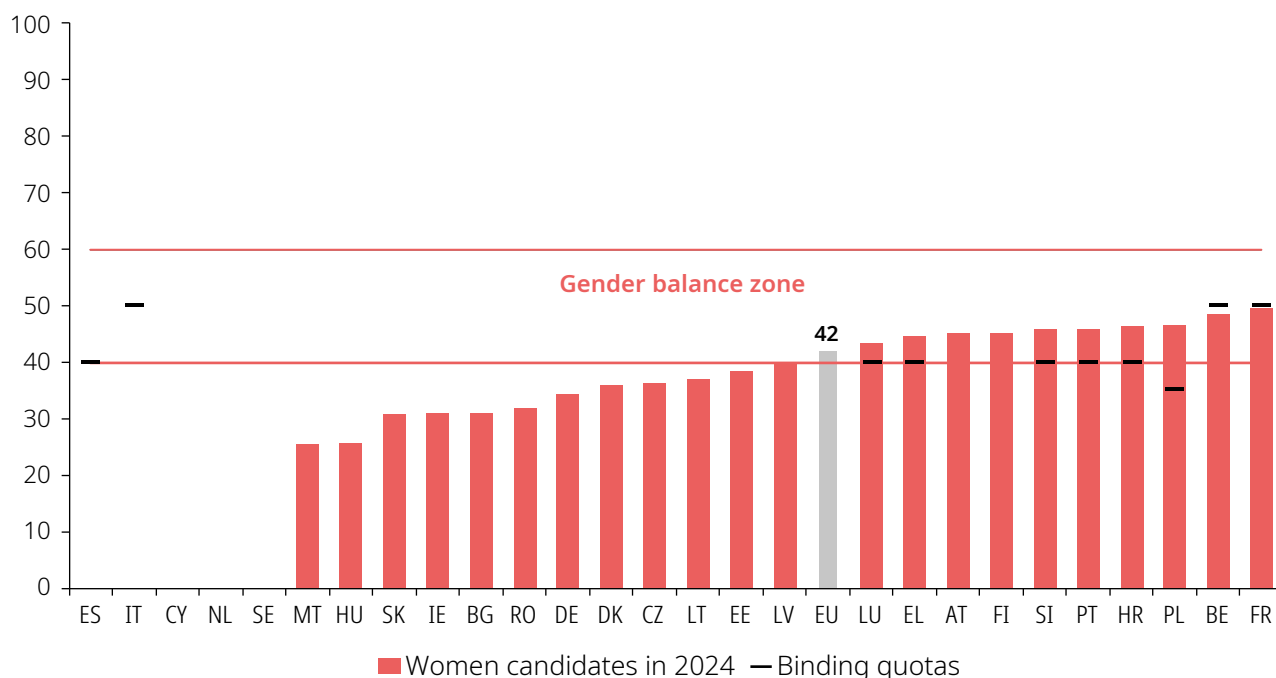
NB: Data was not available for Spain, Italy, Cyprus, the Netherlands or Sweden. Binding gender balance quotas for candidates in 2024: Belgium and France, 50 %; Greece, Spain, Croatia, Luxembourg and Portugal, 40 %; Poland, 35 %; Italy, 50 % for European elections and 40 % for national elections; Slovenia, 40 % for European elections and 35 % for national elections; and Ireland, no quotas for European elections but 40 % for national elections.
Source: https://europeelects.eu/ep2024/.

Nevertheless, women candidates are not fully reflected in those actually elected in the new European Parliament. For example, as seen in Figure 20, Greece, France, Croatia, Luxembourg, Poland, Portugal and Slovenia reached their candidate quotas. However, only Spain, France and Croatia reached their quotas of **elected** women officials (Figure 21). This indicates the greater difficulty of women candidates getting elected than men candidates. Even in countries with quotas, women being elected is not guaranteed. For example, Forman-Rabinovici and Nir (2021, p. 11) found that, while gender quotas correlate with an increased number of women elected to parliaments, the electoral system affects the significance of the effect of quotas. Even more significantly, women who are elected following the implementation of quotas face further discrimination and stigmatisation; thus, gender quotas have some positive effects on gender-equal representation, but the glass ceiling for women in politics remains (Fernandes et al., 2023, pp. 918–919).

Figure 21. Share of women elected to the constitutive session of the European Parliament in 2019 and 2024, and national binding quotas for gender balance among candidates, by Member State
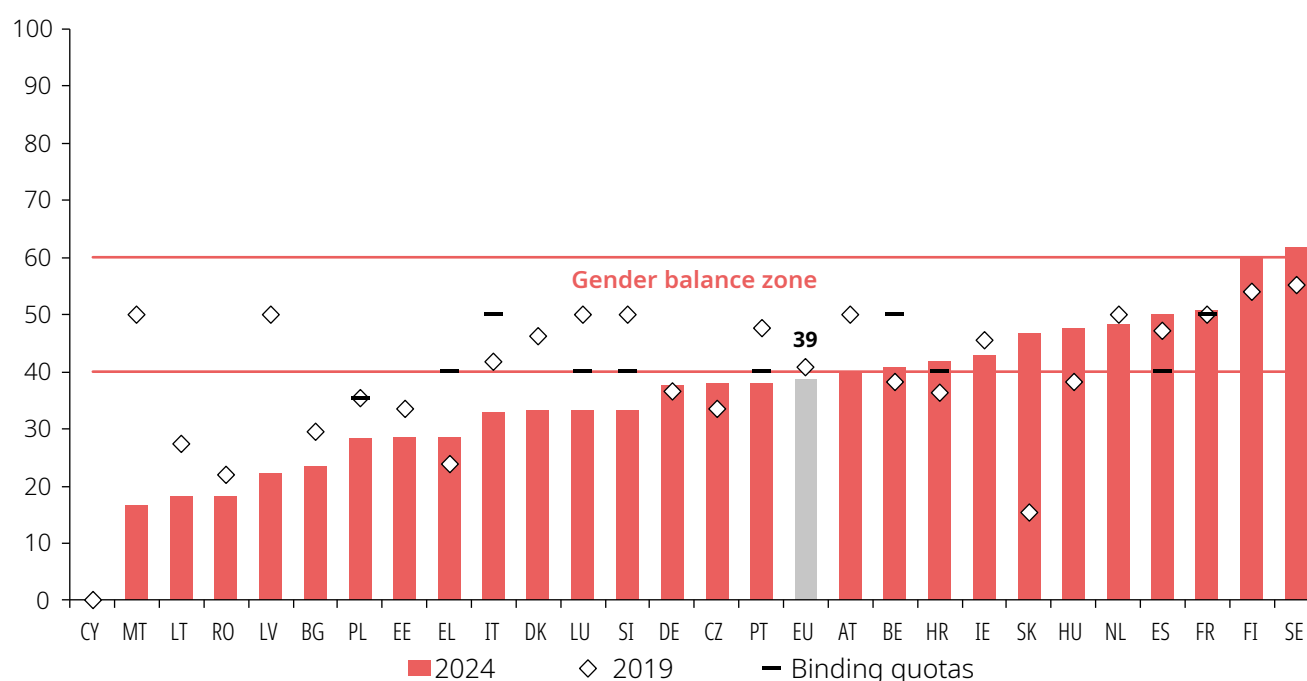
NB: Binding gender balance quotas for candidates in 2024: Belgium and France, 50 %; Greece, Spain, Croatia, Luxembourg and Portugal, 40 %; Poland, 35 %; Italy, 50 % for European elections and 40 % for national elections; Slovenia, 40 % for European elections and 35 % for national elections; and Ireland, no quotas for European elections but 40 % for national elections.
Source: EIGE Gender Statistics Database.

Following the EU elections, the constitutive session of the new European Parliament included 278 women (39 %) and 441 men (61 %), which for the first time since the first EU elections represents a slight decrease from the previous constitutive session (2019: 41 % women). In this election, Belgium, Denmark, Ireland, Spain, France, Croatia, Hungary, the Netherlands, Austria, Slovakia, Finland and Sweden all elected at least 40 % women parliamentarians. Sweden (62 %) and Finland

6. Domain of power

(60 %) even reached the upper end of the gender balance zone of 60 %, both having increased their representation of women in the European Parliament since 2019 by over 6 pp.

In 15 Member States, the share of women parliamentarians decreased compared with the previous constitutive session (i.e. in Bulgaria, Estonia, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, the Netherlands, Austria, Poland, Portugal, Romania and Slovenia). The countries with the greatest decreases were Malta (− 33 pp), Latvia (− 28 pp), and Luxembourg and Slovenia (both − 17 pp). Slovakia saw the highest increase in women's representation, with an increase of 31 pp.

The year 2024 also marked an Olympics year. According to the International Olympic Committee (2024), the summer 2024 Olympic games in Paris was the first time that an equal number of women and men athletes competed. Unfortunately, gender parity on the boards of Olympic sport organisations at the national level is far from being achieved (Figure 22).

As of 2023, Sweden is the only EU country to achieve gender balance on the boards of sport organisations of the 10 most popular Olympic sports, with 51 % women on such boards. France follows, with 39 % women on such boards, closely followed by Ireland, Finland and the Netherlands, with 37 %, 36 % and 35 %, respectively. In comparison, the EU average is 22 %. Slovenia (7 %) and Czechia and Poland (both 9 %) have the lowest share of women on such boards. Ireland and Italy have seen the most improvement since 2015, with women's representation increasing by 20 pp and 19 pp, respectively. France and Spain have seen increases of 18 pp.

Figure 22. Share of women on the boards of the sport organisations of the 10 most popular Olympic sports
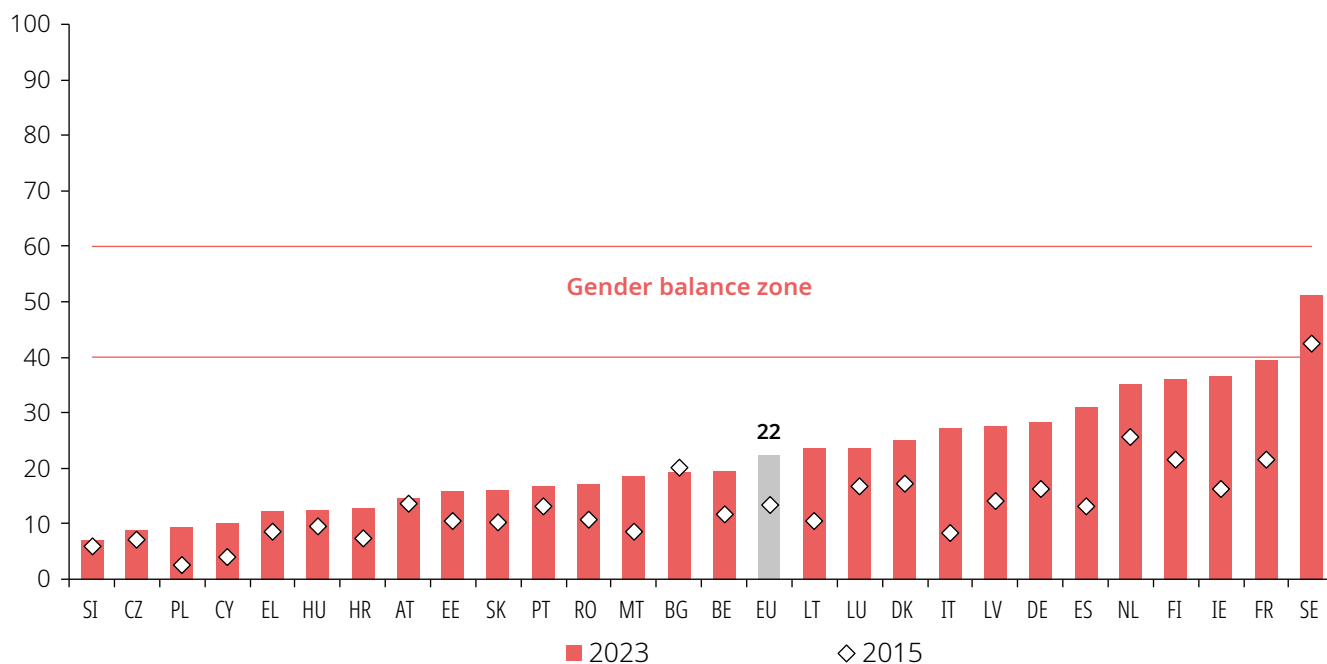
NB: The 10 most popular Olympic sports differ from country to country (see https://eige.europa.eu/sites/default/files/wmid_mapping_nat_fed_pop.pdf).
Source: EIGE Gender Statistics Database.

6.3. Violence is holding women back in power and decision-making

Violence faced by politicians, especially elected women officials and public figures, has a detrimental impact on whether women actively participate in political life (Daniele et al., 2023; Håkansson, 2021; Krook and Sanín, 2020). Similarly, working women are often deterred from pursuing career opportunities and senior leadership roles because of workplace violence, among other things (Salazar and Moline, 2023, p. 7).

Social media use is increasing in all areas, data shows a rise in cyber harassment and abuse directly targeting politicians (Erikson et al., 2023, p. 896), and women in politics are affected more than men. While women and men often face similar levels of online harassment and abuse, women politicians face a different type of abuse from men in similar roles (Every-Palmer et al., 2024). Women politicians are often targeted as women, not as politicians, which means that they are subjected to more sexualised and gendered harassment (Erikson et al., 2023, p. 897). This intersects with other forms of discrimination, disproportionately affecting minority communities such as ethnic and racialised minorities, religious minorities, and sexual and gender minorities (Reuters, 2023; Sarikakis et al., 2023; UNESCO, 2021).

Violence also exists within the European Parliament. During an interview with a socialist MEP, the existence of a notebook documenting harassment within the European Parliament became known. It led to the emergence of the MeTooEP campaign (Berthet, 2022, p. 334). The campaign was developed by 'several [European Parliament] workers, such as parliamentary assistants, policy advisors, trainees and civil servants' (Berthet, 2022, p. 334). Although some changes were implemented among certain political groups – such as 'mandatory training for MEPs belonging to the Greens' or safe reporting mechanisms via confidential counsellors newly introduced by both the Socialist group and the Left – the campaign was severely restricted by the 'rigid institutional settings of the [European Parliament]' overall, leading to 'weak outcomes for internal institutional reforms' (Berthet, 2022, p. 343).

Abuse against journalists is also common (Konow-Lund and Høiby, 2023; Miranda et al., 2023). A study in Portugal found that men journalists are mostly criticised online for their professional capacities, while the abuse suffered by women journalists is 'usually more vicious, more personal, and frequently sexual in nature' (Miranda et al., 2023, p. 5129). The United Nations Educational, Scientific and Cultural Organization (UNESCO, 2021) found that sexualised and gendered violence often intersects with other forms of discrimination, such as racism, religious bigotry and homophobia, affecting women journalists more than men (Li et al., 2021; Sarikakis et al., 2023).

7. Domain of health

Women and men in Europe are living longer and healthier lives than they have ever done, but global health concerns are growing. Scientific advances and improved living standards have reduced infectious diseases, but unhealthy lifestyles, environmental pollution and demographic imbalances have become health burdens (European Commission, 2022c). An ageing Europe has created new healthcare demands and mounting long-term care needs, especially for women, who have a longer life expectancy than men. However, the widespread shortage of skilled healthcare professionals is hampering efforts to ramp up treatment and care to meet unmet health needs (OECD and European Union, 2022; WHO Regional Office for Europe, 2023). Therefore, the informal burden of unpaid care, which is mostly borne by women, will become heavier.

The EU is still grappling with various effects of the COVID-19 pandemic, including deteriorating mental health (European Commission, 2023b) in parallel with growing numbers of people unable to access mental health services (OECD and European Union, 2022). A myriad of ongoing crises – such as Russia's invasion of Ukraine, climate change, rising living costs and economic hardship – are further affecting people's physical and mental health, particularly that of children, young people and older people (European Commission, n.d.).

Crisis situations also exacerbate the risk of violence against women and girls (EIGE, 2021a, 2024c), creating a major public health issue. Violence negatively affects women's physical, mental, sexual and reproductive health, often with lasting health consequences (WHO, 2024). Although the health sector plays a key role in providing comprehensive healthcare to violence survivors, health professionals themselves are at a much higher risk of violence than other professionals (European Nursing Research Foundation, 2022).

The European Pillar of Social Rights establishes access to timely, affordable and good-quality healthcare as a social right. The EU gender equality strategy for 2020–2025 acknowledges gender-specific health risks, including that women with a health problem or disability are more likely to suffer various forms of violence than women in general. It also recognises health services as integral to the effective prevention of violence ([31]) and promotes a multidisciplinary approach among professionals and services. These services include the criminal justice system, victim support services, perpetrator programmes and social and health services.

([31]) Commission communication – A union of equality: Gender equality strategy 2020–2025 (COM(2020) 152 final).

7.1. Gender equality in health is stagnating

The impact of the COVID-19 pandemic is still being felt, as reflected by the overall score for the domain of health ([32]), which has been virtually at a standstill since the 2023 Gender Equality Index. The 0.1-point increase in this domain since 2021 is in stark contrast to the, albeit slow, progress made in other domains, indicating that the pandemic may have enduring health consequences.

Even over the longer term, progress in terms of gender equality in health has been the slowest of all of the Gender Equality Index domains – its score having risen by just 1.9 points since 2010. Gender gaps and EU average scores for women's and men's health status and access to health services have essentially remained unchanged since 2010, improving by only 1.1 and 1.4 points, respectively. Changes in healthy and/or risky health behaviour are slightly more promising, with a 3-point increase in the sub-domain of health behaviour over the same period, highlighting greater gender equality in this area (Figure 23).

Figure 23. Scores for the domain of health and its sub-domains, and changes over time
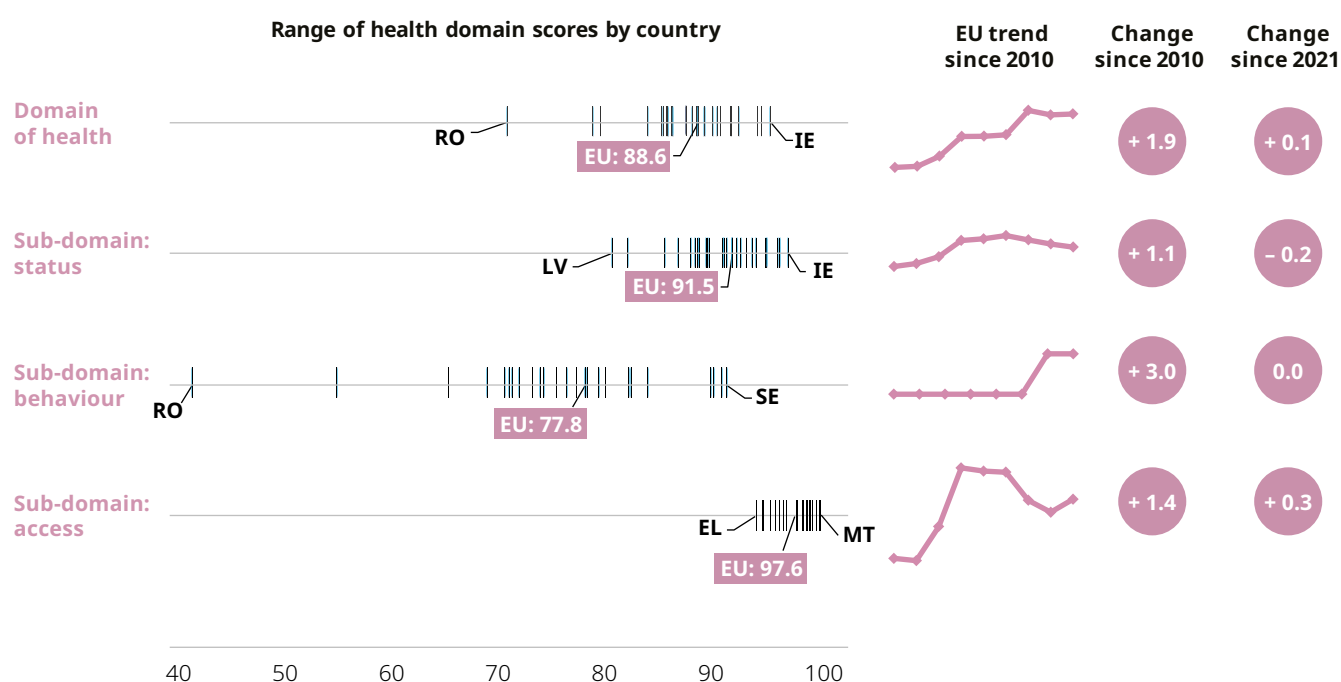
NB: The Gender Equality Index 2024 uses 2022 data for the most part and traces progress over the short term (2021–2022) and the longer term (2010–2022).
Source: Authors' calculations based on the EU-SILC (2010, 2021, 2022), the European Health Interview Survey (EHIS) (2014, 2019) and Eurostat data (life expectancy at birth [demo_mlexpec] and healthy life years [hlth_hlye] – 2010, 2020, 2022); see Annex 1.

([32]) The domain of health measures three health-related aspects of gender equality: health status, health behaviour and access to health services. Health status looks at the gender differences in life expectancy, self-perceived health and healthy life years (also called disability-free life expectancy). This is complemented by a set of health behaviour factors based on World Health Organization recommendations: fruit and vegetable consumption, engagement in physical activity, smoking and excessive alcohol consumption. Access to health services looks at the percentage of people who report unmet medical and/or dental needs.

Since 2010, Ireland and Croatia have progressed the fastest in the domain of health, with respective gains of 3.9 and 3.7 points (Figure 24). Ireland's and the Netherlands' improvements in health behaviour since 2010 (of 10.7 and 10.6 points, respectively) highlight their big push towards equality in this sub-domain. Meanwhile, Bulgaria has made the most headway in access to health services, with a 6.2-point increase since 2010. However, overall health scores for Malta, Denmark, Czechia and Austria fell over the same period (Figure 24). Malta's reverse – by 2.7 points – is due to widening gender inequalities in health behaviour.

Figure 24. Scores for the domain of health and changes over time in the Member States
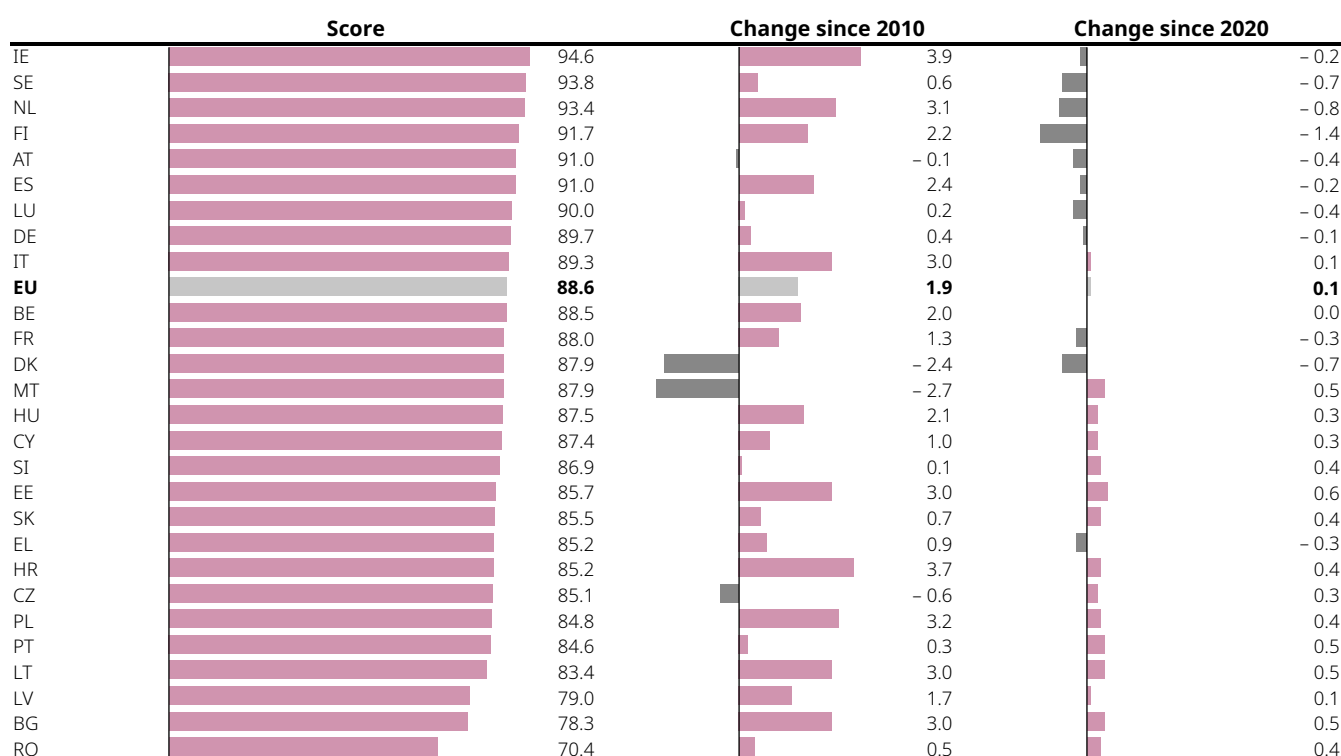
	Score	Change since 2010	Change since 2020
IE	94.6	3.9	− 0.2
SE	93.8	0.6	− 0.7
NL	93.4	3.1	− 0.8
FI	91.7	2.2	− 1.4
AT	91.0	− 0.1	− 0.4
ES	91.0	2.4	− 0.2
LU	90.0	0.2	− 0.4
DE	89.7	0.4	− 0.1
IT	89.3	3.0	0.1
EU	**88.6**	**1.9**	**0.1**
BE	88.5	2.0	0.0
FR	88.0	1.3	− 0.3
DK	87.9	− 2.4	− 0.7
MT	87.9	− 2.7	0.5
HU	87.5	2.1	0.3
CY	87.4	1.0	0.3
SI	86.9	0.1	0.4
EE	85.7	3.0	0.6
SK	85.5	0.7	0.4
EL	85.2	0.9	− 0.3
HR	85.2	3.7	0.4
CZ	85.1	− 0.6	0.3
PL	84.8	3.2	0.4
PT	84.6	0.3	0.5
LT	83.4	3.0	0.5
LV	79.0	1.7	0.1
BG	78.3	3.0	0.5
RO	70.4	0.5	0.4

NB: The Gender Equality Index 2024 uses 2022 data for the most part and traces progress over the short term (2020–2022) and the longer term (2010–2022).
Source: Authors' calculations based on the EU-SILC (2010, 2021, 2022), the EHIS (2014, 2019) and Eurostat data (life expectancy at birth and healthy life years – 2010, 2020, 2022); see Annex 1.

Across the EU, the health status of women and men is deteriorating. Between 2021 and 2022, the percentage of women and men who perceived their health as good or very good declined in two thirds of the Member States, falling most in Finland and Sweden. In 2022, 65 % of women and 70 % of men in the EU thought that their own health was 'very good' or 'good', compared with 67 % of women and 72 % of men in 2021.

Ireland has the best self-reported health status, with 80 % of women and men perceiving their health as very good or good, while Lithuania has the lowest self-reported health status, with 44 % of women and 54 % of men perceiving their health as very good or good. The largest gender gap (to women's disadvantage) is in Latvia (10.4 pp), followed by 9.4 pp in Lithuania and 8.4 pp in Romania.

The sub-domain of health behaviour has the largest and most diverse gender inequalities among all of the health sub-domains. In the EU, 38 % of women and 43 % of men are engaged in regular physical activities and/or consume fruit and vegetables as recommended by the World Health Organization (WHO). The gender gap reverses in risky health behaviour – 73 % of women compared with 56 % of men do not smoke or drink excessively.

Gender gaps in physical activities and healthy eating vary from 6.4 pp to women's advantage in Denmark to 9.6 pp to men's advantage in Slovakia. In most countries, except for Denmark, Finland and Sweden, more men than women engage in health-enhancing behaviour. Variations in men's healthy behaviour between countries are significant, ranging from 73 % of men engaging in health-enhancing behaviour in Finland to 14 % of men in Romania. The same applies to women: 75 % of women in Finland consume healthy food and do physical activities in line with WHO recommendations, whereas just 6 % of women do so in Romania.

National gender gaps among populations who do not smoke or drink excessively vary from 9.2 pp in Spain to 37.8 pp in Romania, both to men's disadvantage. Cyprus has the highest share of women not smoking or drinking excessively (84 %), while Germany has the lowest (61 %). For men in this group, Spain has the highest share – 69 % – and Romania the lowest at 35 %.

In the access to health sub-domain, unmet medical service needs rose in Finland between 2021 and 2022. In Denmark, Greece and Finland, both women and men (but the latter in particular) found it more difficult to access dental services in 2022 than in 2021, whereas most people in Belgium, Portugal and Slovenia had their dental needs met. Poland had the greatest improvement in access to medical services between 2021 and 2022.

7.2. Intersectional analysis shows wider self-perceived health inequalities

Gender inequalities manifest differently across societal groups. Gender, age, education, migration, disability or type of family are important markers in shaping individual health status. They intersect in multidirectional ways, act simultaneously and can create multiple dangers and precariousness.

The population groups with the lowest self-perceived good health are women who are single, as well as women and men over 65 years of age, those with low education levels and those with disabilities (Figure 25). However, across all groups, fewer women than men perceive their health as 'very good' or 'good'. In the EU, 48 % of single women report good health, compared with 62 % of single men. Between countries, variations are sizeable – from 66 % of single women in Ireland to 24 % of those in Croatia. The widest gender gaps (to single women's disadvantage) are in Cyprus at 26 pp and Malta at 25 pp. Both Greece and Romania have a gap of 24 pp between single women and single men.

Education is widely recognised as an important determinant of health. It affects access to medical treatment, housing, food and knowledge on health and healthcare systems, all of which directly

influence health (EIGE, 2021b). In the EU, among those with low education levels, 50 % of women and 60 % of men perceive their health positively. Among this group, gender gaps to women's detriment are large in Czechia, Lithuania and Slovakia at 23 pp. Research shows a strong link between gender gaps in employment, education and self-perceived health (Boerma et al., 2016). For example, Gumà et al. (2019) found that the biggest gender differences in self-perceived health were among individuals with relatively low levels of education in countries with the largest gender employment gaps.

Although country of birth does not generally seem to be a significant factor in health perception at the EU level, in some EU countries far fewer foreign-born women and men perceive their health as good than native-born people. Such differences are particularly stark in Estonia, Latvia and Lithuania, varying from 20 to 30 pp. Among foreign-born communities across the EU, it is again women who perceive their health more negatively than men. The largest gender gaps among foreign-born people are 15 pp in Poland, 13 pp in Slovakia, 12 pp in Bulgaria and Sweden and 11 pp in Estonia. Migrant women can encounter specific barriers to accessing health services, such as language and cultural differences, which are further exacerbated by their gender, socioeconomic status and migration status (EIGE, 2021b).

In all of the Member States, only a fraction of people with disabilities perceive their health status positively. On average, positive perceptions about health status are between four and five times lower in people with disabilities than in people without disabilities.

Figure 25. Self-perceived health as 'very good' or 'good' by sex, family composition, age, education level, country of birth and disability (%, aged 16+, EU, 2022)

	Women	Men	Gender gap (pp) 2022	Gender gap (pp) 2014	Gap change since 2014
Family (a)					
Single	48	62	– 14	– 15	Gap decreased
Lone parent	70	74	– 4	– 7	Gap decreased
Couple without children	58	57	1	– 2	Gap decreased
Couple with children	83	83	0	0	No change
Age (b)					
15–24	91	93	– 2	– 1	Gap increased
25–49	82	84	– 2	– 3	Gap decreased
50–64	62	64	– 2	– 3	Gap decreased
65+	36	41	– 5	– 8	Gap decreased
Education (b) (c)					
Low	50	60	– 10	– 13	Gap decreased
Medium	67	70	– 3	– 3	No change
High	79	80	– 1	1	No change
Country of birth					
Native born	65	70	– 5	– 6	Gap decreased
Foreign born	65	70	– 5	– 6	Gap decreased
Disability					
With disabilities	20	22	– 2	– 3	Gap decreased
Without disabilities	84	85	– 1	– 3	Gap decreased
Overall					
Population, aged 16+	65	70	– 5	– 6	Gap decreased

● Gap decreased   ● No change   ● Gap increased

(a) Family types are defined based on the relationships between the members of households (i.e. a couple is defined as two adults living in the same household and declaring themselves to be in a relationship, whether married or not. Children are those household members who are economically dependent (and aged under 24 years) who are declared to be (adopted) children or stepchildren of the couple or one parent (in one-parent households) and are not in employment or unemployment. For clarity of interpretation, the family types indicated strictly account for the aforementioned types of relationships and the socioeconomic status of children, excluding households with different compositions.

(b) Groups under the age and education dimensions sum to the overall 'working population'; groups under other dimensions constitute partial coverage of the overall 'working population' due to missing data and/or excluded groups.

(c) Educational attainment includes people who have completed ISCED levels 0–2 (low), 3 or 4 (medium) and 5–8 (high).

NB: Gap changes since 2014 are considered positive when they have decreased (in green, change of ≥ – 1), negative when they have increased (in red, change of ≥ 1) or having not changed (in yellow, change of between – 1 and 1).

Source: Authors' calculations based on the EU-SILC (2022).

FRA's Roma Survey of 2021, covering 10 European countries, reveals important gender differences in self-perceived health status among this minority: 63 % of Roma women and 72 % of Roma men think their health is 'very good' or 'good'. The survey also showed that, among this minority, health levels start declining from the age of 45 years and are lowest among women and men with severe limitations in daily activities due to health. In 2021, 14 % of Roma felt discriminated against for being Roma when accessing health services over the previous 12 months, which was nearly double the 2016 figure of 8 % (FRA, 2023).

FRA's third EU LGBTIQ Survey (2023) shows that 71 % of the LGBTIQ community consider their health to be good or very good. The survey found that LGBTIQ people are facing severe difficulties in accessing healthcare, leading to 5 % of people forgoing treatment, 6 % not seeking necessary

healthcare and 5 % having to change their general practitioner because of negative reactions (FRA, 2024).

7.3. Violence against women is a major public health threat

Violence against women is a global issue affecting all communities. The WHO (2024) estimates that one in three women globally have experienced violence in their lifetime. Intimate partner violence is considered a major public health threat, as it 'increases physical and mental health problems, including injuries, depression, post-traumatic stress disorder, and poor sexual and reproductive health' (Namatovu et al., 2024, p. 623). More longitudinal studies on this issue would be useful, particularly to understand the interconnected health effects of violence (Temmerman, 2015, p. e38).

Healthcare systems play a key role in preventing violence against women (Lewis et al., 2022). Nevertheless, support services are often overwhelmed and have insufficient resources to help survivors of violence. This is particularly pertinent to women with disabilities. Not only are they more affected by intimate partner violence than women without disabilities, but they also report greater difficulties in accessing support services due to infrastructural barriers and a lack of services adapted to the specific needs of people with disabilities (Namatovu et al., 2024, p. 623). Women with disabilities also have increased difficulties seeking help when their carer is both their partner and an abuser, and when communication and intellectual disabilities affect their ability to disclose abuse and seek help (Namatovu et al., 2024, p. 623).

Healthcare workers also suffer from violence. Considering that most of the healthcare workforce is composed of women, violence in healthcare is not a gender-neutral threat (Kuhlmann et al., 2023, p. 5). Healthcare workers are at an increased risk of experiencing violence in the workplace. High-stress situations, long working hours and patients' dissatisfaction with the healthcare system can lead to more violence in the workplace (Rossi et al., 2023, pp. 50–51), evidenced by the sharp rise in violence against healthcare professionals during the COVID-19 pandemic (Kuhlmann et al., 2023, p. 4). In the Flash Barometer – OSH Pulse survey (2021), health and social care workers reported the greatest levels of exposure to key psychosocial risk factors among all workers. About 30 % of health and social care workers have been exposed to violence or verbal abuse from customers and patients compared with the EU average of 16 % of workers (EU-OSHA, 2022). In addition, healthcare workers can face violence from colleagues, leaving many care providers vulnerable (Rossi et al., 2023, p. 51).

8. Domain of violence

Violence has been part of the Gender Equality Index since its inception. It departs conceptually from the other domains due to focusing solely on women, rather than on gender gaps. As a result, the domain of violence does not contribute to the Gender Equality Index score. The 2017 edition of the Gender Equality Index further developed the domain of violence into a more comprehensive measurement framework to serve as a foundation for a reliable and comparable statistical assessment of the extent of violence against women in the EU (EIGE, 2017c, 2017d).

The domain of violence contains three sets of indicators, allowing an assessment to be made of the extent and nature of violence against women at the EU level and in the Member States (EIGE, 2017c, 2017d).

1. The first set includes indicators brought together into one single measure, also called a **composite measure** ([33]). Indicators included in the composite measure capture the prevalence, severity and disclosure of the most common and widely criminalised forms of violence against women: physical violence, sexual violence and femicide. The higher the score of the composite measure, the greater the extent of the violence against women. The composite measure was populated only once, in 2017, based on data from an EU-wide survey on gender-based violence (FRA, 2014). At that time, the EU score was 27.5 out of 100 (EIGE, 2017c).

    The updated scores for the EU and the Member States for the composite measure of the domain of violence will be released in the *Gender Equality Index Thematic Focus*, which will be published as a stand-alone publication in early 2025. This publication will also include an analysis of contextual factors, such as national laws and policies, societal norms and the availability of support services for victims of violence at both the EU and the Member State levels.

2. **Additional indicators** measure seven forms of violence against women, such as psychological violence or sexual harassment. The limited availability of reliable and comparable data does not allow robust comparisons across Member States.

3. **Indicators for contextual factors** cover some of the root causes of violence against women (e.g. gender attitudes) and contain information on governments' efforts in the prevention of, protection against and prosecution of violence against women.

([33]) A composite measure can be defined as a combination of multiple individual indicators that result in a single score.

Conclusions

The EU average 2024 Gender Equality Index score stands at 71 points. This represents just a 0.8-point improvement since the 2023 edition and a mere 7.9-point improvement since 2010. Although the EU average score is slowly heading upwards and towards convergence, score variations between countries remain large – ranging from 82 points in Sweden to 57.5 points in Romania. Gender balance in decision-making has the greatest room for improvement, despite making the most progress in gender equality in recent years. Achievements in other domains and their overall impact on gender equality are much lower.

While still grappling with the fallout of the COVID-19 pandemic, the EU is confronting new challenges. A more volatile political situation and shifting political priorities in the face of growing populism and extremism are increasing the pressure on hard-fought equality gains and social cohesion. Geopolitical uncertainty, the green and digital transitions and the changing nature of work are also having profound effects on social, economic and environmental well-being. These changes are taking place while established challenges to gender equality remain as valid as ever. The previous European Commission made a firm pledge to promote gender equality and put forward ambitious gender equality commitments. As the EU enters a new legislative cycle, it is critical that the momentum in promoting gender equality and protecting women's rights stays the course.

Closing employment gender gaps is pivotal to economic prosperity

Employment rates for women across all Member States have steadily grown in recent decades, although they still lag behind those of men. Gender employment gaps cost the EU economy EUR 370 billion per year (EIGE, 2017b). While more women than men now hold degrees, many feel constrained in their job choices, have fewer job opportunities and face discrimination largely because they are also carers.

The impact of unpaid care duties means that fewer women are employed than men. It also keeps a substantial share of working women in part-time jobs or other non-standard forms of employment. Nearly 1 in 3 women who were outside the labour force but wanting to work in 2023 – compared with 1 in 10 men – said it was because of care responsibilities [34]. While the employment rate for women aged 25–49 years with children is 75 %, it is 92 % for men in this group (i.e. there is a gender employment gap of 17 pp among workers with children). Among workers without children, the gap is 3 pp [35]. Among working women with children, 32 % are in part-time jobs, as opposed to 6 % of men with children [36].

---

[34] Eurostat, lfsa_igar, 'Inactive population not seeking employment by sex, age and main reason'.
[35] Eurostat, lfst_hheredty, 'Employment rate by sex, age groups, educational attainment level and household composition, 2023'.
[36] Eurostat, lfst_hhptety, 'Part-time employment by sex, age groups and household composition, 2023'.

Nearly half of part-time workers in the EU say they would be willing to move to full-time jobs if care services and more flexible working arrangements were available (European Commission, 2018). Of various measures aimed at improving work–life balance, the provision of subsidised care services is estimated to have the most significant impact on reducing employment gender gaps (Olivetti and Petrongolo, 2017). EIGE's modelling estimates that closing the gender gaps in economic activity rates ([37]) could create between 3.5 million and 6 million new jobs by 2050 as a result of more women entering the labour force, potentially generating an increase in gross domestic product of EUR 1.49 billion at the same time (EIGE, 2017b).

Economic violence: another manifestation of gender inequality

In addition to there being fewer women than men in paid work, women earn less than men and are more likely to be secondary earners when in a couple. Progress in closing these gender gaps remains painfully slow. Gender differences in unpaid care and domestic work are key to understanding gender gaps in earnings (EIGE, 2021c). Between people who have extensive unpaid care responsibilities and those who have none or few, the earnings gap is enormous. In 2022, women in couples with children, along with highly educated women and women between 50 and 64 years of age, earned less than 70 % of the equivalent men's earnings (EIGE, 2022a). The ramifications of such inequalities include a 26 % gender pension gap in 2022 and the feminisation of poverty in older age. To mobilise progress, national and workplace policies need to address gender care gaps, work–life balance and gender segregation in the labour market – and these policies need to be implemented.

Sufficient income, and access to and control of one's own, is essential for financial and economic independence in life and equality in relationships. Women's usually lower degree of access to and power over their own income not only affects their accumulation of wealth and their individual and family material well-being, but also increases their risk of experiencing various types of violence, including economic.

As presented in the domain of money, new research and data on economic violence show that the link between income and economic violence works both ways: financial dependence can lead to economic violence, while economic violence can result in financial dependence. Examples of such violence include prohibiting a partner from getting or staying in a job and/or entering or staying in education, to prevent improved career prospects and financial independence. It can also entail limiting access to and control over finances, ensuring financial dependence on the perpetrator. Combating economic violence within partnerships is essential for narrowing employment gender gaps and improving women's career prospects. The benefits of this include women's economic empowerment, greater economic growth and prosperity in the EU, and combating harmful gender stereotypes.

([37]) Activity rate refers to the percentage of people who are either working or looking for work in relation to the total population.

Disaggregating gendered labour is key to new labour demands

The continuous incremental growth in numbers of university graduates and adult learners is in line with the goals of the European Pillar of Social Rights and the gender equality strategy for 2020–2025. However, horizontal and vertical gender segregation in education prevails. This segregation in education lays the foundation for segregation in the labour market, which is a key barrier to economic growth. Women's disproportionate representation in sectors that are characterised by lower pay, status and perceived value limits career opportunities. Even in these sectors, higher-level positions are predominantly occupied by men.

There are sizeable and entrenched EU labour market shortages in ICT, healthcare and STEM at the medium and high skill levels (Cedefop, 2024). Rapidly evolving technological innovations and developments in artificial intelligence (AI) preserve strongly embedded pre-existing gender inequalities and stereotypes. Too few women are in high-technology industries, research and innovation. Despite promising career prospects in ICT, women hold only 2 in 10 ICT jobs in the EU [38]. The World Economic Forum, in collaboration with LinkedIn, found women make up only 7 % of the 40 % of professionals in software and information technology services globally who possess some AI skills. In 2022, only 30 % of AI professionals globally were women (World Economic Forum, 2023).

Most Member States have severe shortages in nearly all groups of healthcare workers. As the WHO highlights, the healthcare workforce crisis is also a gender equality crisis (Kluge and Azzopardi-Muscat, 2023). Gender inequalities contribute significantly to these shortages. Although women constitute 75 % of the health workforce in Europe (WHO, 2022), they earn 24 % less than men (ILO and WHO, 2022). Women also report having poorer working conditions and high rates of workplace violence and sexual harassment, and they occupy fewer leadership positions than men.

Policies to reduce gender segregation in the labour market – sectoral and occupational – need to address gender disparities. These include disparities in knowledge and skills stemming from education and training, barriers to entering the labour market, organisational cultures and practices, and stereotypical assumptions about gender-based capabilities and preferences. In the care sector, urgent investment in working conditions, decent remuneration and prevention of workplace harassment is critical for retaining staff and attracting more workers – men in particular. With an ageing population and a lack of carers to meet demand, the sector has a high potential for job creation. At least 1.6 million more long-term care workers will be needed by 2050 just to keep long-term care coverage at its current level [39].

Women's under-representation and working conditions in the field of research and development and among scientists in high-technology manufacturing and knowledge-intensive services also need to remain high on policy agendas. For instance, gender pay gaps among highly qualified professionals and exposure to sexual harassment in sectors dominated by men hamper wider

[38] Eurostat, isoc_sks_itsps, 'Employed ICT specialists by sex, 2022'.
[39] Commission communication on the European care strategy (COM(2022) 440 final).

efforts to attract more women into STEM jobs and boost sectoral growth. EIGE estimates that cutting the gender gap in STEM education could help reduce the skills gap and increase women's employment. This would contribute to an increase in the EU's gross domestic product of EUR 610–820 billion by 2050 (EIGE, 2017b).

Resolving care challenges is critical for an ageing EU

Gender inequalities in care have received unprecedented policy attention in recent years, resulting in the adoption of the European care strategy, the work–life balance directive and many national initiatives. The gender care gap underpins inequalities in employment, working conditions, earnings and overall gender relations. Social norms and gender stereotypes ensure that the unequal distribution of care work persists, despite there being more women in the labour market. Women spending much more time on care and domestic work not only limits their work opportunities, but also creates enormous work–life strains.

The double burden of work and care severely limits a carer's time for leisure and self-care. Consequently, women face a greater risk of parental burnout from the pressure of this double burden, even in a two-parent family. EIGE's CARE Survey (2022) shows that fathers undertake more leisure activities than mothers. This is true whether they are lone parents or in a couple. Some research suggests that fathers appear to be more vulnerable to parental demands and so may need more resources than mothers to compensate for the accumulation of such demands, despite being generally less involved in childcare and less exposed to parenting stress (Roskam and Mikolajczak, 2020). Mothers see leisure time more as an opportunity to spend quality time with their children than as an opportunity to spend time 'on themselves' (Merelas-Iglesias and Sánchez-Bello, 2019).

Caregiving is an important factor influencing the physical and mental health of carers. They often suffer accumulated and enduring stress and neglect their own health (Young et al., 2020). The European Commission acknowledges that inequalities, including in families, work–life balance, and violence and hate, cause poor mental health ([40]). Therefore, promoting equality is important for better mental health. The Commission also calls for a comprehensive approach to health determinants and for the integration of mental health across different policy areas, such as employment, social protection and work–life balance.

Demand for formal and informal care will increase with growing demographic imbalances and enduring crises. An ageing population directly affects informal care. Extreme weather events are likely to have the greatest impact on the most disadvantaged groups – that is, children, people with limitations in their daily activities and older people requiring more intense and extensive informal care – putting more pressure on already overburdened formal care systems and public finances.

([40]) Commission communication on a comprehensive approach to mental health (COM(2023) 298 final).

Increasing the availability of care services is key to reducing the strain on time-intensive informal care. This would ensure a healthier work–life balance for carers and help close employment gender gaps. High-quality and affordable long-term care services also empower older people by helping to maintain their autonomy and allowing them to live with dignity. More available care services would need to work in tandem with improving the quality, affordability and accessibility of these services, with particular attention paid to the most vulnerable communities. High costs are a key barrier to parents enrolling children in early childhood education and care. Affordability is also a major challenge for long-term care, as social protection coverage for such care is patchy and generally limited. Member States' commitments in two Council recommendations on long-term care and early childhood education and care provide promising bases for improved well-being among carers and care receivers, and better working conditions in the care sector. Strengthening health, socioeconomic and institutional resilience to enhance crisis preparedness and crisis response capacity, among other things, is a key EU response to COVID-19 through the Recovery and Resilience Facility.

Redressing the gender power imbalance to renew democracy

As the first woman president of the European Commission, Ursula von der Leyen made gender equality a pillar of her political agenda for the future of the EU. This has led to greater integration of gender equality into EU governance, which has been made visible in particular by the nomination of the first Equality Commissioner. The 2019–2024 Commission and European Parliament were the most gender balanced ever. However, the new European Parliament is made up of 39 % women, down from 41 % in the previous political term. This represents the first-ever decline in the proportion of women MEPs, which had been consistently growing since 1979 [41].

While the gender gap in the domain of power is narrowing, the domain still has the lowest gender equality score in the 2024 Index. Parliamentary and government composition at all territorial levels too often fails to reflect the gender diversity of the population represented, with women significantly in the minority in many cases. This is particularly relevant at times of multiple crises. The gender imbalance in setting the security and defence agenda in an ongoing security crisis has been glaring. In national governments across the EU, men hold three in four senior ministerial posts covering defence issues (EIGE, 2023f). As the impact of climate change mounts and the need to transition to a low-carbon economy increases, fewer than 2 in 10 ministries across the EU with responsibilities for agriculture and transport are led by women – 15 % and 14 %, respectively (EIGE, 2023g). Such disparity undermines efforts to achieve a union of equality in every area for a real green transition to occur.

In recognition of the fact that women face barriers in accessing leadership and decision-making roles, specific policy measures are in place to boost gender equality, such as national quotas. So far, 11 Member States have adopted **legislated gender quotas** that apply to the lists of candidates for national elections. Nevertheless, these quotas are not fully translating into gender-balanced

[41] https://results.elections.europa.eu/en/mep-gender-balance/2024-2029/.

representation (EIGE, 2024b). This suggests that quotas alone are not enough to translate compliant candidate lists into electoral results. Additional rules to accompany these quotas are needed to ensure equal visibility of women and men candidates within electoral systems, such as on zipped lists and access to funding.

A decade after the directive on gender balance on company boards was first proposed, the proportion of women on the boards of the largest companies listed in the Member States has reached an all-time high of 33 %. Countries applying binding quotas or soft measures have seen women's representation on company boards reach double that in countries where no action has been taken at all.

While these steps are necessary to shift the power balance and give meaning to democracy, violence against women in decision-making roles, gender stereotypes and discrimination compound the power imbalance by discouraging women from pursuing or maintaining political careers (National Democratic Institute, 2021). Women's limited presence in political arenas provides a fertile ground for such violence to thrive, perpetuating the vicious cycle (EPRS, 2024). Social media platforms have become a powerful source of violence, targeting women parliamentarians, journalists and activists, mainly because of their political views and advocacy on women's rights. Not only does this deter young women from political office, it also inhibits their engagement in public discourse (EIGE, 2019b). The EU's accession to the Istanbul Convention and the recently adopted EU directive on combating violence against women and domestic violence are landmark efforts to end such violence. Success is a prerequisite for women's enjoyment of political and social rights. This includes playing their full part in power and decision-making to renew democracy in uncertain times.

Gender-based violence is holding women back in most sectors

Women are disproportionately affected by violence and harassment in the workplace, particularly in sectors dominated by men or involving precarious work arrangements. According to the ILO, more than one in five people experience workplace violence, with women being particularly vulnerable to sexual harassment and abuse. Insecure contracts, poor work–life balance and gender stereotypes exacerbate the risk, with both paid and unpaid work environments posing threats. Workplace segregation contributes to the issue, as women are often discouraged from entering certain fields due to fear of harassment, which perpetuates the gender pay gap. Additionally, violence, including economic abuse, is closely linked to income disparities, and financial dependence on a partner can increase the risk of abuse. Governments and organisations can play a pivotal role in addressing these issues, offering support and fostering a culture in which employees feel safe to report incidents.

Beyond the workplace, gender-based violence permeates academia, politics and sports, further hindering women's participation and equality. In universities, women, non-binary individuals and staff in precarious positions face high levels of violence, with serious impacts on their careers and academic performance. Similarly, in sports, women are more at risk of sexual and psychological

violence, often perpetrated by those in power. Despite these challenges, initiatives such as those focused on increasing women's representation in sports leadership and creating safe reporting mechanisms in politics aim to combat violence and promote gender equality across these sectors.

From that perspective, the EU's accession to the Istanbul Convention in June 2023 and the approval of the directive of the European Parliament and of the Council on combating violence against women and domestic violence in May 2024 are long-awaited achievements. These are likely to improve the prevention of and response to violence against women and better address the needs of victims.

References

Berthet, V. (2022), 'Mobilization against sexual harassment in the European Parliament: The MeTooEP campaign', *European Journal of Women's Studies*, Vol. 29, No 2, pp. 331–346.

Boerma, T., Hosseinpoor, A. R., Verdes, E. and Chatterji, S. (2016), 'A global assessment of the gender gap in self-reported health with survey data from 59 countries', *BMC Public Health*, Vol. 16, pp. 1–9.

Cedefop (European Centre for the Development of Vocational Training) (2024), *Untangling Labour Shortages in Europe – Unmet skill demand or bad jobs?*, Publications Office of the European Union, Luxembourg, https://op.europa.eu/en/publication-detail/-/publication/ebfe35ce-1333-11ef-a251-01aa75ed71a1/language-en.

Daniele, G., Dipoppa, G. and Pulejo, M. (2023), 'Attacking women or their policies? Understanding violence against women in politics', *BAFFI CAREFIN Centre Research Papers*, 29 September, No 207, http://dx.doi.org/10.2139/ssrn.4587677.

Doseděl, T. (2022), 'Poorly paid jobs or study fields? Gender pay gap of tertiary-educated employees in contemporary European labour markets', *Population Review*, Vol. 61, No 2, pp. 55–71.

EIGE (European Institute for Gender Equality) (2013), *Gender Equality Index – Main findings*, https://eige.europa.eu/publications/gender-equality-index-main-findings.

EIGE (2017a), 'Economic benefits of gender equality in the European Union', EIGE Newsroom accessed 5 November 2024, https://eige.europa.eu/newsroom/economic-benefits-gender-equality?language_content_entity=en#:~:text=GDP%20Per%20capita,1.95%20to%20%E2%82%AC3.15%20trillion.

EIGE (2017b), *Economic benefits of gender equality in the European Union – Literature review: Existing evidence and methodological approaches*, Publications Office of the European Union, Luxembourg, https://eige.europa.eu/publications-resources/publications/economic-benefits-gender-equality-european-union-literature-review-existing-evidence-and-methodological-approaches?language_content_entity=en.

EIGE (2017c), *Gender Equality Index 2017 – Measurement framework of violence against* women, Publications Office of the European Union, Luxembourg, https://eige.europa.eu/publications/gender-equality-index-2017-measurement-framework-of-violence-against-women.

EIGE (2017d), *Gender Equality Index 2017 – Methodological report*, Publications Office of the European Union, Luxembourg, https://eige.europa.eu/publications-resources/publications/gender-equality-index-2017-methodological-report?language_content_entity=en.

EIGE (2018a), *Women and Men in ICT – A chance for better work–life balance. Research note*, Publications Office of the European Union, Luxembourg, https://eige.europa.eu/publications/women-and-men-ict-chance-better-work-life-balance-research-note.

EIGE (2018b), *Study and Work in the EU – Set apart by gender*, Publications Office of the European Union, Luxembourg, https://eige.europa.eu/publications/study-and-work-eu-set-apart-gender-report.

EIGE (2019a), *Tackling the Gender Pay Gap – Not without a better work–life balance*, Publications Office of the European Union, Luxembourg, https://eige.europa.eu/publications/tackling-gender-pay-gap-not-without-better-work-life-balance.

EIGE (2019b), *Gender Equality and Youth – Opportunities and risks of digitalisation*, Publications Office of the European Union, Luxembourg, https://eige.europa.eu/publications/gender-equality-and-youth-opportunities-and-risks-digitalisation.

EIGE (2021a), *The Covid-19 pandemic and intimate partner violence against* women *in the EU*, Publications Office of the European Union, Luxembourg, https://eige.europa.eu/publications/covid-19-pandemic-and-intimate-partner-violence-against-women-eu.

EIGE (2021b), *Gender Equality Index 2021 – Health*, Publications Office of the European Union, Luxembourg, https://eige.europa.eu/publications-resources/publications/gender-equality-index-2021-health?language_content_entity=en.

EIGE (2021c), *Gender inequalities in care and consequences for the labour market*, Publications Office of the European Union, Luxembourg, https://eige.europa.eu/publications-resources/publications/gender-inequalities-care-and-consequences-labour-market?language_content_entity=en.

EIGE (2022a), *Gender Equality Index 2022 – The COVID-19 pandemic and care*, Publications Office of the European Union, Luxembourg, https://eige.europa.eu/publications-resources/publications/gender-equality-index-2022-covid-19-pandemic-and-care.

EIGE (2022b), *Combating coercive control and psychological violence against* women *in the EU Member States*, Publications Office of the European Union, Luxembourg, https://eige.europa.eu/publications/combating-coercive-control-and-psychological-violence-against-women-eu-member-states.

EIGE (2023a), *Understanding Economic Violence against Women – The need for harmonised definitions and data in the EU*, Publications Office of the European Union, Luxembourg, https://eige.europa.eu/publications-resources/publications/understanding-economic-violence-against-women-need-harmonised-definitions-and-data-eu?language_content_entity=en.

EIGE (2023b), *Evidence to Action – Gender equality and gender mainstreaming in the COVID-19 recovery*, Publications Office of the European Union, Luxembourg, https://eige.europa.eu/publications-resources/publications/evidence-action-gender-equality-and-gender-mainstreaming-covid-19-recovery?language_content_entity=en.

EIGE (2023c), *Gender Equality Index 2023 – Towards a green transition in transport and energy*, Publications Office of the European Union, Luxembourg, https://eige.europa.eu/publications-resources/publications/gender-equality-index-2023-towards-green-transition-transport-and-energy.

EIGE (2023d), *A Better Work–Life Balance – Bridging the gender care gap*, Publications Office of the European Union, Luxembourg, https://eige.europa.eu/publications-resources/publications/better-work-life-balance-bridging-gender-care-gap?language_content_entity=en.

EIGE (2023e), *Improving legal responses to counter femicide in the European Union – Perspectives from victims and professionals*, Publications Office of the European Union, Luxembourg, https://eige.europa.eu/publications/improving-legal-responses-counter-femicide-european-union-perspectives-victims-and-professionals.

EIGE (2023f), *Gender Balance in the Security Sector*, Publications Office of the European Union, Luxembourg, https://eige.europa.eu/publications-resources/publications/gender-balance-security-sector?language_content_entity=en.

EIGE (2023g), *Gender Balance in the European Green Deal*, Publications Office of the European Union, Luxembourg, https://eige.europa.eu/publications-resources/publications/gender-balance-european-green-deal.

EIGE (2024a), *Financial Independence and Gender Equality – Joining the dots between income, wealth, and power*, Publications Office of the European Union, Luxembourg, https://eige.europa.eu/publications-resources/publications/financial-independence-and-gender-equality-joining-dots-between-income-wealth-and-power.

EIGE (2024b), *Gender equality in the European Parliament and in national parliaments in the European Union – 2023 state of play*, Publications Office of the European Union, Luxembourg, https://eige.europa.eu/publications-resources/publications/gender-equality-european-parliament-and-national-parliaments-european-union-2023-state-play.

EIGE (2024c), *Women Fleeing the War – Access to sexual and reproductive healthcare in the EU under the temporary protection directive*, Publications Office of the European Union, Luxembourg, https://eige.europa.eu/publications-resources/publications/women-fleeing-war-access-sexual-and-reproductive-healthcare-eu-under-temporary-protection-directive?language_content_entity=en.

EIGE (forthcoming), *Gender Equality Index 2024: Violence against women*, Publications Office of the European Union, Luxembourg.

EPRS (European Parliamentary Research Service) (2023), *Towards Gender Balance in the European Elections – Electoral quotas: What can they achieve?*, briefing, European Parliament, https://www.europarl.europa.eu/RegData/etudes/BRIE/2023/751447/EPRS_BRI(2023)751447_EN.pdf.

References

EPRS (2024), *Violence against women active in politics in the EU – A serious obstacle to political participation*, briefing, European Parliament, https://www.europarl.europa.eu/RegData/etudes/BRIE/2024/759600/EPRS_BRI(2024)759600_EN.pdf.

Erikson, J., Håkansson, S. and Josefsson, C. (2023), 'Three dimensions of gendered online abuse: Analysing Swedish MPs' experiences of social media', *Perspectives on Politics*, Vol. 21, No 3, pp. 896–912.

EU-OSHA (European Agency for Safety and Health at Work) (2022), *Psychosocial risks in the health and social care sector*, discussion paper, Bilbao, https://osha.europa.eu/en/publications/psychosocial-risks-health-and-social-care-sector.

Eurofound (European Foundation for the Improvement of Living and Working Conditions) (2017), 'Segregation', European Industrial Relations Dictionary, 8 February, accessed 5 November 2024, https://www.eurofound.europa.eu/en/european-industrial-relations-dictionary/segregation.

Eurofound (2023), 'Violence in the workplace: Women and frontline workers face higher risks', Eurofound website, 27 February, accessed 5 November 2024, https://www.eurofound.europa.eu/en/blog/2023/violence-workplace-women-and-frontline-workers-face-higher-risks#:~:text=Violence%20in%20the%20workplace%3A%20Women%20and%20frontline%20workers%20face%20higher%20risks,-27%20February%202023&text=Women%20and%20frontline%20workers%20are,%2C%20exhaustion%2C%20anxiety%20and%20depression.

Eurofound (2024), *Living and Working in Europe 2023*, Publications Office of the European Union, Luxembourg, https://www.eurofound.europa.eu/en/publications/2024/living-and-working-europe-2023.

Eurofound and EIGE (2021), *Upward Convergence in Gender Equality – How close is the union of equality?*, Publications Office of the European Union, Luxembourg, https://eige.europa.eu/publications/upward-convergence-gender-equality-how-close-union-equality?lang=sk.

European Commission (n.d.), 'EU comprehensive approach to mental health', European Commission website accessed 5 November 2024, https://health.ec.europa.eu/non-communicable-diseases/mental-health_en#a-comprehensive-approach-to-mental-health.

European Commission (2016), *Study on Gender-based Violence in Sport*, Publications Office of the European Union, Luxembourg, https://sport.ec.europa.eu/sites/default/files/gender-based-violence-sport-study-2016_en.pdf.

European Commission (2018), *Flash Eurobarometer 470 – Report: Work–life balance*, https://europa.eu/eurobarometer/surveys/detail/2185.

European Commission (2019), 'The European Pillar of Social Rights in 20 principles', European Commission website, accessed 5 November 2024, https://ec.europa.eu/info/strategy/

priorities-2019-2024/economy-works-people/jobs-growth-and-investment/european-pillar-social-rights/european-pillar-social-rights-20-principles_en.

European Commission (2022a), *Communication from the Commission on a European strategy for universities*, Publications Office of the European Union, Luxembourg, https://education.ec.europa.eu/sites/default/files/2022-01/communication-european-strategy-for-universities-graphic-version.pdf.

European Commission (2022b), *Towards More Gender Equality in Sport – Recommendations and action plan from the High Level Group on Gender Equality in Sport (2022)*, Publications Office of the European Union, Luxembourg, https://op.europa.eu/en/publication-detail/-/publication/684ab3af-9f57-11ec-83e1-01aa75ed71a1.

European Commission (2022c), 'Shifting health challenges', European Commission website, 19 September, accessed 5 November 2024, https://knowledge4policy.ec.europa.eu/shifting-health-challenges_en.

European Commission (2023a), *Employment and Social Developments in Europe – Addressing labour shortages and skills gaps in the EU*, Publications Office of the European Union, Luxembourg, https://data.europa.eu/doi/10.2767/089698.

European Commission (2023b), *Flash Eurobarometer 530 – Mental health: Report*, Publications Office of the European Union, Luxembourg, https://europa.eu/eurobarometer/surveys/detail/3032.

European Commission: Directorate-General for Communication (2018), 'Special Eurobarometer 472: Sport and physical activity', 22 March, accessed 5 November 2024, https://data.europa.eu/data/datasets/s2164_88_4_472_eng?locale=en.

European Nursing Research Foundation (2022), *Workplace Violence against Nurses in the European Union*, policy brief, Brussels, https://www.enrf.eu/wp-content/uploads/2022/11/ENRF-Policy-Brief-Violence-Against-Nurses-November-2022.pdf.

European Parliament (2024), 'Roberta Metsola re-elected as President of the European Parliament', press release, European Parliament website, 16 July, accessed 5 November 2024, https://www.europarl.europa.eu/news/en/press-room/20240710IPR22805/roberta-metsola-re-elected-as-president-of-the-european-parliament#:~:text=On%20Tuesday%2C%20MEPs%20re%2Delected,paper%20ballot%2C%20among%20two%20candidates.

European Parliament: Policy Department for Citizens' Rights and Constitutional Affairs (2024), *Gender aspects of the rising cost of living and the impact of the energy crisis*, Brussels, https://www.europarl.europa.eu/RegData/etudes/STUD/2024/754488/IPOL_STU(2024)754488_EN.pdf.

Every-Palmer, S., Hansby, O. and Barry-Walsh, J. (2024), 'Stalking, harassment, gendered abuse, and violence towards politicians in the COVID-19 pandemic and recovery era', *Frontiers in Psychiatry*, Vol. 15, pp. 1–11.

References

Fasting, K., Chroni, S., Hervik, S. E. and Knorre, N. (2011), 'Sexual harassment in sport toward females in three European countries', *International Review for the Sociology of Sport*, Vol. 46, No 1, pp. 76–89.

Fernandes, J. M., Lopes da Fonseca, M. and Won, M. (2023), 'Closing the gender gap in legislative debates: The role of gender quotas', *Political Behavior*, Vol. 45, No 3, pp. 897–921.

Forman-Rabinovici, A. and Nir, L. (2021), 'Personalism or party platform? Gender quotas and women's representation under different electoral system orientations', *PLOS One*, Vol. 16, No 9, e0257665.

FRA (European Union Agency for Fundamental Rights) (2014), *Violence against Women – An EU-wide survey. Main results*, Publications Office of the European Union, Luxembourg, https://fra.europa.eu/en/publication/2014/violence-against-women-eu-wide-survey-main-results-report.

FRA (2023), *Roma in 10 European Countries – Main results*, Publications Office of the European Union, Luxembourg, https://fra.europa.eu/sites/default/files/fra_uploads/fra-2022-roma-survey-2021-main-results2_en.pdf.

FRA (2024), *LGBTIQ Equality at a Crossroads – Progress and challenges,* Publications Office of the European Union, Luxembourg, https://fra.europa.eu/sites/default/files/fra_uploads/fra-2024-lgbtiq-equality_en.pdf.

Goldberg, A. E. (2018), *Transgender Students in Higher Education*, University of California, Los Angeles: Williams Institute, Los Angeles, https://williamsinstitute.law.ucla.edu/publications/trans-students-higher-education/.

Gumà, J., Solé-Auró, A. and Arpino, B. (2019), 'Examining social determinants of health: The role of education, household arrangements and country groups by gender', *BMC Public Health*, Vol. 19, pp. 1–9.

Håkansson, S. (2021), 'Do women pay a higher price for power? Gender bias in political violence in Sweden', *Journal of Politics*, Vol. 83, No 2, pp. 515–531.

ILO (2017), 'The gender gap in employment: What's holding women back?', ILO website, updated, accessed 5 November 2024, https://webapps.ilo.org/infostories/en-GB/Stories/Employment/barriers-women#intro.

ILO (2019), 'C190 – Violence and Harassment Convention, 2019 (No. 190)', ILO website, accessed 5 November 2024, https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C190.

ILO (2024), *Preventing and addressing violence and harassment in the world of work through occupational safety and health measures*, Geneva, https://www.ilo.org/publications/major-publications/preventing-and-addressing-violence-and-harassment-world-work-through.

ILO and WHO (2022), *The gender pay gap in the health and care sector – A global analysis in the time of COVID-19*, Geneva, https://www.who.int/publications/i/item/9789240052895#:~:text=The%20 results%20of%20this%20groundbreaking,the%20health%20and%20care%20sector.

International Olympic Committee (2024), '#GenderEqualOlympics: Paris 2024 making history on the field of play', International Olympic Committee website, 28 July, accessed 5 November 2024, https://olympics.com/ioc/news/ genderequalolympics-paris-2024-making-history-on-the-field-of-play.

Kluge, H. and Azzopardi-Muscat, N. (2023), 'The health workforce crisis in Europe is also a gender equality crisis', *British Medical Journal*, Vol. 380, p. 554.

Konow-Lund, M. and Høiby, M. (2023), 'Female investigative journalists: Overcoming threats, intimidation, and violence with gendered strategies', *Journalism Practice*, Vol. 17, No 8, pp. 1591–1606.

Krook, M. L. and Sanín, J. R. (2020), 'The cost of doing politics? Analyzing violence and harassment against female politicians', *Perspectives on Politics*, Vol. 18, No 3, pp. 740–755.

Kuhlmann, E., Brînzac, M. G., Czabanowska, K., Falkenbach, M., Ungureanu, M.-I. et al. (2023), 'Violence against healthcare workers is a political problem and a public health issue: A call to action', *European Journal of Public Health*, Vol. 33, No 1, pp. 4–5.

Lahti, A., Kyllönen, M., Pusa, S., Tolvanen, A. and Laakso, N. (2020), *Häirintä suomalaisessa kilpaurheilussa*, Suomen urheilun eettinen keskus SUEK ry, Helsinki, https://suek.fi/wp-content/ uploads/2020/09/Ha%CC%88irinta%CC%88-suomalaisessa-kilpaurheilussa.pdf.

Lee, S. Y., Hanson, M. D. and Cheung, H. K. (2019), 'Incorporating bystander intervention into sexual harassment training', *Industrial and Organizational Psychology*, Vol. 12, No 1, pp. 52–57.

Lewis, N. V., Munas, M., Colombini, M., d'Oliveira, A. F., Pereira, S. et al. (2022), 'Interventions in sexual and reproductive health services addressing violence against women in low-income and middle-income countries: A mixed-methods systematic review', *BMJ Open*, Vol. 12, No 2, e051924.

Li, M., Turki, N., Izaguirre, C. R., DeMahy, C., Thibodeaux, B. L. et al. (2021), 'Twitter as a tool for social movement: An analysis of feminist activism on social media communities', *Journal of Community Psychology*, Vol. 49, No 3, pp. 854–868.

Lipinsky, A., Schredl, C., Baumann, H., Humbert, A. and Tanwar, J. (2022), *Gender-based Violence and Its Consequences in European Academia – Summary results from the UniSAFE survey*, Unisafe project No 101006261, https://unisafe-gbv.eu/wp-content/uploads/2022/11/UniSAFE-survey_ prevalence-results_2022.pdf.

Menzel, T., Braumüller, B. and Hartmann-Tews, I. (2019), *The relevance of sexual orientation and gender identity in sport in Europe – Findings from the Outsport survey*, German Sport University

Cologne, Institute of Sociology and Gender Studies, Cologne, https://fis.dshs-koeln.de/en/publications/the-relevance-of-sexual-orientation-and-gender-identity-in-sport-/publications/.

Merelas-Iglesias, T. and Sánchez-Bello, A. (2019), 'Benefits of leisure in overcoming gender violence experiences: A case study', *Leisure Studies*, Vol. 38, No 1, pp. 15–27.

Miranda, J., Silveirinha, M. J., Sampaio-Dias, S., Dias, B., Garcez, B. et al. (2023), ' 'It comes with the job'': How journalists navigate experiences and perceptions of gendered online harassment', *International Journal of Communication*, Vol. 17, p. 21.

Namatovu, F., Ineland, J. and Lövgren, V. (2024), 'Exploring the perspectives of professionals on providing intimate partner violence services to women with disabilities', *Violence against Women*, Vol. 30, No 2, pp. 622–640.

National Democratic Institute (2021), *Political participation and violence against* women *in politics in southeastern Europe*, Sarajevo, https://www.ndi.org/sites/default/files/NDI%20Violence%20Against%20Women%20in%20Politics%20in%20SE%20Europe.pdf.

OECD (Organisation for Economic Co-operation and Development) and European Union (2022), *Health at a Glance: Europe 2022 – State of health in the EU cycle*, OECD Publishing, Paris, https://www.oecd.org/en/publications/health-at-a-glance-europe-2022_507433b0-en.html.

OECD, European Union and European Commission: Joint Research Centre (2008), *Handbook on Constructing Composite Indicators: Methodology and user guide*, OECD Publishing, Paris, https://doi.org/10.1787/9789264043466-en.

Ohlert, J., Vertommen, T., Rulofs, B., Rau, T. and Allroggen, M. (2021), 'Elite athletes' experiences of interpersonal violence in organized sport in Germany, the Netherlands, and Belgium', *European Journal of Sport Science*, Vol. 21, No 4, pp. 604–613.

Olivetti, C. and Petrongolo, B. (2017), 'The economic consequences of family policies: Lessons from a century of legislation in high-income countries', *Journal of Economic Perspectives*, Vol. 31, No 1, pp. 205–230.

Pateman, L. (2024), 'Législatives 2024: les femmes sont-elles investies dans les circonscriptions les moins favorables?', *Le Monde*, 26 June, accessed 5 November 2024, https://www.lemonde.fr/les-decodeurs/article/2024/06/26/legislatives-2024-les-femmes-sont-elles-investies-dans-les-circonscriptions-les-moins-favorables_6243813_4355770.html.

Powell, A., Sandy, L. and Findling, J. (2015), *Promising practices in workplace and organisational approaches for the prevention of violence against* women, Our Watch, RMIT University, Melbourne, https://researchrepository.rmit.edu.au/esploro/outputs/report/Promising-practices-in-workplace-and-organisational/9921862627001341.

Refuge (2022), 'New data from Refuge warns that cost of living crisis is forcing survivors of domestic abuse to stay with abusive partners', press release, Refuge website, accessed 5 November 2024, 10 November, accessed 5 November 2024, https://refuge.org.uk/news/ new-data-from-refuge-warns-that-cost-of-living-crisis-is-forcing-survivors-of-domestic-abuse-to-stay-with-abusive-partners/.

Reuters (2023), 'Most online hate targets women, says EU report', Reuters website, 29 November, accessed 5 November 2024, https://www.reuters.com/world/ most-online-hate-targets-women-says-eu-report-2023-11-29/.

Roskam, I. and Mikolajczak, M. (2020), 'Gender differences in the nature, antecedents and consequences of parental burnout', *Sex Roles*, Vol. 83, No 7, pp. 485–498.

Rossi, M. F., Beccia, F., Cittadini, F., Amantea, C., Aulino, G. et al. (2023), 'Workplace violence against healthcare workers: An umbrella review of systematic reviews and meta-analyses', *Public Health*, Vol. 221, pp. 50–59.

Salazar, L. and Moline, A. (2023), *Increasing Women's Representation in Business Leadership*, World Bank, Washington DC, https://openknowledge.worldbank.org/handle/10986/39870.

Sarikakis, K., Kassa, B. E., Fenz, N., Goldschmitt, S., Kasser, J. et al. (2023), ' ''My haters and I'': Personal and political responses to hate speech against female journalists in Austria', *Feminist Media Studies*, Vol. 23, No 1, pp. 67–82.

Scottish Women's Aid (2022), *SWA Briefing – The cost of living crisis the impact on* women *experiencing domestic abuse*, Edinburgh, https://womensaid.scot/wp-content/uploads/2022/09/ SWA-Briefing-the-cost-of-living-crisis-Sept-22.pdf.

Sotirovic, P. and Blažytė, G. (2024), 'What makes academia (un)safe: Experiences, observations, and consequences of gender-based violence in different stages of individual researchers' careers', in: Limantė, A., Tereškinas, A. and Vaičiūnienė, R. (eds), *Gender-based Violence and the Law*, Taylor & Francis, London, pp. 206–232.

Temmerman, M. (2015), 'Research priorities to address violence against women and girls', *The Lancet*, Vol. 385, No 9978, e38–e40.

UNESCO (United Nations Educational, Scientific and Cultural Organization) (2021), *The Chilling: Global trends in online violence against* women *journalists*, Paris, https://www.researchgate.net/ profile/Nabeelah-Shabbir/publication/352561848_The_Chilling_Global_trends_in_online_ violence_against_women_journalists/links/60d07b5492851ca3acb83d2e/The-Chilling-Global-trends-in-online-violence-against-women-journalists.pdf.

UNESCO (2024), 'Towards a safer playing field: Tackling violence against women and girls in sport', UNESCO website, 18 April (updated 24 April), accessed 5 November 2024, https://www.unesco.org/ en/articles/towards-safer-playing-field-tackling-violence-against-women-and-girls-sport.

Unisafe consortium (2022), *Unisafe Policy Brief 1 – Findings on gender-based violence in higher education and research to inform policy makers*, https://zenodo.org/records/7333222.

Vertommen, T., Kampen, J., Schipper-van Veldhoven, N., Wouters, K., Uzieblo, K. et al. (2017), 'Profiling perpetrators of interpersonal violence against children in sport based on a victim survey', *Child Abuse & Neglect*, Vol. 63, pp. 172–182.

WHO (2022), *Health and Care Workforce in Europe – Time to act*, Copenhagen, https://www.who.int/europe/publications/i/item/9789289058339.

WHO (2024), 'Violence against women', WHO website, 25 March, accessed 5 November 2024, https://www.who.int/news-room/fact-sheets/detail/violence-against-women.

WHO Regional Office for Europe (2023), 'The health workforce crisis in Europe is no longer a looming threat – it is here and now. The Bucharest Declaration charts a way forward', press release, WHO website, 22 March, accessed 5 November 2024, https://www.who.int/europe/news/item/22-03-2023-the-health-workforce-crisis-in-europe-is-no-longer-a-looming-threat---it-is-here-and-now.-the-bucharest-declaration-charts-a-way-forward.

Women's Budget Group (2022), *The Gendered Impact of the Cost-of-living Crisis*, London, https://wbg.org.uk/wp-content/uploads/2022/03/The-gendered-impact-of-the-cost-of-living-crisis.pdf.

Women's Resource Centre (2023), *The impacts of the cost-of-living crisis on the* women's *sector*, London, https://www.wrc.org.uk/Handlers/Download.ashx?IDMF=549ce278-7616-4b1b-9b16-12f749d2bb21.

World Economic Forum (2023), *Global Gender Gap Report 2023*, Geneva, https://www3.weforum.org/docs/WEF_GGGR_2023.pdf.

Young, H. M., Bell, J. F., Whitney, R. L., Ridberg, R. A., Reed, S. C. et al. (2020), 'Social determinants of health: Underreported heterogeneity in systematic reviews of caregiver interventions', *The Gerontologist*, Vol. 60, Supplement 1, S14–S28.

Zając, T., Magda, I., Bożykowski, M., Chłoń-Domińczak, A. and Jasiński, M. (2024), 'Gender pay gaps across STEM fields of study', *Studies in Higher Education*, pp. 1–14.

Annexes

Annex 1. List of indicators of the Gender Equality Index

Domain	Sub-domain	No	Indicator and reference population	Description	Source	Index edition								
						2013	2015	2017	2019	2020	2021	2022	2023	2024
						Data used								
WORK	PARTICIPATION	1	FTE employment rate (%, population aged 15+)	The FTE employment rate is a unit to measure employed people in a way that makes them comparable even though they may work a different number of hours per week. A full-time worker is counted as one FTE, while a part-time worker gets a score in proportion to the hours he or she works	Eurostat, EU-LFS, EIGE's calculations using microdata	2010	2012	2015	2017	2018	2019	2020	2021 (break in time series), population aged 15–89	2022, population aged 15–89
		2	Duration of working life (years, population aged 15+)	The 'duration of working life' indicator measures the number of years a person aged 15 is expected to be active in the labour market throughout his or her life	Eurostat (lfsi_dwl_a), EU-LFS	2010	2012	2015	2017	2018	2019	2020	2021	2022
	SEGREGATION AND QUALITY OF WORK	3	Employed people in education, human health and social work activities (%, aged 15+)	Percentage of people employed in NACE sections P (education) and Q (human health and social work) economic activities among the total employed population (based on NACE revision 2)	Eurostat (lfsa_egan2), EU-LFS	2010	2012	2015	2017	2018	2019	2020	2021 (break in time series), population aged 15–89	2022, population aged 15–89
		4	Ability to take an hour or two off during working hours to take care of personal or family matters (%, workers aged 15+)	Percentage of people who consider it 'very easy' to take an hour or two off during working hours to take care of personal or family matters	Eurofound, EWCS, EWCTS, EIGE's calculations using microdata	2015	2015	2015	2015	2015	2015	2015	2021 (break in time series), EWCTS	2021 (break in time series), EWCTS
		5	Career Prospects Index (points, 0–100)	The Career Prospects Index combines the indicators of employment status (self-employed or employed), type of contract, prospects for career advancement as perceived by the worker, perceived likelihood of losing one's job and experience of downsizing in the organisation. It is measured on a scale from 0 to 100, where the higher the score, the higher the job quality	Eurofound, EWCS, EIGE's calculations using microdata	2015	2015	2015	2015	2015	2015	2015	2015	2015

Annexes

Domain	Sub-domain	No	Indicator and reference population	Description	Source	Index edition								
						2013	2015	2017	2019	2020	2021	2022	2023	2024
						Data used								
MONEY	FINANCIAL RESOURCES	6	Mean monthly earnings (PPS, working population)	Mean monthly earnings in PPS, in the sectors of industry, construction and services (except public administration, defence, compulsory social security) (NACE revision 2 sections B–S, excluding O; all ages, working in companies of 10 employees or more)	Eurostat (earn_ses10_20), (earn_ses14_20), (earn_ses18_20); SES	2010	2010	2014 (EL, HR: 2010)	2014	2014	2018 (EL: 2014)	2018	2018	2018
		7	Mean equivalised net income (PPS, population aged 16+)	Equivalised disposable income in PPS is the total income of a household, after tax and other deductions, that is available for spending or saving, divided by the number of household members and converted into equalised adults	Eurostat (ilc_di03), EU-SILC	2010	2012	2015	2017	2018	2019	2020	2021 (LU: break in time series)	2022 (FR, LU: break in time series)
	ECONOMIC SITUATION	8	Not-at-risk-of-poverty rate, ≥ 60 % of median income (%, population aged 16+)	Reverse indicator of the AROP rate	Eurostat (ilc_li02), EU-SILC	2010	2012	2015	2017	2018	2019	2020	2021 (LU: break in time series)	2022 (FR, LU: break in time series)
		9	S80/S20 income quintile share (population aged 16+)	Calculated as S80/S20 income quintile share ratio × 100	Eurostat, EU-SILC, Eurostat calculations on EIGE's request	2010	2012	2015 (IE: 2014)	2017	2018	2019	2020	2021 (LU: break in time series)	2022 (FR, LU: break in time series)

Domain	Sub-domain	No	Indicator and reference population	Description	Source	Index edition								
						2013	2015	2017	2019	2020	2021	2022	2023	2024
						Data used								
KNOWLEDGE	ATTAINMENT AND PARTICIPATION	10	Graduates of tertiary education (%, population aged 15+)	Educational attainment measures the share of highly educated people among men and women, that is, the percentage of people with a tertiary education as their highest level successfully completed (ISCED levels 5–8) among the total population aged 15+	Eurostat, EU-LFS, EIGE's calculations using microdata	2010	2012	2015	2017	2018	2019	2020	2021 (break in time series), population aged 15–89	2022, population aged 15–89
		11	People participating in formal or non-formal education and training (%, population aged 15+)	Percentage of people participating in formal or non-formal education and training among the total population aged 15+	Eurostat, EU-LFS, EIGE's calculations using microdata	2010	2012	2015	2017	2018	2019	2020	2021 (break in time series), population aged 15–74	2022, population aged 15–74
	SEGREGATION	12	Tertiary students in the fields of education, health and welfare, and humanities and arts (%, population aged 15+)	Percentage of people who are studying in F01 (education), F02 (arts and humanities) and F09 (health and welfare) in ISCED levels 5–8	Eurostat: education statistics (educ_enrl5), (educ_uoe_enrt03)	2010 (LU: 2011)	2012	2015 (IE, EL: 2014)	2017 (BG, CZ, IE, EL, FR, HR, IT, CY, HU, MT, PT, RO, SK, FI, SE, UK: 2016. SI (ED7 – master's or equivalent), n/a*: 2016	2017 (SI (ED7 – master's or equivalent), n/a: 2016)	2018	2020	2021	2022

Annexes

Domain	Sub-domain	No	Indicator and reference population	Description	Source	Index edition								
						2013	2015	2017	2019	2020	2021	2022	2023	2024
						Data used								
TIME	CARE ACTIVITIES	13	People caring for and educating their children or grandchildren, older people or people with disabilities every day (%, population aged 18+)	Percentage of people involved in caring for at least one of the following groups outside paid work every day: children, grandchildren, older people and disabled people	Eurofound, EQLS, EIGE's survey on unpaid care, EIGE's calculations using microdata	2007	2012	2016	2016	2016	2016	2016	2022 (break in time series), population aged 18–74, EIGE's survey on unpaid care	2022, population aged 18–74, EIGE's survey on unpaid care
		14	People doing cooking and/or housework every day (%, population aged 18+)	Percentage of people involved in cooking and/or housework outside paid work every day	Eurofound, EQLS, EIGE's survey on unpaid care, EIGE's calculations using microdata	2007	2012	2016	2016	2016	2016	2016	2022 (break in time series), population aged 18–74, EIGE's survey on unpaid care	2022, population aged 18–74, EIGE's survey on unpaid care
	SOCIAL ACTIVITIES	15	Workers doing sporting, cultural or leisure activities outside their home daily or at least several times a week (%, workers aged 15+)	Percentage of working people doing sporting, cultural or leisure activities daily or at least several times a week	Eurofound, EWCS, EIGE's survey on unpaid care, EIGE's calculations using microdata	2015	2015	2015	2015	2015	2015	2015	2022 (break in time series), population aged 16–74, EIGE's survey on unpaid care	2022 (break in time series), population aged 16–74, EIGE's survey on unpaid care
		16	Workers involved in voluntary or charitable activities at least once a month (%, workers aged 15+)	Percentage of working people involved in voluntary or charitable activities at least once a month	Eurofound, EWCS, EIGE's survey on unpaid care, EIGE's calculations using microdata	2010	2010	2015	2015	2015	2015	2015	2022 (break in time series), population aged 16–74, EIGE's survey on unpaid care	2022 (break in time series, population aged 16–74, EIGE's survey on unpaid care

Domain	Sub-domain	No	Indicator and reference population	Description	Source	Index edition								
						2013	2015	2017	2019	2020	2021	2022	2023	2024
						Data used								
POWER	POLITICAL	17	Share of women and men ministers (%)	Share of women and men ministers	EIGE gender statistics database on WMID	2009, 2010, 2011	2011, 2012, 2013	2014, 2015, 2016	2016, 2017, 2018	2017, 2018, 2019	2018, 2019, 2020	2019, 2020, 2021	2020, 2021, 2022	2021, 2022, 2023
		18	Share of women and men members of parliament (%)	Share of women and men members of parliament	EIGE gender statistics database on WMID	2009, 2010, 2011	2011, 2012, 2013	2014, 2015, 2016	2016, 2017, 2018	2017, 2018, 2019	2018, 2019, 2020	2019, 2020, 2021	2020, 2021, 2022	2021, 2022, 2023
		19	Share of women and men members of regional assemblies (%)	Share of women and men members of regional assemblies	EIGE gender statistics database on WMID	Regional assembly: 2009, 2010, 2011. Local-level politics: 2011	Regional assembly: 2011, 2012, 2013. Local-level politics: 2013	Regional assembly: 2014, 2015, 2016. Local-level politics: 2015	Regional assembly: 2016, 2017, 2018. Local-level politics: 2017	Regional assembly: 2017, 2018, 2019. Local-level politics: 2019	Regional assembly: 2018, 2019, 2020. Local-level politics: 2020	Regional assembly: 2019, 2020, 2021. Local-level politics: 2021	Regional assembly: 2020, 2021, 2022. Local-level politics: 2022	Regional assembly: 2021, 2022, 2023. Local-level politics: 2023
	ECONOMIC	20	Share of women and men board members of the largest listed companies – supervisory boards or boards of directors (%)	Share of women and men board members of the largest listed companies	EIGE gender statistics database on WMID	2009, 2010, 2011	2011, 2012, 2013	2014, 2015, 2016	2016, 2017, 2018	2017, 2018, 2019	2018, 2019, 2020	2019, 2020, 2021	2020, 2021, 2022	2021, 2022, 2023
		21	Share of women and men board members of central banks (%)	Share of women and men board members of central banks	EIGE gender statistics database on WMID	2009, 2010, 2011	2011, 2012, 2013	2014, 2015, 2016	2016, 2017, 2018	2017, 2018, 2019	2018, 2019, 2020	2019, 2020, 2021	2020, 2021, 2022	2021, 2022, 2023
	SOCIAL	22	Share of women and men board members of research-funding organisations (%)	Share of women and men board members of the highest decision-making bodies of research-funding organisations	EIGE gender statistics database on WMID	2017	2017	2017	2017 and 2018 (IT: only 2017)	2017, 2018, 2019 (IT, RO: only 2018, break in time series)	2018, 2019, 2020 (IT, RO: only 2018, break in time series)	2019, 2020, 2021 (IT, RO: only 2018, break in time series)	2020, 2021, 2022 (IT, RO: only 2018, break in time series)	2021, 2022, 2023 (IT, RO: only 2018, break in time series)
		23	Share of women and men board members of publicly owned broadcasting organisations (%)	Share of women and men board members of publicly owned broadcasting organisations	EIGE gender statistics database on WMID	2014	2014	2014, 2015, 2016	2016, 2017, 2018	2017, 2018, 2019	2018, 2019, 2020	2019, 2020, 2021	2020, 2021, 2022	2021, 2022, 2023
		24	Share of women and men members of the highest decision-making bodies of the national Olympic sport organisations (%)	Share of women and men members of the highest decision-making bodies of the sport organisations of the 10 most popular national Olympic sports	EIGE gender statistics database on WMID	2015	2015	2015	2015 and 2018	2015, 2018 and 2019	2018, 2019, 2020	2019, 2020, 2021	2020, 2021, 2022	2021, 2022, 2023

Domain	Sub-domain	No	Indicator and reference population	Description	Source	Index edition 2013	2015	2017	2019	2020	2021	2022	2023	2024
						Data used								
HEALTH	STATUS	25	Self-perceived health – good or very good (%, population aged 16+)	Percentage of people assessing their health as 'very good' or 'good'	Eurostat (hlth_silc_01), EU-SILC	2010	2012 (HR: 2011 (M))	2015	2017	2018	2019	2020 (IT: 2019. DE, IE, FR, LU: break in time series)	2021 (LU: break in time series)	2022 (FR, LU: break in time series)
		26	Life expectancy in absolute value at birth (years)	Life expectancy at a certain age is the mean additional number of years that a person of that age can expect to live	Eurostat (hlth_hlye)	2010 (IT: 2009). Total: average of women and men	2012 (SE: 2011). Total: average of women and men	2015. Total: average of women and men	2016. Total: average of women and men	2018	2019	2020	2021 (EU, CZ, HR, PT: break in time series)	2022 (EU, BG, HR, HU, PL, PT: break in time series)
		27	Healthy life years in absolute value at birth (years)	Healthy life years measures the number of remaining years that a person of a specific age is expected to live without any severe or moderate health problems	Eurostat (hlth_hlye)	2010 (IT: 2009). Total: average of women and men	2012 (SE: 2011). Total: average of women and men	2015. Total: average of women and men	2016. Total: average of women and men	2018	2019 (BE: break in time series)	2020 (DK, DE, IE, FR, LU: break in time series)	2021 (LU: break in time series)	2022 (EU, BG, DE, FR, HR, LU, HU, PL, PT: break in time series. FR, NL, PT: provisional. RO: estimated)
	BEHAVIOUR	28	People who do not smoke and are not involved in harmful drinking (%, population aged 16+)	Percentage of people who are not involved in risky behaviour (i.e. do not smoke and are not involved in heavy episodic drinking)	Eurostat, EHIS, Eurostat calculations at EIGE's request	2014 (EU: non-weighted average. FR, NL: EIGE estimation)	2014 (EU: non-weighted average. FR, NL: EIGE estimation)	2014 (EU: non-weighted average. FR, NL: EIGE estimation)	2014 (EU: non-weighted average. FR, NL: EIGE estimation)	2014 (EU: non-weighted average. FR, NL: EIGE estimation)	2014 (EU: non-weighted average. FR, NL: EIGE estimation)	2019 (EU, FI: EIGE estimation)	2019 (EU, FI: EIGE estimation)	2019 (EU, FI: EIGE estimation)
		29	People doing physical activities and/or consuming fruits and vegetables (%, population aged 16+)	Percentage of people who are physically active for at least 150 minutes per week and/or consume at least five portions of fruit and vegetables per day	Eurostat, EHIS, Eurostat calculations at EIGE's request	2014 (EU: non-weighted average. BE, NL: EIGE estimation)	2014 (EU: non-weighted average. BE, NL: EIGE estimation)	2014 (EU: non-weighted average. BE, NL: EIGE estimation)	2014 (EU: non-weighted average. BE, NL: EIGE estimation)	2014 (EU: non-weighted average. BE, NL: EIGE estimation)	2014 (EU: non-weighted average. BE, NL: EIGE estimation)	2019	2019	2019

Domain	Sub-domain	No	Indicator and reference population	Description	Source	Index edition								
						2013	2015	2017	2019	2020	2021	2022	2023	2024
						Data used								
HEALTH	ACCESS	30	Population without unmet needs for medical examination (%, population aged 16+)	Self-reported unmet needs for medical examination	Eurostat (hlth_silc_08), EU-SILC	2010	2012	2015	2017	2018	2019	2020 (IT: 2019. DE, IE, FR, LU: break in time series)	2021 (LU: break in time series)	2022 (FR, LU: break in time series)
		31	People without unmet needs for dental examination (%, population aged 16+)	Self-reported unmet needs for dental examination	Eurostat (hlth_silc_09), EU-SILC	2010	2012	2015	2017	2018	2019	2020 (IT: 2019. DE, IE, FR, LU: break in time series)	2021 (LU: break in time series)	2022 (FR, LU: break in time series)
ADDITIONAL VARIABLE			Population aged 18 and older	Number of people aged 18 and older in the country	Eurostat: population statistics (demo_pjanbroad), (demo_pjan)	2009 and 2011	2011 and 2013	2014 and 2016	2016 and 2018	2017 and 2019	2018 and 2020	2019 and 2021	2020 and 2022	2021 and 2023

NB: Eurofound, European Foundation for the Improvement of Living and Working Conditions; NACE, general industrial classification of economic activities within the EU; PPS, purchasing power standard; WMID, women and men in decision-making.
* n/a - not available.

Annex 2. Gender Equality Index scores

Table 2. Gender Equality Index scores, ranks and changes in score by Member State

Member State	Score (points)									Change in score		Rank								
	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010–2022	2021–2022	2010	2012	2015	2017	2018	2019	2020	2021	2022
EU	**63.1**	**64.4**	**65.7**	**66.9**	**67.4**	**68.0**	**68.6**	**70.2**	**71.0**	**7.9**	**0.8**	—	—	—	—	—	—	—	—	—
BE	69.3	70.2	70.5	71.1	71.4	72.7	74.2	76.0	76.1	6.8	0.1	5	5	6	7	8	8	8	5	5
BG	55.0	56.9	58.0	58.8	59.6	59.9	60.7	65.1	64.5	9.5	− 0.6	16	14	15	18	18	18	18	16	17
CZ	55.6	56.7	53.6	55.7	56.2	56.7	57.2	57.9	59.9	4.3	2.0	13	16	22	20	22	22	23	25	23
DK	75.2	75.6	76.8	77.5	77.4	77.8	77.8	77.8	78.8	3.6	1.0	2	2	2	2	2	2	2	3	2
DE	62.6	64.9	65.5	66.9	67.5	68.6	68.7	70.8	72.0	9.4	1.2	10	11	11	11	11	10	11	11	10
EE	53.4	53.5	56.7	59.8	60.7	61.6	61.0	60.2	60.8	7.4	0.6	20	21	19	16	17	17	17	22	21
IE	65.4	67.7	69.5	71.3	72.2	73.1	74.3	73.0	73.4	8.0	0.4	8	7	7	6	6	7	7	9	9
EL	48.6	50.1	50.0	51.2	52.2	52.5	53.4	58.0	59.3	10.7	1.3	27	27	27	27	27	27	27	24	25
ES	66.4	67.4	68.3	70.1	72.0	73.7	74.6	76.4	76.7	10.3	0.3	7	8	10	8	7	6	6	4	4
FR	67.5	68.9	72.6	74.6	75.1	75.5	75.1	75.7	76.1	8.6	0.4	6	6	5	3	3	4	5	6	6
HR	52.3	52.6	53.1	55.6	57.9	59.2	60.7	60.7	59.7	7.4	− 1.0	24	22	23	21	19	19	19	20	24
IT	53.3	56.5	62.1	63.0	63.5	63.8	65.0	68.2	69.2	15.9	1.0	21	17	13	13	13	14	14	13	14
CY	49.0	50.6	55.1	56.3	56.9	57.0	57.3	60.7	60.9	11.9	0.2	26	26	21	19	20	21	22	21	20
LV	55.2	56.2	57.9	59.7	60.8	62.1	61.4	61.5	62.6	7.4	1.1	15	18	16	17	16	16	16	19	19
LT	54.9	54.2	56.8	55.5	56.3	58.4	60.6	64.1	65.8	10.9	1.7	17	20	18	22	21	20	20	17	16
LU	61.2	65.9	69.0	69.2	70.3	72.4	73.5	74.7	75.4	14.2	0.7	11	10	8	9	9	9	9	7	7
HU	52.4	51.8	50.8	51.9	53.0	53.4	54.2	57.3	57.8	5.4	0.5	23	24	26	26	26	26	25	26	26
MT	54.4	57.8	60.1	62.5	63.4	65.0	65.6	67.8	70.1	15.7	2.3	18	13	14	14	14	13	13	14	13
NL	74.0	74.0	72.9	72.1	74.1	75.9	77.3	77.9	78.8	4.8	0.9	3	4	4	5	5	3	3	2	3
AT	58.7	61.3	63.3	65.3	66.5	68.0	68.8	71.2	71.7	13.0	0.5	12	12	12	12	12	11	10	10	11
PL	55.5	56.9	56.8	55.2	55.8	56.6	57.7	61.9	63.4	7.9	1.5	14	15	17	23	23	23	21	18	18
PT	53.7	54.4	56.0	59.9	61.3	62.2	62.8	67.4	68.6	14.9	1.2	19	19	20	15	15	15	15	15	15
RO	50.8	51.2	52.4	54.5	54.4	54.5	53.7	56.1	57.5	6.7	1.4	25	25	24	24	25	25	26	27	27
SI	62.7	66.1	68.4	68.3	67.7	67.6	67.5	69.4	70.1	7.4	0.7	9	9	9	10	10	12	12	12	12
SK	53.0	52.4	52.4	54.1	55.5	56.0	56.0	59.2	59.9	6.9	0.7	22	23	25	25	24	24	24	23	22
FI	73.1	74.4	73.0	73.4	74.7	75.3	75.4	74.4	74.5	1.4	0.1	4	3	3	4	4	5	4	8	8
SE	80.1	79.7	82.6	83.6	83.8	83.9	83.9	82.2	82.0	1.9	− 0.2	1	1	1	1	1	1	1	1	1

NB: The Gender Equality Index 2024 uses data from 2022 for the most part and traces progress over the short term (2021–2022) and the longer term (2010–2022).

Table 3. Gender Equality Index 2024 scores and ranks by domain and Member State

Member State	Score (points)							Rank						
	Index	Work	Money	Knowledge	Time	Power	Health	Index	Work	Money	Knowledge	Time	Power	Health
EU	**71.0**	**74.2**	**83.4**	**64.2**	**68.5**	**61.4**	**88.6**	—	—	—	—	—	—	—
BE	76.1	75.7	90.9	73.4	64.7	72.3	88.5	5	17	2	2	15	7	10
BG	64.5	70.9	66.6	57.8	63.8	58.8	78.3	17	22	27	22	17	14	26
CZ	59.9	69.1	79.5	61.1	57.0	34.9	85.1	23	25	17	13	26	21	21
DK	78.8	82.8	89.5	70.2	72.7	77.7	87.9	2	2	3	5	2	4	12
DE	72.0	77.0	88.4	57.1	65.0	71.5	89.7	10	11	4	24	14	8	8
EE	60.8	78.5	74.0	59.8	64.4	32.8	85.7	21	7	21	17	16	24	17
IE	73.4	77.2	86.6	68.6	59.5	67.6	94.6	9	10	8	8	23	10	1
EL	59.3	69.4	73.5	57.7	67.1	33.2	85.2	25	24	23	23	13	22	19
ES	76.7	75.6	79.5	70.1	70.4	82.0	91.0	4	18	16	6	5	3	6
FR	76.1	73.4	84.8	65.9	68.7	85.3	88.0	6	19	11	12	9	2	11
HR	59.7	73.3	74.7	53.9	48.6	44.2	85.2	24	20	18	26	27	19	20
IT	69.2	65.5	80.6	61.0	67.4	66.5	89.3	14	27	14	14	12	11	9
CY	60.9	77.3	84.1	66.1	58.4	28.8	87.4	20	9	13	9	25	26	15
LV	62.6	77.5	69.6	52.1	62.6	50.5	79.0	19	8	26	27	19	18	25
LT	65.8	76.2	70.9	59.3	62.1	55.5	83.4	16	15	25	20	20	16	24
LU	75.4	80.1	94.1	69.5	62.8	68.0	90.0	7	4	1	7	18	9	7
HU	57.8	76.6	73.8	58.7	61.2	27.1	87.5	26	13	22	21	21	27	14
MT	70.1	81.0	84.8	71.4	59.4	51.2	87.9	13	3	12	3	24	17	13
NL	78.8	79.8	87.9	70.3	76.9	75.3	93.4	3	5	5	4	1	6	3
AT	71.7	77.0	87.8	66.1	68.4	57.1	91.0	11	12	6	10	10	15	5
PL	63.4	69.9	79.7	60.3	71.5	39.6	84.8	18	23	15	16	4	20	22
PT	68.6	76.3	74.4	59.7	67.8	61.3	84.6	15	14	20	19	11	12	23
RO	57.5	67.5	72.8	55.4	69.2	32.8	70.4	27	26	24	25	8	23	27
SI	70.1	76.1	85.0	60.5	69.3	59.0	86.9	12	16	10	15	7	13	16
SK	59.9	72.5	74.5	66.0	61.0	30.4	85.5	22	21	19	11	22	25	18
FI	74.5	78.6	86.7	59.7	69.7	75.8	91.7	8	6	7	18	6	5	4
SE	82.0	85.0	85.7	76.1	71.9	85.8	93.8	1	1	9	1	3	1	2

NB: The Gender Equality Index 2024 uses data from 2022 for the most part.

Table 4. Gender Equality Index 2023 scores and ranks by domain and Member State

Member State	Score (points)							Rank						
	Index	Work	Money	Knowledge	Time	Power	Health	Index	Work	Money	Knowledge	Time	Power	Health
EU	**70.2**	**73.8**	**82.6**	**63.6**	**68.5**	**59.1**	**88.5**	—	—	—	—	—	—	—
BE	76.0	75.4	90.7	74.1	64.7	71.6	88.5	5	18	2	2	15	7	11
BG	65.1	70.0	67.0	57.8	63.8	62.7	77.8	16	22	27	21	17	11	26
CZ	57.9	68.9	79.4	59.8	57.0	30.2	84.8	25	24	15	16	26	25	21
DK	77.8	82.1	89.5	69.2	72.7	73.9	88.6	3	2	3	7	2	4	10
DE	70.8	76.8	87.1	56.1	65.0	67.6	89.8	11	8	9	24	14	8	8
EE	60.2	77.5	73.3	57.8	64.4	33.0	85.1	22	7	22	22	16	21	18
IE	73.0	76.4	88.0	69.5	59.5	64.7	94.8	9	12	6	6	23	9	1
EL	58.0	68.7	71.7	57.3	67.1	30.4	85.5	24	25	23	23	13	24	17
ES	76.4	75.4	78.3	70.0	70.4	81.1	91.2	4	17	17	5	5	3	6
FR	75.7	73.2	84.9	65.2	68.7	83.8	88.3	6	19	10	11	9	2	12
HR	60.7	72.1	73.6	54.2	48.6	49.5	84.8	20	20	20	26	27	16	20
IT	68.2	65.0	80.3	60.8	67.4	62.7	89.2	13	27	14	13	12	12	9
CY	60.7	76.5	83.3	65.5	58.4	29.2	87.1	21	10	13	10	25	26	15
LV	61.5	76.4	68.1	50.4	62.6	49.1	78.9	19	14	26	27	19	17	25
LT	64.1	75.7	71.2	59.3	62.1	48.6	82.9	17	16	24	18	20	18	24
LU	74.7	79.6	93.9	70.3	62.8	64.4	90.4	7	4	1	3	18	10	7
HU	57.3	76.5	74.0	57.9	61.2	26.2	87.2	26	11	19	20	21	27	14
MT	67.8	80.0	83.3	70.1	59.4	45.3	87.4	14	3	12	4	24	19	13
NL	77.9	79.3	88.1	69.1	76.9	72.7	94.2	2	5	5	8	1	6	3
AT	71.2	76.4	88.2	65.6	68.4	55.4	91.4	10	13	4	9	10	15	5
PL	61.9	69.6	78.4	59.4	71.5	36.4	84.4	18	23	16	17	4	20	22
PT	67.4	76.5	73.6	58.7	67.8	57.4	84.1	15	9	21	19	11	13	23
RO	56.1	67.0	70.6	54.4	69.2	30.7	70.0	27	26	25	25	8	23	27
SI	69.4	75.8	84.5	60.7	69.3	56.1	86.5	12	15	11	14	7	14	16
SK	59.2	71.9	74.2	62.1	61.0	31.1	85.1	23	21	18	12	22	22	19
FI	74.4	78.0	87.4	60.5	69.7	73.9	93.1	8	6	7	15	6	5	4
SE	82.2	84.8	87.2	76.4	71.9	85.1	94.5	1	1	8	1	3	1	2

NB: The Gender Equality Index 2023 used data from 2021 for the most part.

Table 5. Gender Equality Index 2013 scores and ranks by domain and Member State

Member State	Score (points)							Rank						
	Index	Work	Money	Knowledge	Time	Power	Health		Index	Work	Money	Knowledge	Time	Power	Health
EU	**63.1**	**69.7**	**79.1**	**59.8**	**65.2**	**41.9**	**86.7**		—	—	—	—	—	—	—
BE	69.3	72.7	85.5	70.6	70.3	47.9	86.5		5	7	4	3	7	7	13
BG	55.0	67.9	60.8	50.4	43.9	45.8	75.3		16	19	24	23	24	8	26
CZ	55.6	64.9	73.8	55.4	53.8	31.0	85.7		13	24	17	16	19	15	16
DK	75.2	79.8	83.6	73.2	80.4	58.0	90.3		2	2	7	1	3	3	5
DE	62.6	70.0	83.2	56.3	69.8	38.3	89.3		10	17	9	14	9	10	9
EE	53.4	71.2	65.5	51.6	73.7	21.9	82.7		20	14	23	22	5	25	21
IE	65.4	73.5	85.5	65.3	70.8	37.2	90.7		8	6	3	7	6	11	3
EL	48.6	63.6	75.3	53.4	35.6	22.3	84.3		27	26	16	21	27	24	19
ES	66.4	71.8	77.1	63.5	60.8	52.6	88.6		7	11	15	8	13	5	10
FR	67.5	71.5	83.5	62.0	66.6	52.4	86.7		6	12	8	9	11	6	12
HR	52.3	67.2	68.6	49.9	49.8	28.4	81.5		24	20	22	25	22	20	23
IT	53.3	61.3	78.9	53.8	55.1	25.2	86.3		21	27	14	20	15	22	15
CY	49.0	70.5	80.7	55.5	45.9	15.4	86.4		26	16	11	15	23	27	14
LV	55.2	72.6	58.9	49.2	62.0	34.8	77.3		15	8	27	26	12	13	25
LT	54.9	72.6	60.8	54.3	52.2	32.9	80.4		17	9	25	19	20	14	24
LU	61.2	70.9	91.8	66.3	70.2	25.6	89.8		11	15	1	5	8	21	7
HU	52.4	66.0	70.8	54.5	54.1	23.5	85.4		23	22	19	18	18	23	17
MT	54.4	65.1	79.2	65.4	54.3	20.9	90.6		18	23	13	6	16	26	4
NL	74.0	76.3	86.6	66.9	85.9	56.9	90.3		3	3	2	4	1	4	6
AT	58.7	75.3	82.8	58.9	56.0	28.4	91.1		12	4	10	11	14	19	2
PL	55.5	66.3	69.5	57.8	54.2	30.6	81.6		14	21	21	13	17	17	22
PT	53.7	71.4	71.8	50.1	38.7	34.9	84.3		19	13	18	24	26	12	20
RO	50.8	67.9	59.8	47.2	50.6	30.8	69.9		25	18	26	27	21	16	27
SI	62.7	71.9	80.3	55.0	68.3	41.1	86.8		9	10	12	17	10	9	11
SK	53.0	64.8	70.2	59.5	39.9	29.5	84.8		22	25	20	10	25	18	18
FI	73.1	74.5	84.1	58.6	80.1	69.1	89.5		4	5	6	12	4	2	8
SE	80.1	80.4	85.3	70.7	84.5	77.8	93.2		1	1	5	2	2	1	1

NB: The Gender Equality Index 2013 used data from 2010 for the most part.

Table 6. Gender Equality Index scores and ranks for the domain of work and its sub-domains

Member State	Score (points)																										
	Domain of work									Participation									Segregation and quality of work								
	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022
EU	69.7	70.2	70.6	71.1	71.4	71.6	71.7	73.8	74.2	77.6	78.3	79.2	80.4	80.9	81.3	81.1	82.3	83.3	62.6	62.9	62.9	62.9	62.9	63.1	63.3	66.2	66.1
BE	72.7	72.8	73.8	74.1	74.7	74.9	75.5	75.4	75.7	75.7	75.4	77.5	78.2	79.5	80.2	80.4	81.2	82.3	69.8	70.4	70.2	70.2	70.1	69.9	70.9	69.9	69.7
BG	67.9	68.7	68.6	69.0	69.0	69.6	69.3	70.0	70.9	81.3	82.0	82.7	83.5	83.5	84.6	83.6	83.6	85.6	56.7	57.6	56.9	57.0	57.0	57.3	57.4	58.6	58.7
CZ	64.9	65.3	66.1	67.0	67.0	67.4	67.1	68.9	69.1	78.9	79.9	81.8	83.5	84.3	84.5	83.6	83.6	84.5	53.3	53.3	53.5	53.7	53.3	53.8	53.8	56.8	56.5
DK	79.8	79.7	79.2	79.6	79.7	79.4	79.5	82.1	82.8	88.5	88.3	87.2	88.3	88.7	88.4	88.4	89.9	91.4	71.9	72.1	72.0	71.8	71.5	71.4	71.5	75.0	75.0
DE	70.0	70.6	71.4	72.1	72.1	72.4	72.9	76.8	77.0	79.0	80.2	81.9	83.3	83.6	84.2	84.9	84.6	85.2	62.1	62.1	62.2	62.3	62.2	62.3	62.5	69.6	69.6
EE	71.2	71.4	72.1	71.5	72.1	72.5	72.7	77.5	78.5	87.3	87.7	88.6	89.8	90.6	90.8	90.4	92.3	94.2	58.1	58.1	58.7	57.0	57.5	57.9	58.5	65.0	65.4
IE	73.5	73.7	73.9	75.5	75.9	76.5	76.5	76.4	77.2	77.4	77.3	78.3	81.7	82.4	82.8	82.5	85.4	87.1	69.8	70.2	69.7	69.8	69.9	70.6	70.9	68.4	68.5
EL	63.6	63.6	64.2	64.2	64.4	65.3	65.6	68.7	69.4	71.1	69.4	71.0	71.4	71.6	72.7	72.8	73.0	74.9	57.0	58.4	58.0	57.7	58.0	58.7	59.1	64.6	64.3
ES	71.8	72.3	72.4	72.9	73.2	73.7	73.6	75.4	75.6	77.0	77.5	78.0	79.1	79.3	80.2	79.4	82.3	83.1	66.9	67.4	67.3	67.1	67.5	67.8	68.2	69.0	68.8
FR	71.5	71.9	72.1	72.4	72.8	73.2	73.2	73.2	73.4	81.1	81.4	82.3	82.4	83.5	83.7	83.5	85.6	86.4	63.1	63.5	63.2	63.5	63.5	63.9	64.2	62.6	62.4
HR	67.2	68.3	69.4	69.2	69.9	70.1	69.7	72.1	73.3	75.0	75.5	78.5	78.9	79.6	79.7	79.1	80.7	82.2	60.3	61.8	61.4	60.7	61.4	61.6	61.3	64.4	65.3
IT	61.3	62.4	62.4	63.1	63.3	63.7	63.2	65.0	65.5	64.9	66.7	66.7	68.2	68.6	69.1	68.1	68.9	70.0	57.8	58.5	58.4	58.5	58.5	58.6	58.7	61.4	61.4
CY	70.5	68.9	70.7	70.7	70.8	70.6	69.9	76.5	77.3	85.2	83.4	84.7	84.9	86.2	86.0	85.0	86.1	88.2	58.3	56.9	59.0	58.8	58.2	57.9	57.5	67.9	67.8
LV	72.6	74.3	73.6	74.2	74.0	74.3	74.2	76.4	77.5	86.9	86.9	87.8	89.3	90.1	89.9	89.9	89.1	91.2	60.7	63.5	61.8	61.7	60.8	61.4	61.3	65.5	65.8
LT	72.6	72.6	73.2	73.6	74.1	74.2	73.9	75.7	76.2	86.0	86.8	88.2	89.7	90.7	91.1	90.8	91.7	92.8	61.3	60.8	60.7	60.4	60.4	60.4	60.1	62.5	62.5
LU	70.9	72.5	74.0	74.1	75.2	76.3	76.3	79.6	80.1	74.8	77.7	81.3	82.4	83.5	83.3	84.7	87.0	87.8	67.3	67.7	67.4	66.7	67.6	69.8	68.7	72.9	73.1
HU	66.0	66.4	67.2	67.4	68.0	68.0	67.5	76.5	76.6	75.8	76.9	79.6	81.0	81.3	81.1	80.7	86.4	87.5	57.5	57.4	56.7	56.0	56.9	57.0	56.4	67.7	67.1
MT	65.1	68.2	71.0	73.3	75.4	76.8	77.0	80.0	81.0	58.6	63.2	68.9	73.1	76.9	79.8	81.2	83.7	86.6	72.3	73.7	73.1	73.5	74.0	73.9	73.0	76.5	75.8
NL	76.3	76.2	76.7	77.4	77.8	78.3	78.7	79.3	79.8	78.5	78.6	79.2	80.7	81.7	82.8	83.0	87.2	87.8	74.1	73.9	74.3	74.2	74.2	73.9	74.5	72.1	72.5
AT	75.3	75.6	76.1	76.6	76.4	76.8	77.2	76.4	77.0	80.3	80.9	81.4	82.4	82.4	82.7	83.0	82.8	83.6	70.6	70.6	71.2	71.2	70.7	71.4	71.7	70.5	70.8
PL	66.3	66.6	66.8	67.0	67.3	67.2	67.3	69.6	69.9	77.9	78.3	79.5	80.2	80.8	80.6	80.4	82.6	83.6	56.5	56.5	56.2	56.0	56.1	56.0	56.4	58.6	58.5
PT	71.4	71.4	72.0	72.5	72.9	73.2	73.4	76.5	76.3	85.6	84.1	85.4	86.6	87.8	88.2	87.8	90.0	91.0	59.5	60.6	60.8	60.7	60.6	60.8	61.4	65.1	63.9
RO	67.9	67.8	67.1	67.7	67.6	67.5	67.3	67.0	67.5	78.8	78.5	77.5	79.0	78.8	78.8	78.4	74.1	75.7	58.6	58.5	58.1	58.0	58.0	57.9	57.7	60.6	60.2
SI	71.9	71.3	71.8	73.3	73.1	73.0	73.4	75.8	76.1	84.4	83.7	83.5	86.5	86.7	87.2	87.3	88.0	88.5	61.3	60.7	61.7	62.1	61.6	61.1	61.7	65.3	65.5
SK	64.8	64.9	65.5	66.5	66.6	66.8	66.5	71.9	72.5	79.0	78.8	80.6	82.6	82.7	83.2	82.7	87.4	88.6	53.1	53.4	53.2	53.5	53.7	53.7	53.5	59.1	59.4
FI	74.5	74.8	74.7	74.9	75.4	75.5	75.4	78.0	78.6	88.9	89.2	89.2	88.9	90.0	90.1	89.7	90.8	92.5	62.4	62.7	62.6	63.1	63.2	63.3	63.4	66.9	66.8
SE	80.4	81.4	82.6	83.0	82.9	83.1	83.0	84.8	85.0	91.9	93.8	95.4	95.7	95.8	95.9	95.4	93.3	93.9	70.4	70.6	71.5	71.9	71.7	72.0	72.2	77.1	76.9

Member State	Rank																										
	Domain of work									Participation									Segregation and quality of work								
	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022
EU	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
BE	7	8	8	9	9	9	8	18	17	22	24	23	24	22	22	22	23	23	6	6	6	6	6	7	7	7	7
BG	19	18	20	20	20	20	20	22	22	10	10	10	10	13	10	12	18	17	24	22	23	23	23	23	23	26	25
CZ	24	24	24	24	24	23	24	24	25	15	14	13	11	10	11	13	19	19	26	27	26	26	27	26	26	27	27
DK	2	2	2	2	2	2	2	2	2	3	3	6	6	6	6	6	6	5	3	3	3	4	4	5	5	3	3
DE	17	16	16	16	17	17	16	8	11	14	13	12	12	11	12	10	16	18	12	13	12	12	12	12	12	8	8
EE	14	14	12	17	16	16	17	7	7	4	4	3	2	3	3	3	2	1	20	21	19	22	22	21	20	17	16
IE	6	7	7	5	5	6	6	12	10	19	21	21	17	17	17	18	15	14	7	7	7	7	7	6	6	10	10
EL	26	26	26	26	26	26	26	25	24	25	25	25	26	26	26	26	26	26	23	20	22	21	21	18	18	18	18
ES	11	11	11	13	12	12	12	17	18	20	20	22	21	23	21	23	22	22	9	9	9	8	9	9	9	9	9
FR	12	12	13	15	15	14	15	19	19	11	11	11	14	14	13	14	14	16	10	11	10	10	10	10	10	20	21
HR	20	19	19	19	19	19	19	20	20	23	23	20	23	21	24	24	24	24	16	14	15	16	14	13	15	19	17
IT	27	27	27	27	27	27	27	27	27	26	26	27	27	27	27	27	27	27	21	19	20	19	18	19	19	22	22
CY	16	17	18	18	18	18	18	10	9	8	9	8	9	9	9	9	13	10	19	24	18	18	19	20	22	11	11
LV	8	6	9	7	11	10	10	14	8	5	5	5	4	4	5	4	7	6	15	10	13	14	15	14	16	14	14
LT	9	9	10	10	10	11	11	16	15	6	6	4	3	2	2	2	3	3	13	15	17	17	17	17	17	21	20
LU	15	10	6	8	8	7	7	4	4	24	19	15	16	12	14	11	11	11	8	8	8	9	8	8	8	4	4
HU	22	23	21	22	21	21	21	11	13	21	22	17	18	19	19	20	12	13	22	23	24	24	24	24	24	12	12
MT	23	20	17	11	6	5	5	3	3	27	27	26	25	25	23	19	17	15	2	2	2	2	2	2	2	2	2
NL	3	3	3	3	3	3	3	5	5	17	16	19	19	18	16	15	10	12	1	1	1	1	1	1	1	5	5
AT	4	4	4	4	4	4	4	13	12	12	12	14	15	16	18	16	20	21	4	4	5	5	5	4	4	6	6
PL	21	22	23	23	23	24	22	23	23	18	18	18	20	20	20	21	21	20	25	25	25	25	25	25	25	25	26
PT	13	13	14	14	14	13	13	9	14	7	7	7	7	7	7	7	5	7	17	17	16	15	16	16	14	16	19
RO	18	21	22	21	22	22	23	26	26	16	17	24	22	24	25	25	25	25	18	18	21	20	20	22	21	23	23
SI	10	15	15	12	13	15	14	15	16	9	8	9	8	8	8	8	8	9	14	16	14	13	13	15	13	15	15
SK	25	25	25	25	25	25	25	21	21	13	15	16	13	15	15	17	9	8	27	26	27	27	26	27	27	24	24
FI	5	5	5	6	7	8	9	6	6	2	2	2	5	5	4	5	4	4	11	12	11	11	11	11	11	13	13
SE	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	5	5	4	3	3	3	3	1	1

Table 7. Gender Equality Index scores and ranks for the domain of money and its sub-domains

Member State	Score (points)																										
	Domain of money									Financial resources									Economic situation								
	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022
EU	79.1	79.1	80.1	81.1	81.6	82.4	82.6	82.6	83.4	70.6	71.2	73.9	74.9	75.5	76.9	77.2	77.5	78.0	88.7	88.0	86.7	88.0	88.1	88.3	88.3	87.9	89.2
BE	85.5	85.6	87.5	88.3	88.7	89.9	89.8	90.7	90.9	77.9	78.6	82.7	83.3	83.8	84.6	84.9	85.2	86.9	94.0	93.3	92.6	93.6	93.8	95.0	95.0	96.	95.0
BG	60.8	60.5	61.9	61.8	62.3	64.5	65.0	67.0	66.6	44.7	44.2	48.2	50.2	49.6	54.6	55.3	56.9	56.4	82.8	82.7	79.5	76.1	78.2	76.1	76.5	78.9	78.7
CZ	73.8	74.0	75.9	76.7	76.8	78.9	79.0	79.4	79.5	55.1	55.8	58.8	59.8	60.4	63.8	64.2	64.1	65.5	98.7	98.1	98.1	98.2	97.6	97.5	97.1	98.3	96.5
DK	83.6	85.7	86.6	87.1	86.8	89.1	88.5	89.5	89.5	78.3	80.4	82.4	83.2	83.3	85.8	84.9	85.6	86.6	89.3	91.4	91.1	91.2	90.5	92.4	92.3	93.5	92.6
DE	83.2	84.0	84.2	86.0	84.9	86.0	83.5	87.1	88.4	77.1	78.1	81.2	82.1	82.9	84.5	85.2	86.5	86.0	89.8	90.2	87.4	90.1	86.9	87.5	81.8	87.7	90.9
EE	65.5	64.9	66.7	69.4	70.0	73.2	73.6	73.3	74.0	49.5	50.2	56.4	58.3	59.3	63.6	64.0	64.3	67.1	86.7	84.0	79.0	82.5	82.7	84.1	84.7	83.6	81.6
IE	85.5	84.4	84.7	85.5	86.5	87.8	87.5	88.0	86.6	81.1	80.7	81.0	81.7	83.3	82.6	82.3	82.2	82.1	90.2	88.2	88.6	89.5	89.8	93.3	93.1	94.1	91.3
EL	75.3	71.1	70.7	71.4	72.5	73.7	72.8	71.7	73.5	66.7	62.7	61.4	61.3	61.4	62.2	61.2	60.8	62.1	84.9	80.7	81.4	83.2	85.6	87.3	86.7	84.5	86.9
ES	77.1	76.0	75.9	76.7	77.8	78.4	78.7	78.3	79.5	70.4	69.6	71.0	72.2	72.3	73.5	73.5	73.4	74.2	84.4	82.9	81.2	81.4	83.6	83.7	84.3	83.6	85.2
FR	83.5	83.7	86.1	86.4	87.0	86.3	84.7	84.9	84.8	75.9	77.2	80.4	81.0	80.9	80.8	78.5	79.2	79.5	91.8	90.6	92.3	92.1	93.5	92.1	91.4	91.0	90.5
HR	68.6	68.9	69.9	72.2	72.6	74.0	74.1	73.6	74.7	56.2	55.7	57.1	60.1	60.6	62.1	62.3	62.8	63.7	83.8	85.2	85.6	86.9	86.9	88.1	88.3	86.4	87.5
IT	78.9	78.7	78.6	78.8	79.0	79.4	80.5	80.3	80.6	72.5	72.8	73.0	74.4	74.8	75.8	76.6	76.7	77.3	86.0	85.1	84.6	83.5	83.4	83.1	84.6	84.0	84.0
CY	80.7	81.7	79.2	80.8	81.7	82.6	83.1	83.3	84.1	74.8	76.4	72.1	72.8	72.8	76.0	75.2	75.5	76.6	87.1	87.4	87.1	89.7	91.6	89.8	91.7	91.8	92.2
LV	58.9	59.6	64.3	65.5	65.2	68.7	69.4	68.1	69.6	43.5	43.5	51.9	53.7	54.6	59.4	60.0	60.1	61.0	79.8	81.5	79.5	80.0	78.0	79.4	80.3	77.3	79.4
LT	60.8	64.3	65.6	64.7	66.1	69.9	70.4	71.2	70.9	47.8	48.4	53.5	55.0	56.0	60.9	61.6	63.2	63.9	77.3	85.5	80.4	76.1	78.0	80.4	80.4	80.3	78.7
LU	91.8	92.1	94.4	91.8	90.0	92.4	92.6	93.9	94.1	91.2	91.6	97.0	96.8	97.3	98.0	98.0	98.0	97.9	92.5	92.7	92.0	87.2	83.2	87.2	87.5	90.1	90.5
HU	70.8	69.8	70.7	71.6	72.0	73.3	73.8	74.0	73.8	51.0	52.5	55.2	55.5	56.2	58.2	58.8	59.1	59.2	98.3	92.9	90.5	92.5	92.2	92.2	92.6	92.6	92.0
MT	79.2	80.6	82.4	82.5	82.6	84.2	83.6	83.3	84.8	68.6	69.5	73.3	74.4	74.8	77.6	78.8	78.9	80.9	91.3	93.3	92.8	91.4	91.1	91.4	88.6	88.1	89.0
NL	86.6	87.0	86.8	86.7	86.2	87.0	86.6	88.1	87.9	77.7	77.6	79.1	80.4	80.4	80.9	81.4	82.5	83.2	96.5	97.5	95.4	93.5	92.4	93.5	92.1	94.0	92.9
AT	82.8	83.6	85.9	86.4	86.7	87.7	87.5	88.2	87.8	74.7	75.8	79.8	81.4	80.9	82.8	82.5	83.3	84.0	91.8	92.2	92.5	91.7	93.1	92.9	92.8	93.4	91.7
PL	69.5	70.3	73.3	75.1	75.5	76.7	78.1	78.4	79.7	54.6	56.2	61.4	62.8	63.0	65.1	65.9	66.6	68.1	88.5	88.0	87.5	89.9	90.5	90.4	92.6	92.3	93.3
PT	71.8	71.7	70.9	72.1	72.8	73.6	74.7	73.6	74.4	60.4	60.7	60.3	61.2	61.2	62.3	63.1	63.3	63.5	85.3	84.8	83.5	84.8	86.8	87.0	88.4	85.5	87.0
RO	59.8	59.2	59.4	62.0	63.0	69.1	70.2	70.6	72.8	42.5	42.7	45.7	47.2	49.3	60.1	60.8	62.3	64.1	84.2	82.1	77.3	81.6	80.4	79.5	80.9	80.1	82.6
SI	80.3	81.3	81.6	82.4	83.0	83.7	83.9	84.5	85.0	67.3	68.3	69.8	70.0	70.7	71.6	71.8	72.7	73.8	95.8	96.7	95.5	97.1	97.4	97.9	98.0	98.3	97.9
SK	70.2	72.1	74.0	74.2	75.1	75.1	74.8	74.2	74.5	51.9	53.9	56.4	56.8	57.1	57.5	56.8	55.9	56.5	95.1	96.4	97.2	96.9	98.8	98.2	98.6	98.4	98.1
FI	84.1	84.8	86.4	87.6	87.1	87.9	87.5	87.4	86.7	74.6	76.2	78.5	79.2	79.4	80.4	80.2	79.8	80.3	94.9	94.4	95.2	96.9	95.5	96.1	95.4	95.6	93.7
SE	85.3	85.3	87.5	86.8	86.8	85.4	85.9	87.2	85.7	75.9	77.4	82.3	82.1	82.0	81.9	81.4	82.6	82.1	95.8	93.9	93.1	91.9	91.9	88.9	90.7	92.1	89.4

Member State	Rank																											
	Domain of money									Financial resources									Economic situation									
	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022
EU	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
BE	4	4	2	2	2	2	2	2	2	4	4	2	2	2	3	4	4	2	8	8	8	5	5	5	5	4	4
BG	24	25	26	27	27	27	27	27	27	25	25	26	26	26	27	27	26	27	25	24	24	26	25	27	27	26	26
CZ	17	16	15	15	16	15	15	15	17	19	19	19	20	20	17	17	18	18	1	1	1	1	2	3	3	2	3
DK	7	3	5	4	5	3	3	3	3	3	3	3	3	4	2	3	3	3	15	12	12	12	14	9	10	8	8
DE	9	8	10	9	10	9	12	9	4	6	5	5	4	5	4	2	2	4	14	14	16	13	17	17	23	17	13
EE	23	23	23	23	23	23	22	22	21	23	23	22	21	21	18	18	17	17	18	22	26	22	23	21	20	22	24
IE	3	7	9	10	8	5	4	6	8	2	2	6	6	3	6	6	8	7	13	15	14	16	15	7	6	6	12
EL	16	19	20	22	21	20	23	23	23	16	16	16	17	17	20	22	23	23	21	27	21	21	19	18	19	20	20
ES	15	15	16	16	15	16	16	17	16	13	13	14	14	14	14	14	14	14	22	23	22	24	20	22	22	23	21
FR	8	9	7	7	4	8	9	10	11	7	8	7	8	7	9	11	10	11	10	13	10	8	6	11	13	14	14
HR	22	22	22	19	20	19	20	20	18	18	20	20	19	19	21	20	21	21	24	19	18	18	16	16	17	18	18
IT	14	14	14	14	14	14	14	14	14	12	12	12	12	11	13	12	12	12	19	20	19	20	21	23	21	21	22
CY	11	11	13	13	13	13	13	13	13	9	9	13	13	13	12	13	13	13	17	17	17	15	11	14	12	13	9
LV	27	26	25	24	25	26	26	26	26	26	26	25	25	25	24	24	24	24	26	26	25	25	27	26	26	27	25
LT	25	24	24	25	24	24	24	24	25	24	24	24	24	24	22	21	20	20	27	18	23	27	26	24	25	24	27
LU	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	9	10	11	17	22	19	18	15	15
HU	19	21	21	21	22	22	21	19	22	22	22	23	23	23	25	25	25	25	2	9	13	7	9	10	8	10	10
MT	13	13	11	11	12	11	11	12	12	14	14	11	11	12	11	10	11	9	12	7	7	11	12	12	15	16	17
NL	2	2	4	6	9	7	7	5	5	5	6	9	9	9	8	7	7	6	3	2	4	6	8	6	11	7	7
AT	10	10	8	8	7	6	6	4	6	10	11	8	7	8	5	5	5	5	11	11	9	10	7	8	7	9	11
PL	21	20	18	17	17	17	17	16	15	20	18	17	16	16	16	16	16	16	16	16	15	14	13	13	9	11	6
PT	18	18	19	20	19	21	19	21	20	17	17	18	18	18	19	19	19	22	20	21	20	19	18	20	16	19	19
RO	26	27	27	26	26	25	25	25	24	27	27	27	27	27	23	23	22	19	23	25	27	23	24	25	24	25	23
SI	12	12	12	12	11	12	10	11	10	15	15	15	15	15	15	15	15	15	5	3	3	2	3	2	2	3	2
SK	20	17	17	18	18	18	18	18	19	21	21	21	22	22	26	26	27	26	6	4	2	3	1	1	1	1	1
FI	6	6	6	3	3	4	5	7	7	11	10	10	10	10	10	9	9	10	7	5	5	4	4	4	4	5	5
SE	5	5	3	5	6	10	8	8	9	8	7	4	5	6	7	8	6	8	4	6	6	9	10	15	14	12	16

Table 8. Gender Equality Index scores and ranks for the domain of knowledge and its sub-domains

Member State	Score (points)																										
	Domain of knowledge									Attainment and participation									Segregation								
	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022
EU	**59.8**	**61.1**	**62.4**	**62.6**	**62.8**	**62.7**	**62.5**	**63.6**	**64.2**	**66.0**	**68.2**	**71.2**	**71.8**	**72.2**	**72.5**	**72.1**	**74.6**	**75.5**	**54.2**	**54.7**	**54.7**	**54.5**	**54.5**	**54.1**	**54.1**	**54.2**	**54.5**
BE	70.6	70.6	71.1	71.3	71.4	70.8	70.1	74.1	73.4	73.3	72.5	73.3	74.3	73.8	74.0	73.8	81.9	79.8	68.1	68.8	68.9	68.4	69.0	67.7	66.6	67.0	67.6
BG	50.4	51.9	53.3	53.2	54.9	55.2	56.2	57.8	57.8	53.9	54.6	56.1	55.4	57.3	56.3	57.0	59.7	58.9	47.1	49.3	50.7	51.0	52.7	54.1	55.4	56.1	56.7
CZ	55.4	57.7	57.3	59.0	58.4	58.5	58.9	59.8	61.1	61.4	66.3	66.9	69.9	67.7	66.4	65.3	66.5	68.0	50.0	50.2	49.2	49.8	50.3	51.6	53.1	53.8	54.8
DK	73.2	71.3	73.6	72.3	71.3	71.0	69.3	69.2	70.2	81.7	80.5	82.1	81.8	79.5	80.7	79.3	80.0	82.7	65.6	63.1	66.0	64.0	64.0	62.5	60.6	60.0	59.5
DE	56.3	57.1	52.9	53.7	54.0	54.7	54.7	56.1	57.1	59.9	62.7	61.0	62.4	63.2	64.3	64.8	67.9	69.6	53.0	51.9	45.9	46.2	46.2	46.6	46.1	46.4	46.8
EE	51.6	53.8	53.2	55.5	56.3	57.3	57.4	57.8	59.8	67.4	70.5	67.9	70.1	72.1	73.7	71.9	72.1	74.2	39.5	41.1	41.7	44.0	44.0	44.5	45.8	46.3	48.2
IE	65.3	67.7	66.4	66.9	67.3	67.4	68.1	69.5	68.6	72.7	74.0	74.1	77.8	79.3	80.2	79.7	84.2	83.5	58.6	62.0	59.6	57.6	57.2	56.7	58.2	57.4	56.4
EL	53.4	54.3	55.6	55.7	54.8	54.9	55.8	57.3	57.7	59.8	60.7	63.9	66.3	66.8	67.3	67.1	71.5	71.1	47.7	48.5	48.4	46.8	45.0	44.8	46.4	46.0	46.7
ES	63.5	64.2	65.3	67.4	67.6	67.9	68.3	70.0	70.1	71.8	73.0	73.3	76.0	76.6	76.4	77.0	81.2	81.0	56.2	56.6	58.1	59.7	59.7	60.3	60.6	60.4	60.7
FR	62.0	62.4	66.1	66.0	66.3	67.0	65.5	65.2	65.9	67.9	69.7	77.5	78.5	79.6	80.3	78.8	79.1	80.7	56.6	55.8	56.4	55.6	55.2	55.9	54.5	53.7	53.8
HR	49.9	48.5	49.8	50.4	51.6	51.8	53.4	54.2	53.9	57.5	58.7	59.3	59.2	60.6	60.1	59.0	60.4	59.8	43.3	40.0	41.8	42.9	43.9	44.7	48.4	48.6	48.5
IT	53.8	56.7	61.4	61.2	61.9	59.0	59.5	60.8	61.0	53.7	54.4	56.1	57.0	58.0	58.3	57.7	60.8	60.8	53.9	59.2	67.1	65.8	66.0	59.7	61.4	60.7	61.2
CY	55.5	58.2	58.5	56.5	56.2	56.0	57.8	65.5	66.1	73.6	73.2	73.3	73.2	73.1	71.1	71.6	78.9	79.9	41.9	46.2	46.6	43.5	43.3	44.1	46.7	54.4	54.7
LV	49.2	48.8	48.9	49.7	49.3	50.9	47.7	50.4	52.1	60.5	62.2	59.1	62.3	61.1	65.6	61.1	66.1	67.6	40.0	38.3	40.5	39.7	39.7	39.4	37.2	38.5	40.2
LT	54.3	54.7	55.8	55.9	56.2	56.1	57.6	59.3	59.3	65.0	66.2	68.4	69.4	70.0	71.0	71.6	73.4	72.7	45.4	45.3	45.4	45.0	45.0	44.3	46.3	47.9	48.4
LU	66.3	68.7	69.4	69.5	70.0	70.8	68.9	70.3	69.5	74.8	78.6	84.1	84.5	85.9	88.7	86.1	91.0	93.8	58.7	60.1	57.2	57.1	57.1	56.5	55.2	54.3	51.5
HU	54.5	54.3	56.9	56.9	57.4	57.2	57.1	57.9	58.7	59.2	59.6	64.6	63.4	64.1	63.2	63.7	65.0	66.7	50.1	49.5	50.0	51.0	51.5	51.8	51.1	51.5	51.8
MT	65.4	66.3	65.2	65.8	67.1	65.2	65.2	70.1	71.4	59.2	60.2	61.3	65.9	67.0	67.3	68.2	72.3	71.8	72.3	73.0	69.5	65.8	67.3	63.2	62.3	68.0	71.1
NL	66.9	66.9	67.3	67.1	67.3	67.4	67.0	69.1	70.3	77.1	78.0	80.9	83.4	84.1	85.5	86.7	91.9	92.9	58.1	57.5	56.0	53.9	53.9	53.1	51.7	52.0	53.3
AT	58.9	59.9	63.2	64.1	63.8	64.3	64.0	65.6	66.1	61.2	61.8	72.0	74.1	73.3	73.6	72.7	75.8	76.6	56.6	58.1	55.5	55.5	55.5	56.2	56.4	56.8	57.0
PL	57.8	56.5	56.0	56.5	57.2	57.6	57.5	59.4	60.3	62.3	61.5	61.3	61.5	63.0	62.8	61.9	63.8	65.8	53.6	51.9	51.1	51.9	51.9	52.9	53.4	55.3	55.3
PT	50.1	54.9	54.8	55.1	55.7	56.5	56.7	58.7	59.7	50.8	59.1	59.5	60.4	61.3	62.6	63.2	68.8	70.6	49.5	51.0	50.6	50.3	50.7	51.0	50.9	50.1	50.5
RO	47.2	50.2	51.8	51.5	52.4	52.8	52.2	54.4	55.4	50.1	52.7	52.9	52.4	52.6	53.4	53.1	57.6	58.8	44.4	47.9	50.7	50.7	52.2	52.1	51.3	51.4	52.1
SI	55.0	54.9	55.0	56.0	55.9	56.6	56.0	60.7	60.5	68.4	67.1	67.4	66.9	66.6	67.5	68.2	78.3	79.5	44.2	45.0	44.9	46.9	46.9	47.4	46.0	47.1	46.1
SK	59.5	59.6	60.0	60.4	61.2	61.6	60.9	62.1	66.0	59.1	58.8	58.8	59.7	60.9	60.9	59.5	62.3	70.2	59.9	60.3	61.2	61.1	61.5	62.4	62.3	61.9	62.1
FI	58.6	59.5	61.3	61.1	61.6	61.9	61.5	60.5	59.7	78.3	79.5	81.4	83.0	83.6	84.2	83.8	82.1	81.2	43.9	44.6	46.1	45.0	45.5	45.5	45.1	44.6	43.9
SE	70.7	70.9	72.8	73.8	74.2	75.2	74.6	76.4	76.1	74.4	75.6	78.5	80.2	80.5	82.6	80.5	85.4	85.3	67.1	66.6	67.5	67.9	68.4	68.4	69.1	68.4	67.9

Member State	Rank																										
	Domain of knowledge									Attainment and participation									Segregation								
	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022
EU	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
BE	3	3	3	3	2	4	2	2	2	7	9	10	9	9	9	9	6	10	2	2	2	1	1	2	2	3	3
BG	23	24	22	24	22	22	21	21	22	24	25	26	26	26	26	26	26	26	19	18	14	14	13	12	10	10	9
CZ	16	14	15	14	14	14	14	16	13	15	13	15	13	14	17	17	19	20	16	16	18	18	18	17	14	14	12
DK	1	1	1	2	3	2	3	7	5	1	1	2	4	6	5	6	8	5	4	4	5	5	5	4	6	7	7
DE	14	15	24	23	24	24	24	24	24	18	15	20	19	19	19	18	18	19	14	14	22	21	20	20	23	23	23
EE	22	23	23	21	17	16	18	22	17	12	10	13	12	12	10	11	15	13	27	25	26	24	24	24	25	24	22
IE	7	5	6	7	7	6	6	6	8	8	6	7	7	7	7	5	4	4	7	5	7	8	8	8	8	8	10
EL	21	22	19	20	23	23	23	23	23	19	19	17	16	16	16	16	16	16	18	19	19	20	23	22	21	25	24
ES	8	8	8	5	5	5	5	5	6	9	8	9	8	8	8	8	7	7	11	11	8	7	7	6	7	6	6
FR	9	9	7	8	9	8	8	11	12	11	11	6	6	5	6	7	9	8	9	12	10	10	11	11	12	15	14
HR	25	27	26	26	26	26	25	26	26	23	24	22	24	24	24	24	25	25	24	26	25	26	25	23	19	20	20
IT	20	16	11	11	11	13	13	13	14	25	26	25	25	25	25	25	24	24	12	8	4	3	4	7	5	5	5
CY	15	13	14	17	18	21	15	10	9	6	7	8	11	11	12	13	10	9	25	21	20	25	26	26	20	12	13
LV	26	26	27	27	27	27	27	27	27	17	16	23	20	22	18	22	20	21	26	27	27	27	27	27	27	27	27
LT	19	20	18	19	19	20	16	18	20	13	14	12	14	13	13	12	13	14	20	22	23	22	22	25	22	21	21
LU	5	4	4	4	4	3	4	3	7	4	3	1	1	1	1	2	2	1	6	7	9	9	9	9	11	13	18
HU	18	21	16	15	15	17	19	20	21	20	21	16	18	18	20	19	21	22	15	17	17	15	16	16	17	17	17
MT	6	7	9	9	8	9	9	4	3	21	20	19	17	15	15	14	14	15	1	1	1	4	3	3	4	2	1
NL	4	6	5	6	6	7	7	8	4	3	4	4	2	2	2	1	1	2	8	10	11	12	12	13	15	16	15
AT	11	10	10	10	10	10	10	9	10	16	17	11	10	10	11	10	12	12	10	9	12	11	10	10	9	9	8
PL	13	17	17	16	16	15	17	17	16	14	18	18	21	20	21	21	22	23	13	13	13	13	15	14	13	11	11
PT	24	19	21	22	21	19	20	19	19	26	22	21	22	21	22	20	17	17	17	15	16	17	17	18	18	19	19
RO	27	25	25	25	25	25	26	25	25	27	27	27	27	27	27	27	27	27	21	20	15	16	14	15	16	18	16
SI	17	18	20	18	20	18	22	14	15	10	12	14	15	17	14	15	11	11	22	23	24	19	19	19	24	22	25
SK	10	11	13	13	13	12	12	12	11	22	23	24	23	23	23	23	23	18	5	6	6	6	6	5	3	4	4
FI	12	12	12	12	12	11	11	15	18	2	2	3	3	3	3	3	5	6	23	24	21	23	21	21	26	26	26
SE	2	2	2	1	1	1	1	1	1	5	5	5	5	4	4	4	3	3	3	3	3	2	2	1	1	1	2

Table 9. Gender Equality Index scores and ranks for the domain of time and its sub-domains

Member State	Score (points)																										
	Domain of time									Care activities									Social activities								
	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022
EU	65.2	68.1	64.9	64.9	64.9	64.9	64.9	68.5	68.5	65.4	71.3	69.1	69.1	69.1	69.1	69.1	78.7	78.7	65.0	65.0	61.0	61.0	61.0	61.0	61.0	59.7	59.7
BE	70.3	71.8	65.3	65.3	65.3	65.3	65.3	64.7	64.7	72.6	75.7	68.9	68.9	68.9	68.9	68.9	82.8	82.8	68.1	68.1	61.9	61.9	61.9	61.9	61.9	50.5	50.5
BG	43.9	47.4	42.7	42.7	42.7	42.7	42.7	63.8	63.8	48.6	56.6	55.7	55.7	55.7	55.7	55.7	76.5	76.5	39.7	39.7	32.6	32.6	32.6	32.6	32.6	53.2	53.2
CZ	53.8	55.5	57.3	57.3	57.3	57.3	57.3	57.0	57.0	55.8	59.4	56.8	56.8	56.8	56.8	56.8	62.8	62.8	51.9	51.9	57.7	57.7	57.7	57.7	57.7	51.9	51.9
DK	80.4	85.4	83.1	83.1	83.1	83.1	83.1	72.7	72.7	75.8	85.5	86.1	86.1	86.1	86.1	86.1	82.4	82.4	85.3	85.3	80.2	80.2	80.2	80.2	80.2	64.1	64.1
DE	69.8	67.8	65.0	65.0	65.0	65.0	65.0	65.0	65.0	70.1	66.1	71.3	71.3	71.3	71.3	71.3	74.1	74.1	69.6	69.6	59.3	59.3	59.3	59.3	59.3	57.1	57.1
EE	73.7	70.1	74.7	74.7	74.7	74.7	74.7	64.4	64.4	80.7	73.0	85.9	85.9	85.9	85.9	85.9	92.2	92.2	67.2	67.2	65.0	65.0	65.0	65.0	65.0	45.0	45.0
IE	70.8	76.5	74.2	74.2	74.2	74.2	74.2	59.5	59.5	69.9	81.6	76.2	76.2	76.2	76.2	76.2	84.0	84.0	71.8	71.8	72.1	72.1	72.1	72.1	72.1	42.1	42.1
EL	35.6	45.2	44.7	44.7	44.7	44.7	44.7	67.1	67.1	34.2	55.1	50.9	50.9	50.9	50.9	50.9	74.8	74.8	37.1	37.1	39.3	39.3	39.3	39.3	39.3	60.2	60.2
ES	60.8	65.8	64.0	64.0	64.0	64.0	64.0	70.4	70.4	60.9	71.4	74.5	74.5	74.5	74.5	74.5	85.6	85.6	60.6	60.6	55.0	55.0	55.0	55.0	55.0	57.9	57.9
FR	66.6	70.3	67.3	67.3	67.3	67.3	67.3	68.7	68.7	70.3	78.5	70.4	70.4	70.4	70.4	70.4	81.7	81.7	63.0	63.0	64.4	64.4	64.4	64.4	64.4	57.7	57.7
HR	49.8	54.7	51.0	51.0	51.0	51.0	51.0	48.6	48.6	53.0	63.9	54.4	54.4	54.4	54.4	54.4	72.7	72.7	46.7	46.7	47.9	47.9	47.9	47.9	47.9	32.5	32.5
IT	55.1	61.4	59.3	59.3	59.3	59.3	59.3	67.4	67.4	54.5	67.6	61.2	61.2	61.2	61.2	61.2	74.2	74.2	55.7	55.7	57.4	57.4	57.4	57.4	57.4	61.2	61.2
CY	45.9	45.9	51.3	51.3	51.3	51.3	51.3	58.4	58.4	52.6	52.7	65.7	65.7	65.7	65.7	65.7	73.3	73.3	40.0	40.0	40.0	40.0	40.0	40.0	40.0	46.5	46.5
LV	62.0	60.8	65.8	65.8	65.8	65.8	65.8	62.6	62.6	78.2	75.1	89.8	89.8	89.8	89.8	89.8	69.9	69.9	49.2	49.2	48.2	48.2	48.2	48.2	48.2	56.1	56.1
LT	52.2	55.7	50.6	50.6	50.6	50.6	50.6	62.1	62.1	65.4	74.5	64.0	64.0	64.0	64.0	64.0	68.2	68.2	41.7	41.7	40.0	40.0	40.0	40.0	40.0	56.6	56.6
LU	70.2	71.5	69.1	69.1	69.1	69.1	69.1	62.8	62.8	72.1	74.8	79.4	79.4	79.4	79.4	79.4	86.4	86.4	68.3	68.3	60.2	60.2	60.2	60.2	60.2	45.6	45.6
HU	54.1	55.2	54.3	54.3	54.3	54.3	54.3	61.2	61.2	68.7	71.6	65.0	65.0	65.0	65.0	65.0	68.7	68.7	42.6	42.6	45.4	45.4	45.4	45.4	45.4	54.5	54.5
MT	54.3	58.7	64.2	64.2	64.2	64.2	64.2	59.4	59.4	49.7	57.9	69.0	69.0	69.0	69.0	69.0	77.6	77.6	59.4	59.4	59.8	59.8	59.8	59.8	59.8	45.5	45.5
NL	85.9	86.7	83.9	83.9	83.9	83.9	83.9	76.9	76.9	76.5	78.0	79.3	79.3	79.3	79.3	79.3	85.0	85.0	96.4	96.4	88.7	88.7	88.7	88.7	88.7	69.7	69.7
AT	56.0	65.3	61.2	61.2	61.2	61.2	61.2	68.4	68.4	44.9	61.0	62.7	62.7	62.7	62.7	62.7	76.9	76.9	69.8	69.8	59.7	59.7	59.7	59.7	59.7	60.8	60.8
PL	54.2	55.3	52.5	52.5	52.5	52.5	52.5	71.5	71.5	63.0	65.6	64.1	64.1	64.1	64.1	64.1	74.0	74.0	46.5	46.5	43.0	43.0	43.0	43.0	43.0	69.0	69.0
PT	38.7	46.0	47.5	47.5	47.5	47.5	47.5	67.8	67.8	49.3	69.5	63.3	63.3	63.3	63.3	63.3	80.3	80.3	30.4	30.4	35.7	35.7	35.7	35.7	35.7	57.3	57.3
RO	50.6	53.2	50.3	50.3	50.3	50.3	50.3	69.2	69.2	70.9	78.1	70.7	70.7	70.7	70.7	70.7	80.7	80.7	36.2	36.2	35.8	35.8	35.8	35.8	35.8	59.4	59.4
SI	68.3	72.4	72.9	72.9	72.9	72.9	72.9	69.3	69.3	64.5	72.3	69.5	69.5	69.5	69.5	69.5	77.1	77.1	72.4	72.4	76.4	76.4	76.4	76.4	76.4	62.3	62.3
SK	39.9	43.4	46.3	46.3	46.3	46.3	46.3	61.0	61.0	52.7	62.5	56.5	56.5	56.5	56.5	56.5	69.3	69.3	30.2	30.2	37.9	37.9	37.9	37.9	37.9	53.7	53.7
FI	80.1	81.0	77.4	77.4	77.4	77.4	77.4	69.7	69.7	84.2	86.0	82.2	82.2	82.2	82.2	82.2	89.9	89.9	76.3	76.3	72.9	72.9	72.9	72.9	72.9	54.0	54.0
SE	84.5	83.5	90.1	90.1	90.1	90.1	90.1	71.9	71.9	84.6	82.6	90.9	90.9	90.9	90.9	90.9	93.1	93.1	84.3	84.3	89.3	89.3	89.3	89.3	89.3	55.6	55.6

Member State	Rank																										
	Domain of time									Care activities									Social activities								
	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022
EU	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
BE	7	7	11	11	11	11	11	15	15	7	8	15	15	15	15	15	8	8	10	10	9	9	9	9	9	21	21
BG	24	23	27	27	27	27	27	17	17	25	25	25	25	25	25	25	16	16	23	23	27	27	27	27	27	19	19
CZ	19	18	17	17	17	17	17	26	26	18	23	23	23	23	23	23	27	27	16	16	14	14	14	14	14	20	20
DK	3	2	3	3	3	3	3	2	2	6	2	3	3	3	3	3	9	9	2	2	3	3	3	3	3	3	3
DE	9	11	12	12	12	12	12	14	14	11	18	10	10	10	10	10	19	19	8	8	13	13	13	13	13	12	12
EE	5	10	5	5	5	5	5	16	16	3	12	4	4	4	4	4	2	2	11	11	7	7	7	7	7	25	25
IE	6	5	6	6	6	6	6	23	23	12	4	8	8	8	8	8	7	7	6	6	6	6	6	6	6	26	26
EL	27	26	26	26	26	26	26	13	13	27	26	27	27	27	27	27	17	17	24	24	23	23	23	23	23	7	7
ES	13	12	14	14	14	14	14	5	5	17	15	9	9	9	9	9	5	5	13	13	16	16	16	16	16	9	9
FR	11	9	9	9	9	9	9	9	9	10	5	12	12	12	12	12	10	10	12	12	8	8	8	8	8	10	10
HR	22	21	21	21	21	21	21	27	27	20	20	26	26	26	26	26	22	22	18	18	18	18	18	18	18	27	27
IT	15	14	16	16	16	16	16	12	12	19	17	22	22	22	22	22	18	18	15	15	15	15	15	15	15	5	5
CY	23	25	20	20	20	20	20	25	25	22	27	16	16	16	16	16	21	21	22	22	21	21	21	21	21	22	22
LV	12	15	10	10	10	10	10	19	19	4	9	2	2	2	2	2	23	23	17	17	17	17	17	17	17	14	14
LT	20	17	22	22	22	22	22	20	20	14	11	19	19	19	19	19	26	26	21	21	22	22	22	22	22	13	13
LU	8	8	8	8	8	8	8	18	18	8	10	6	6	6	6	6	4	4	9	9	10	10	10	10	10	23	23
HU	18	20	18	18	18	18	18	21	21	13	14	17	17	17	17	17	25	25	20	20	19	19	19	19	19	16	16
MT	16	16	13	13	13	13	13	24	24	23	24	14	14	14	14	14	13	13	14	14	11	11	11	11	11	24	24
NL	1	1	2	2	2	2	2	1	1	5	7	7	7	7	7	7	6	6	1	1	2	2	2	2	2	1	1
AT	14	13	15	15	15	15	15	10	10	26	22	21	21	21	21	21	15	15	7	7	12	12	12	12	12	6	6
PL	17	19	19	19	19	19	19	4	4	16	19	18	18	18	18	18	20	20	19	19	20	20	20	20	20	2	2
PT	26	24	24	24	24	24	24	11	11	24	16	20	20	20	20	20	12	12	26	26	26	26	26	26	26	11	11
RO	21	22	23	23	23	23	23	8	8	9	6	11	11	11	11	11	11	11	25	25	25	25	25	25	25	8	8
SI	10	6	7	7	7	7	7	7	7	15	13	13	13	13	13	13	14	14	5	5	4	4	4	4	4	4	4
SK	25	27	25	25	25	25	25	22	22	21	21	24	24	24	24	24	24	24	27	27	24	24	24	24	24	18	18
FI	4	4	4	4	4	4	4	6	6	2	1	5	5	5	5	5	3	3	4	4	5	5	5	5	5	17	17
SE	2	3	1	1	1	1	1	3	3	1	3	1	1	1	1	1	1	1	3	3	1	1	1	1	1	15	15

Table 10. Gender Equality Index scores and ranks for the domain of power and its sub-domains

Member State	Score (points)																																				
	Domain of power									Political									Economic										Social								
	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022
EU	41.9	43.6	48.4	51.6	53.1	55.0	57.2	59.1	61.4	47.5	49.0	53.0	55.0	56.8	58.5	60.2	61.4	62.6	29.0	31.9	39.2	43.0	45.9	48.8	52.1	54.7	57.6	53.2	53.2	54.5	58.2	57.4	58.2	59.9	61.5	64.0
BE	47.9	50.5	53.4	55.2	55.7	61.0	67.0	71.6	72.3	65.8	70.0	70.2	67.8	68.1	72.0	80.9	87.0	88.6	32.8	36.0	38.0	40.2	41.8	53.3	63.6	72.8	73.5	50.9	51.0	57.1	61.7	60.8	59.2	58.6	58.0	58.0
BG	45.8	49.4	56.0	59.9	61.5	60.2	63.0	62.7	58.8	50.3	53.4	49.2	53.8	56.5	58.8	58.4	57.5	55.9	27.6	32.7	53.2	59.9	60.0	60.2	65.6	60.9	52.5	69.3	69.3	67.0	66.8	68.5	61.8	65.2	70.6	69.4
CZ	31.0	32.0	22.6	26.1	27.7	28.1	29.7	30.2	34.9	30.7	31.7	36.6	37.8	40.0	43.2	45.4	43.4	40.8	27.4	29.0	9.2	13.6	16.4	17.1	19.1	20.0	30.6	35.6	35.6	34.2	34.3	32.5	30.1	30.2	31.6	33.9
DK	58.0	57.5	61.5	64.9	66.2	66.8	69.3	73.9	77.7	75.1	76.1	71.2	74.2	76.0	75.3	74.1	76.1	79.9	47.5	45.6	55.7	56.5	56.0	55.1	59.2	68.5	75.2	54.8	54.8	58.7	65.3	68.3	71.8	75.7	77.5	78.1
DE	38.3	46.0	53.0	56.6	59.5	62.8	64.8	67.6	71.5	60.2	59.9	71.5	69.6	67.8	66.7	67.8	71.4	74.5	19.0	33.0	42.1	49.7	56.5	64.4	67.3	68.1	70.6	49.2	49.1	49.5	52.4	55.0	57.5	59.7	63.6	69.5
EE	21.9	22.0	28.2	34.6	36.1	36.6	34.0	33.0	32.8	34.9	33.7	44.9	48.5	49.3	47.3	50.7	55.4	61.3	21.6	22.7	23.2	23.4	24.2	27.5	25.2	21.8	16.9	13.9	13.9	21.4	36.5	39.4	37.8	30.8	29.8	34.1
IE	37.2	40.7	48.6	53.4	55.8	58.4	61.7	64.7	67.6	32.9	37.0	39.8	44.1	45.3	47.0	48.8	50.6	52.4	21.7	25.4	39.9	46.4	50.0	55.6	62.9	68.1	71.6	72.1	71.7	72.4	74.5	76.8	76.1	76.5	78.5	82.5
EL	22.3	22.3	21.7	24.3	27.0	27.0	28.8	30.4	33.2	34.3	30.7	34.7	35.8	36.5	36.1	36.2	36.0	37.7	13.6	15.3	12.1	14.9	20.4	21.1	26.4	30.7	37.4	23.8	23.6	24.2	27.0	26.4	25.7	25.0	25.5	26.0
ES	52.6	52.9	57.0	62.0	69.4	76.9	80.6	81.1	82.0	73.7	69.7	72.3	76.8	82.5	86.5	87.4	86.6	87.2	33.3	35.8	43.5	53.4	64.8	70.1	75.7	79.1	80.7	59.4	59.2	58.9	58.1	62.7	75.1	79.1	77.8	78.4
FR	52.4	55.1	68.2	78.3	79.8	81.4	81.7	83.8	85.3	64.1	70.8	77.1	80.8	83.1	84.9	86.3	86.9	86.8	41.2	43.2	70.2	82.9	84.6	85.4	85.8	86.2	86.6	54.6	54.6	58.4	71.7	72.3	74.2	73.5	78.7	82.5
HR	28.4	27.3	28.5	34.8	41.4	45.3	49.7	49.5	44.2	40.2	40.0	38.7	42.2	45.1	46.3	49.9	54.7	56.6	24.8	22.2	19.0	19.8	28.6	37.2	46.9	43.0	41.0	22.9	22.9	31.6	50.2	55.1	54.2	52.6	51.6	37.3
IT	25.2	29.4	45.3	47.6	48.8	52.2	56.9	62.7	66.5	31.7	35.8	47.4	47.9	49.3	52.8	58.8	62.4	61.8	10.6	14.8	44.7	53.1	54.9	56.7	59.5	66.6	73.2	47.8	47.8	43.7	42.5	43.1	47.5	52.7	59.2	65.2
CY	15.4	17.4	24.7	28.2	29.8	30.0	30.1	29.2	28.8	30.1	30.2	25.8	27.5	29.9	32.3	34.6	34.5	34.9	4.7	6.8	22.6	23.0	23.0	22.9	22.8	22.2	22.6	25.9	25.7	25.8	35.6	38.6	36.6	34.6	32.3	30.4
LV	34.8	37.9	39.0	44.1	49.4	50.4	50.9	49.1	50.5	38.1	43.7	40.5	36.7	40.6	43.4	43.7	41.8	43.7	37.5	42.1	44.2	45.6	46.1	48.2	49.2	45.5	51.6	29.5	29.5	33.2	51.4	64.3	61.2	61.3	62.4	57.1
LT	32.9	27.7	36.6	32.5	34.1	39.3	45.4	48.6	55.5	34.0	34.8	40.0	40.9	45.5	48.5	54.7	59.1	62.0	23.7	13.9	30.1	18.5	18.1	24.5	34.2	37.8	52.8	44.3	44.2	40.9	45.3	48.2	51.2	50.0	51.5	52.3
LU	25.6	34.9	43.5	44.8	48.4	53.4	59.7	64.4	68.0	45.3	47.6	51.1	48.9	51.5	54.6	57.7	60.9	65.0	5.2	12.5	23.5	28.2	32.1	37.5	47.3	57.8	67.8	71.5	71.2	68.2	65.2	68.6	74.2	77.9	75.9	71.5
HU	23.5	21.9	18.7	20.6	22.2	22.9	24.8	26.2	27.1	16.1	15.9	14.3	15.0	17.8	21.8	25.8	26.4	24.9	37.8	31.0	22.1	23.1	23.7	23.0	21.4	20.5	20.3	21.4	21.5	20.9	25.1	25.8	24.1	27.7	33.4	39.2
MT	20.9	25.0	27.4	32.2	32.8	37.5	40.4	45.3	51.2	30.0	29.1	30.5	32.9	33.1	35.3	35.7	39.8	46.6	12.4	21.9	24.4	24.0	24.2	29.9	34.6	40.9	44.3	24.5	24.6	27.5	42.2	44.2	49.8	53.4	57.1	65.1
NL	56.9	56.6	52.9	50.0	57.2	64.0	68.9	72.7	75.3	69.5	66.0	70.6	70.6	71.9	73.4	74.8	76.4	79.1	40.4	41.8	33.1	29.3	45.9	58.7	69.6	72.0	76.1	65.8	65.8	63.4	60.2	56.7	60.7	62.9	70.1	70.9
AT	28.4	30.8	34.9	39.9	44.2	48.2	51.7	55.4	57.1	60.3	60.3	59.1	61.1	65.9	74.7	78.9	81.6	80.4	9.3	11.8	17.4	21.1	24.4	28.0	30.6	32.0	33.0	40.7	40.8	41.1	49.3	53.7	53.6	57.2	65.3	70.2
PL	30.6	34.8	35.1	29.1	30.0	31.5	34.4	36.4	39.6	36.6	43.5	46.1	43.6	44.3	45.6	46.9	47.2	47.0	27.5	33.8	38.2	33.1	34.1	35.7	37.3	38.9	43.8	28.6	28.6	24.4	17.0	17.8	19.2	23.2	26.2	30.3
PT	34.9	29.7	33.9	46.7	51.1	53.6	55.5	57.4	61.3	41.9	42.4	48.7	56.7	59.0	62.6	64.5	65.1	65.7	20.4	12.6	16.4	36.3	44.9	47.9	46.9	44.7	56.4	49.6	49.3	48.9	49.4	50.4	51.4	56.6	64.9	62.1
RO	30.8	28.8	33.2	38.8	37.5	34.7	32.6	30.7	32.8	23.5	26.5	32.9	40.8	41.6	41.0	36.1	31.8	32.6	28.0	20.4	21.4	20.5	21.5	19.0	17.8	15.7	18.1	44.4	44.4	51.8	69.7	59.3	53.6	54.1	57.6	60.0
SI	41.1	51.5	60.6	57.6	55.0	53.0	53.3	56.1	59.0	44.5	46.3	65.4	67.3	64.4	59.2	55.6	56.2	62.3	29.9	56.4	61.5	50.4	44.7	45.1	45.0	53.6	53.8	52.3	52.3	55.3	56.2	57.7	55.8	60.5	58.8	61.2
SK	29.5	25.4	23.1	26.8	29.6	30.7	31.4	31.1	30.4	31.0	28.4	29.0	35.3	36.9	37.2	36.8	36.8	37.3	34.1	23.7	14.6	17.9	23.3	26.3	27.6	27.5	26.3	24.3	24.4	29.1	30.4	30.0	29.6	30.6	29.6	28.6
FI	69.1	73.2	65.3	66.7	71.9	74.3	74.3	73.9	75.8	86.1	86.3	84.8	78.8	83.9	90.4	91.1	91.1	91.1	52.5	62.0	47.6	52.5	59.2	60.8	61.0	58.9	60.2	73.1	73.2	68.9	71.5	74.8	74.6	73.8	75.0	79.4
SE	77.8	75.2	79.5	83.4	84.2	84.5	84.6	85.1	85.8	92.1	93.0	93.9	95.1	94.9	95.0	95.5	95.9	96.3	58.7	52.6	60.8	69.4	71.7	70.7	69.4	69.2	68.6	87.1	87.1	87.8	87.9	87.8	89.8	91.4	92.9	95.6

Member State	Rank																																			
	Domain of power									Political									Economic									Social								
	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022
EU	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
BE	7	8	8	9	10	8	7	7	7	6	5	8	8	7	8	5	3	3	10	8	13	12	14	11	7	3	5	11	11	10	9	10	11	13	16	17
BG	8	9	7	6	6	9	9	11	14	10	10	12	12	12	12	12	14	17	13	12	5	3	4	6	6	10	15	5	5	5	6	6	8	8	8	11
CZ	15	15	25	25	25	25	25	25	21	23	21	21	21	22	21	20	20	22	15	14	27	27	27	27	26	26	22	18	18	18	23	23	23	24	23	23
DK	3	3	4	4	5	5	5	4	4	3	3	6	5	5	5	8	8	7	3	4	4	4	7	10	11	6	4	8	8	8	7	7	7	5	5	6
DE	10	10	9	8	7	7	8	8	8	9	9	5	7	8	9	9	9	9	21	11	10	9	6	4	5	8	8	13	13	13	13	15	12	12	12	10
EE	25	25	21	19	19	20	21	21	24	17	20	16	14	14	16	16	16	15	19	17	18	18	20	20	23	24	27	27	27	26	21	21	21	22	24	22
IE	11	11	11	10	9	10	10	9	10	20	17	19	16	17	17	18	18	18	18	15	11	10	9	9	8	7	7	3	3	2	2	2	2	4	3	2
EL	24	24	26	26	26	26	26	24	22	18	22	22	23	24	24	23	24	23	22	21	26	26	25	25	22	21	20	24	24	25	25	25	25	26	27	27
ES	5	6	6	5	4	3	3	3	3	4	6	4	4	4	3	3	5	4	9	9	9	5	3	3	2	2	2	7	7	7	11	9	3	2	4	5
FR	6	5	2	2	2	2	2	2	2	7	4	3	2	3	4	4	4	5	4	5	1	1	1	1	1	1	1	9	9	9	3	4	5	7	2	3
HR	20	21	20	18	17	17	17	16	19	14	16	20	18	18	18	17	17	16	16	18	22	23	17	16	15	16	19	25	25	20	15	14	14	19	19	21
IT	22	18	12	12	14	14	12	12	11	21	18	14	15	15	14	11	11	14	24	22	7	6	8	8	10	9	6	14	14	15	19	20	20	18	14	12
CY	27	27	23	23	23	24	24	26	26	24	23	26	26	26	26	26	25	25	27	27	19	20	23	24	24	23	24	21	21	23	22	22	22	21	22	24
LV	13	12	14	15	13	15	16	17	18	15	13	17	22	21	20	21	21	21	7	6	8	11	10	12	12	14	16	19	19	19	14	8	9	10	13	18
LT	14	20	15	20	20	18	18	18	16	19	19	18	19	19	15	15	13	13	17	23	15	24	26	22	19	19	14	16	16	17	18	18	18	20	20	19
LU	21	13	13	14	15	12	11	10	9	11	11	11	13	13	13	13	12	11	26	25	17	16	16	15	13	12	10	4	4	4	8	5	6	3	6	7
HU	23	26	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	6	13	20	19	21	23	25	25	25	26	26	27	26	26	26	25	21	20
MT	26	23	22	21	21	19	19	19	17	25	24	24	25	25	25	25	22	20	23	19	16	17	19	18	18	17	17	22	22	22	20	19	19	17	18	13
NL	4	4	10	11	8	6	6	6	6	5	7	7	6	6	7	7	7	8	5	7	14	15	11	7	3	4	3	6	6	6	10	13	10	9	9	8
AT	19	16	17	16	16	16	15	15	15	8	8	10	10	9	6	6	6	6	25	26	23	21	18	19	20	20	21	17	17	16	17	16	16	14	10	9
PL	17	14	16	22	22	22	20	20	20	16	14	15	17	19	19	19	19	19	14	10	12	14	15	17	17	18	18	20	20	24	27	27	27	27	26	25
PT	12	17	18	13	12	11	13	13	12	13	15	13	11	11	10	10	10	10	20	24	24	13	12	13	14	15	12	12	12	14	16	17	17	15	11	14
RO	16	19	19	17	18	21	22	23	23	26	26	23	20	20	22	24	26	26	12	20	21	22	24	26	27	27	26	15	15	12	5	11	15	16	17	16
SI	9	7	5	7	11	13	14	14	13	12	12	9	9	10	11	14	15	12	11	2	2	8	13	14	16	13	13	10	10	11	12	12	13	11	15	15
SK	18	22	24	24	24	23	23	22	25	22	25	25	24	23	23	22	23	24	8	16	25	25	22	21	21	22	23	23	23	21	24	24	24	23	25	26
FI	2	2	3	3	3	4	4	5	5	2	2	2	3	2	2	2	2	2	2	1	6	7	5	5	9	11	11	2	2	3	4	3	4	6	7	4
SE	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	3	3	2	2	2	4	5	9	1	1	1	1	1	1	1	1	1

Table 11. Gender Equality Index scores and ranks for the domain of health and its sub-domains

Member State	Score (points)																																			
	Domain of health									Status									Behaviour									Access								
	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022
EU	86.7	86.7	87.1	87.8	87.8	87.8	88.7	88.5	88.6	90.4	90.6	90.9	91.9	92.0	92.2	91.9	91.7	91.5	74.8	74.8	74.8	74.8	74.8	74.8	77.8	77.8	77.8	96.2	96.2	97.0	98.3	98.3	98.2	97.6	97.3	97.6
BE	86.5	86.4	86.3	86.3	86.5	86.3	88.5	88.5	88.5	92.6	93.4	93.3	93.3	93.6	93.3	93.8	94.3	93.7	70.3	70.3	70.3	70.3	70.3	70.3	75.1	75.1	75.1	99.3	98.1	98.0	97.9	98.4	98.1	98.3	97.8	98.6
BG	75.3	75.8	76.4	77.1	77.2	77.2	78.0	77.8	78.3	88.1	88.4	88.1	89.0	89.1	89.1	88.4	87.8	89.3	52.3	52.3	52.3	52.3	52.3	52.3	54.4	54.4	54.4	92.6	94.1	96.9	98.5	98.5	98.8	98.8	98.7	98.8
CZ	85.7	85.7	86.0	86.3	86.3	86.3	84.8	84.8	85.1	89.1	89.0	89.6	90.0	90.0	89.9	89.9	89.8	90.7	72.3	72.3	72.3	72.3	72.3	72.3	68.6	68.6	68.6	97.9	98.0	98.2	98.7	98.9	98.9	99.1	98.9	99.0
DK	90.3	90.2	89.6	89.9	89.7	89.5	89.5	88.6	87.9	92.2	92.6	91.6	92.4	91.1	91.6	92.0	90.4	89.2	81.7	81.7	81.7	81.7	81.7	81.7	81.9	81.9	81.9	97.8	96.9	96.2	96.3	96.8	95.9	95.2	93.8	92.8
DE	89.3	89.4	90.5	90.5	90.6	90.7	90.0	89.8	89.7	90.4	90.2	91.8	92.0	92.3	92.5	91.6	91.1	90.8	80.9	80.9	80.9	80.9	80.9	80.9	79.7	79.7	79.7	97.5	97.9	99.7	99.7	99.7	99.8	99.9	99.8	99.8
EE	82.7	82.1	81.5	81.9	81.6	82.2	85.0	85.1	85.7	83.4	83.2	84.1	83.9	83.8	85.2	86.0	85.7	86.7	70.1	70.1	70.1	70.1	70.1	70.1	76.1	76.1	76.1	96.8	94.7	91.9	93.5	92.6	92.9	93.8	94.7	95.3
IE	90.7	90.4	90.6	90.9	91.3	91.3	95.0	94.8	94.6	96.5	96.5	96.8	97.1	97.6	97.7	96.8	96.8	96.5	79.0	79.0	79.0	79.0	79.0	79.0	89.7	89.7	89.7	98.0	97.0	97.3	97.9	98.8	98.6	98.7	98.2	97.9
EL	84.3	83.9	83.1	83.5	84.0	84.3	85.8	85.5	85.2	94.1	93.5	93.4	93.3	94.4	95.2	94.9	94.3	94.6	66.6	66.6	66.6	66.6	66.6	66.6	71.0	71.0	71.0	95.7	94.8	92.3	93.8	94.1	94.5	93.9	93.5	92.1
ES	88.6	89.1	89.6	90.1	90.1	90.3	91.7	91.2	91.0	92.4	93.6	93.2	94.1	94.4	95.2	93.8	92.6	91.9	78.6	78.6	78.6	78.6	78.6	78.6	83.7	83.7	83.7	95.7	96.2	98.3	98.9	98.7	98.6	98.1	97.9	97.9
FR	86.7	86.8	87.1	87.4	87.4	87.4	88.6	88.3	88.0	91.0	91.6	91.6	91.9	92.1	92.1	92.5	92.5	91.5	74.0	74.0	74.0	74.0	74.0	74.0	78.0	78.0	78.0	96.8	96.6	97.6	98.1	97.9	98.1	96.4	95.3	95.4
HR	81.5	82.8	83.3	83.7	83.7	83.8	85.1	84.8	85.2	85.1	85.7	86.4	87.5	87.4	87.6	88.3	88.2	88.5	68.3	68.3	68.3	68.3	68.3	68.3	70.9	70.9	70.9	93.1	97.0	97.8	98.1	98.3	98.3	98.3	97.6	98.5
IT	86.3	86.5	86.3	88.7	88.4	88.4	89.0	89.2	89.3	91.1	91.3	91.3	95.1	94.3	94.4	93.9	94.6	94.5	74.2	74.2	74.2	74.2	74.2	74.2	76.1	76.1	76.1	94.9	95.5	94.8	99.0	98.6	98.6	98.6	98.6	99.1
CY	86.4	87.1	88.2	88.4	88.0	87.9	87.0	87.1	87.4	93.7	94.4	95.5	96.1	94.8	94.6	94.8	94.9	95.5	73.0	73.0	73.0	73.0	73.0	73.0	70.2	70.2	70.2	94.4	96.0	98.4	98.4	98.4	98.4	98.9	99.2	99.6
LV	77.3	77.9	78.4	78.3	78.4	79.3	79.3	78.9	79.0	80.0	80.5	79.8	79.0	79.9	80.4	81.4	80.6	80.9	65.5	65.5	65.5	65.5	65.5	65.5	64.9	64.9	64.9	88.3	89.7	92.3	92.9	92.1	94.6	94.5	93.8	93.8
LT	80.4	79.6	79.1	79.8	80.0	80.3	82.7	82.9	83.4	81.9	79.7	78.5	80.0	81.0	81.2	80.3	81.4	82.3	64.8	64.8	64.8	64.8	64.8	64.8	71.6	71.6	71.6	98.1	97.7	97.5	98.2	97.8	98.3	98.5	97.8	98.3
LU	89.8	90.0	89.0	89.6	89.5	89.9	90.4	90.4	90.0	93.8	94.4	92.0	91.9	91.5	93.0	93.7	94.0	93.3	78.5	78.5	78.5	78.5	78.5	78.5	79.1	79.1	79.1	98.3	98.4	97.7	99.7	99.7	99.7	99.6	99.3	98.9
HU	85.4	85.9	86.0	86.6	87.0	86.7	87.3	87.2	87.5	84.2	85.9	85.8	86.6	87.6	86.9	88.0	88.4	88.6	76.8	76.8	76.8	76.8	76.8	76.8	77.0	77.0	77.0	96.3	96.0	96.5	97.6	97.9	97.6	98.3	97.4	98.1
MT	90.6	91.6	91.8	92.1	92.0	92.3	87.8	87.4	87.9	93.8	95.3	95.6	96.2	95.8	96.4	95.8	94.7	95.7	81.7	81.7	81.7	81.7	81.7	81.7	71.0	71.0	71.0	97.0	98.6	99.0	99.6	99.4	99.8	99.7	99.3	99.8
NL	90.3	89.7	89.9	90.0	90.0	90.2	94.2	94.2	93.4	93.6	91.8	91.7	92.1	92.2	92.8	93.4	93.2	91.0	79.3	79.3	79.3	79.3	79.3	79.3	89.9	89.9	89.9	99.2	99.3	99.9	99.9	99.9	99.6	99.6	99.6	99.6
AT	91.1	91.5	91.7	91.7	91.9	91.9	91.3	91.4	91.0	91.0	91.7	91.3	91.5	91.8	91.9	92.8	93.4	92.3	84.6	84.6	84.6	84.6	84.6	84.6	82.2	82.2	82.2	98.1	98.8	99.8	99.7	99.9	99.7	99.9	99.7	99.5
PL	81.6	81.7	82.2	83.2	83.1	83.3	83.6	84.4	84.8	85.8	85.9	86.6	87.3	87.4	87.7	87.5	87.9	87.8	67.9	67.9	67.9	67.9	67.9	67.9	70.7	70.7	70.7	93.4	93.6	94.5	97.0	96.7	97.2	94.6	96.6	98.1
PT	84.3	84.4	83.6	84.5	84.6	84.8	84.5	84.1	84.6	83.3	84.6	82.6	84.0	84.2	84.5	85.4	85.1	85.6	75.5	75.5	75.5	75.5	75.5	75.5	73.9	73.9	73.9	95.2	94.2	93.9	95.2	95.2	95.8	95.6	94.6	95.8
RO	69.9	70.2	70.4	71.1	71.2	71.3	70.4	70.0	70.4	87.9	88.5	88.6	88.6	88.7	89.2	89.2	88.5	89.3	42.5	42.5	42.5	42.5	42.5	42.5	40.7	40.7	40.7	91.6	92.1	92.9	95.7	96.0	95.9	96.0	95.3	95.9
SI	86.8	87.3	87.7	87.1	86.9	87.8	86.9	86.5	86.9	86.3	87.9	89.1	89.4	88.3	90.7	91.3	91.6	91.5	75.9	75.9	75.9	75.9	75.9	75.9	73.6	73.6	73.6	99.8	99.8	99.8	97.5	97.8	98.2	97.8	96.0	97.4
SK	84.8	85.0	85.3	85.8	85.5	85.5	85.2	85.1	85.5	85.4	86.1	87.4	88.1	87.8	87.7	87.7	87.3	88.2	73.1	73.1	73.1	73.1	73.1	73.1	72.9	72.9	72.9	97.6	97.5	97.3	98.0	97.4	97.6	96.7	96.9	97.4
FI	89.5	89.3	89.7	89.7	89.3	89.5	92.6	93.1	91.7	90.5	90.2	91.1	90.9	90.3	90.5	91.2	92.4	89.5	81.9	81.9	81.9	81.9	81.9	81.9	90.7	90.7	90.7	96.6	96.4	96.8	96.8	96.3	96.6	96.0	96.3	95.1
SE	93.2	93.0	94.1	94.7	94.5	94.6	95.2	94.5	93.8	95.7	95.7	97.4	96.9	96.3	96.4	96.3	94.8	92.8	89.3	89.3	89.3	89.3	89.3	89.3	91.2	91.2	91.2	94.5	94.2	95.8	98.0	98.1	98.2	98.3	97.7	97.6

Member State	Rank																																			
	Domain of health									Status									Behaviour									Access									
	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2012	2015	2017	2018	2019	2020	2021	2022
EU	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
BE	13	15	14	16	16	16	12	11	10	8	8	6	8	8	8	8	7	6	19	19	19	19	19	19	14	14	14	2	6	9	16	11	16	15	13	10
BG	26	26	26	26	26	26	26	26	26	17	18	19	18	17	19	19	22	18	26	26	26	26	26	26	26	26	26	25	24	16	9	10	7	8	8	9
CZ	16	17	16	17	17	17	21	21	21	16	16	16	16	16	17	17	17	15	18	18	18	18	18	18	24	24	24	8	7	8	8	6	6	6	7	7
DK	5	5	8	8	8	9	9	10	12	10	9	11	9	14	14	13	16	19	5	5	5	5	5	5	7	7	7	9	13	19	22	20	22	23	26	26
DE	9	8	5	5	5	5	8	8	8	15	14	9	11	9	11	14	15	14	6	6	6	6	6	6	8	8	8	11	8	4	2	4	2	2	1	2
EE	21	22	23	23	23	23	20	18	17	24	25	24	25	25	24	24	24	24	20	20	20	20	20	20	13	13	13	14	21	27	26	26	27	27	23	23
IE	3	4	4	4	4	4	2	1	1	1	1	2	1	1	1	1	1	1	8	8	8	8	8	8	4	4	4	7	12	14	17	7	9	9	10	16
EL	19	20	21	21	20	20	17	17	19	3	7	5	7	6	4	4	6	4	23	23	23	23	23	23	20	20	20	17	20	26	25	25	26	26	27	27
ES	10	10	9	6	6	6	5	6	6	9	6	7	6	5	5	7	11	10	9	9	9	9	9	9	5	5	5	18	16	7	7	8	10	16	11	15
FR	12	13	13	13	13	14	11	12	11	12	12	12	13	11	12	12	12	12	15	15	15	15	15	15	10	10	10	13	14	12	13	15	17	19	21	22
HR	23	21	20	20	21	21	19	20	20	22	23	22	21	23	22	20	20	21	21	21	21	21	21	21	21	21	21	24	11	10	12	13	13	14	15	11
IT	15	14	15	11	11	11	10	9	9	11	13	13	5	7	7	6	5	5	14	14	14	14	14	14	12	12	12	20	19	21	6	9	8	10	9	6
CY	14	12	11	12	12	12	15	15	15	6	5	4	4	4	6	5	2	3	17	17	17	17	17	17	23	23	23	22	17	6	10	12	11	7	6	4
LV	25	25	25	25	25	25	25	25	25	27	26	26	27	27	27	26	27	27	24	24	24	24	24	24	25	25	25	27	27	25	27	27	25	25	25	25
LT	24	24	24	24	24	24	24	24	24	26	27	27	26	26	26	27	26	26	25	25	25	25	25	25	18	18	18	5	9	13	11	18	12	11	12	12
LU	7	6	10	10	9	8	7	7	7	4	4	8	12	13	9	9	8	7	10	10	10	10	10	10	9	9	9	4	5	11	4	3	4	4	5	8
HU	17	16	17	15	14	15	14	14	14	23	22	23	23	21	23	21	19	20	11	11	11	11	11	11	11	11	11	16	18	18	18	16	18	13	16	14
MT	4	2	2	2	2	2	13	13	13	5	3	3	3	3	3	3	4	2	4	4	4	4	4	4	19	19	19	12	4	5	5	5	1	3	4	1
NL	6	7	6	7	7	7	3	3	3	7	10	10	10	10	10	10	10	13	7	7	7	7	7	7	3	3	3	3	2	1	1	1	5	5	3	3
AT	2	3	3	3	3	3	6	5	5	13	11	14	14	12	13	11	9	9	2	2	2	2	2	2	6	6	6	6	3	2	3	2	3	1	2	5
PL	22	23	22	22	22	22	23	22	22	20	21	21	22	22	21	23	21	23	22	22	22	22	22	22	22	22	22	23	25	22	20	21	20	24	18	13
PT	20	19	19	19	19	19	22	23	23	25	24	25	24	24	25	25	25	25	13	13	13	13	13	13	15	15	15	19	23	23	24	24	24	22	24	21
RO	27	27	27	27	27	27	27	27	27	18	17	18	19	18	18	18	18	17	27	27	27	27	27	27	27	27	27	26	26	24	23	23	23	20	22	20
SI	11	11	12	14	15	13	16	16	16	19	19	17	17	19	15	15	14	11	12	12	12	12	12	12	16	16	16	1	1	3	19	17	14	17	20	18
SK	18	18	18	18	18	18	18	19	18	21	20	20	20	20	20	22	23	22	16	16	16	16	16	16	17	17	17	10	10	15	15	19	19	18	17	19
FI	8	9	7	9	10	10	4	4	4	14	15	15	15	15	16	16	13	16	3	3	3	3	3	3	2	2	2	15	15	17	21	22	21	21	19	24
SE	1	1	1	1	1	1	1	2	2	2	2	1	2	2	2	2	3	8	1	1	1	1	1	1	1	1	1	21	22	20	14	14	15	12	14	17

Annex 3. Indicators included in the Gender Equality Index 2024

Table 12. Gender Equality Index 2024 indicators included in the domain of work by Member State

Member State	Participation								Segregation and quality of work											
	FTE employment (aged 15–89)				Duration of working life (years)				Employed people in education, human health and social work activities (aged 15–89)				Ability to take an hour or two off during working hours to take care of personal or family matters (%, aged 15+)				Career Prospects Index (0–100 points)			
	Women	Men	Total	Gap	Women	Men	Total	Gap	Women	Men	Total	Gap	Women	Men	Total	Gap	Women	Men	Total	Gap
EU	**43.5**	**58.4**	**50.6**	**− 14.9**	**34.2**	**38.6**	**36.5**	**− 4.4**	**30.2**	**8.3**	**18.5**	**21.9**	**29.0**	**37.2**	**33.4**	**− 8.2**	**61.5**	**63.1**	**62.4**	**− 1.6**
BE	42.1	54.4	47.9	− 12.3	32.7	36.2	34.5	− 3.5	38.2	11.5	24.1	26.7	27.4	32.7	30.2	− 5.3	66.2	66.5	66.4	− 0.3
BG	48.6	60.9	54.4	− 12.3	32.3	34.8	33.6	− 2.5	18.9	4.1	11.0	14.8	22.6	31.3	27.3	− 8.7	65.6	62.3	63.9	3.3
CZ	49.0	66.3	57.4	− 17.3	33.3	39.3	36.4	− 6.0	27.2	5.5	15.1	21.7	18.1	28.1	23.7	− 10.0	60.9	65.4	63.1	− 4.5
DK	50.4	60.1	55.0	− 9.7	39.4	42.4	41.0	− 3.0	42.2	13.3	27.0	28.9	36.5	46.8	42.0	− 10.3	70.4	72.9	71.7	− 2.5
DE	43.6	60.8	51.8	− 17.2	37.4	41.2	39.3	− 3.8	32.5	9.7	20.4	22.8	31.8	39.2	35.8	− 7.4	65.5	67.9	66.7	− 2.4
EE	55.4	66.8	60.7	− 11.4	40.7	39.9	40.3	0.8	27.9	5.1	16.4	22.8	34.6	42.9	38.8	− 8.3	65.8	64.8	65.3	1.0
IE	49.3	63.9	56.2	− 14.6	36.3	42.3	39.4	− 6.0	35.0	9.3	21.3	25.7	32.6	43.0	38.1	− 10.4	64.6	64.1	64.3	0.5
EL	36.2	56.0	45.7	− 19.8	30.3	37.3	33.9	− 7.0	25.2	8.1	15.3	17.1	29.5	35.2	32.8	− 5.7	51.0	52.2	51.6	− 1.2
ES	42.5	56.6	49.3	− 14.1	34.1	37.8	36.0	− 3.7	26.5	8.1	16.6	18.4	35.6	38.1	37.0	− 2.5	56.1	57.3	56.8	− 1.2
FR	45.2	54.5	49.5	− 9.3	35.2	37.9	36.6	− 2.7	33.3	10.3	21.6	23.0	16.0	21.1	18.6	− 5.1	63.8	66.7	65.3	− 2.9
HR	42.4	54.4	48.1	− 12.0	32.1	35.7	34.0	− 3.6	27.5	5.3	15.6	22.2	38.2	50.2	44.7	− 12.0	59.8	61.0	60.4	− 1.2
IT	32.3	52.4	41.8	− 20.1	27.6	36.5	32.2	− 8.9	26.0	7.1	15.1	18.9	26.9	34.9	31.5	− 8.0	51.9	55.7	54.0	− 3.8
CY	52.1	64.5	58.0	− 12.4	35.4	41.7	38.7	− 6.3	19.4	5.9	12.3	13.5	42.9	47.8	45.5	− 4.9	53.0	50.8	51.9	2.2
LV	52.5	63.3	57.4	− 10.8	36.6	36.6	36.6	0.0	26.7	5.3	16.2	21.4	36.3	42.8	39.5	− 6.5	62.7	60.7	61.8	2.0
LT	56.1	64.6	60.0	− 8.5	38.1	36.5	37.3	1.6	27.3	5.5	16.6	21.8	28.8	39.5	34.1	− 10.7	61.9	63.2	62.5	− 1.3
LU	51.7	62.4	56.9	− 10.7	33.2	36.2	34.7	− 3.0	28.2	10.7	18.8	17.5	32.0	37.9	35.2	− 5.9	70.1	72.5	71.3	− 2.4
HU	50.9	64.8	57.5	− 13.9	34.4	37.9	36.2	− 3.5	24.4	5.5	14.4	18.9	36.1	41.4	38.9	− 5.3	64.4	63.5	64.0	0.9
MT	51.3	68.9	60.4	− 17.6	34.8	41.6	38.4	− 6.8	30.7	9.9	18.7	20.8	45.4	51.0	48.7	− 5.6	69.0	67.0	67.8	2.0
NL	46.5	62.6	53.8	− 16.1	41.1	45.1	43.2	− 4.0	39.7	11.4	24.7	28.3	47.3	66.9	57.7	− 19.6	61.0	62.4	61.7	− 1.4
AT	42.6	60.7	51.2	− 18.1	36.2	40.3	38.3	− 4.1	27.8	8.9	17.8	18.9	35.6	43.1	39.6	− 7.5	64.3	65.4	64.9	− 1.1
PL	47.4	63.1	54.8	− 15.7	32.2	36.8	34.6	− 4.6	25.8	5.1	14.5	20.7	23.4	36.0	30.3	− 12.6	60.1	59.2	59.7	0.9
PT	51.6	61.1	56.0	− 9.5	37.4	39.4	38.4	− 2.0	30.3	7.4	18.7	22.9	29.0	34.9	32.0	− 5.9	55.6	57.0	56.3	− 1.4
RO	40.0	57.9	48.7	− 17.9	28.0	34.9	31.5	− 6.9	19.9	3.6	10.5	16.3	25.4	34.2	30.6	− 8.8	66.0	67.1	66.6	− 1.1
SI	49.5	60.4	54.9	− 10.9	35.5	37.9	36.7	− 2.4	30.5	7.4	17.9	23.1	30.6	37.8	34.5	− 7.2	60.4	61.5	61.0	− 1.1
SK	52.5	64.1	58.1	− 11.6	33.8	36.4	35.2	− 2.6	28.3	5.3	16.1	23.0	20.5	28.2	24.5	− 7.7	65.7	66.8	66.2	− 1.1
FI	49.6	56.8	53.0	− 7.2	39.7	40.1	39.9	− 0.4	37.6	8.7	22.7	28.9	32.9	51.3	42.5	− 18.4	65.4	66.7	66.1	− 1.3
SE	54.0	62.6	58.2	− 8.6	41.4	43.8	42.6	− 2.4	40.3	12.4	25.5	27.9	46.8	58.5	53.0	− 11.7	66.7	68.1	67.4	− 1.4
	Source: Eurostat, EU-LFS, 2022; EIGE's calculations				*Source:* Eurostat (lfsi_dwl_a), EU-LFS, 2022				*Source:* Eurostat (lfsa_egan2), EU-LFS, 2022				*Source:* Eurofound, EWCTS, 2021; EIGE's calculations				*Source:* Eurofound, EWCS, 2015; EIGE's calculations			

NB: Eurofound, European Foundation for the Improvement of Living and Working Conditions.

Table 13. Gender Equality Index 2024 indicators included in the domain of money by Member State

Member State	Financial resources								Economic situation							
	Mean monthly earnings (PPS, working population)				Mean equivalised net income (PPS, aged 16+)				Not-at-risk-of-poverty rate, ≥ 60 % of median income (%, aged 16+)				S80/S20 income quintile share (%, aged 16+)			
	Women	Men	Total	Gap	Women	Men	Total	Gap	Women	Men	Total	Gap	Women	Men	Total	Gap
EU	2 321	2 818	2 581	− 497	20 859	21 967	21 395	− 1 108	83.0	85.1	84.0	− 2.1	21.2	21.0	21.1	0.2
BE	2 778	3 075	2 927	− 297	25 684	26 778	26 220	− 1 094	86.6	87.1	86.8	− 0.5	28.4	26.6	27.5	1.8
BG	1 078	1 256	1 168	− 178	11 916	12 924	12 399	− 1 008	74.7	80.7	77.5	− 6.0	14.3	14.5	14.3	− 0.2
CZ	1 463	1 845	1 669	− 382	16 629	17 914	17 254	− 1 285	87.8	92.5	90.1	− 4.7	28.5	29.7	28.9	− 1.2
DK	2 868	3 479	3 160	− 611	25 770	26 689	26 223	− 919	87.1	87.2	87.1	− 0.1	24.5	23.5	24.0	1.0
DE	2 765	3 461	3 135	− 696	26 209	27 383	26 784	− 1 174	84.3	86.2	85.2	− 1.9	22.5	22.3	22.4	0.2
EE	1 461	1 896	1 653	− 435	18 653	19 688	19 136	− 1 035	72.8	77.7	75.1	− 4.9	18.7	17.5	18.1	1.2
IE	2 597	3 084	2 833	− 487	22 825	23 991	23 400	− 1 166	85.5	87.1	86.3	− 1.6	24.7	23.1	23.8	1.6
EL	1 524	1 802	1 672	− 278	12 272	12 643	12 451	− 371	81.3	82.3	81.8	− 1.0	19.3	19.1	19.2	0.2
ES	1 961	2 290	2 135	− 329	19 581	20 378	19 969	− 797	79.9	81.9	80.9	− 2.0	18.1	18.6	18.4	− 0.5
FR	2 282	2 798	2 548	− 516	23 155	24 630	23 859	− 1 475	84.6	87.0	85.8	− 2.4	22.3	22.0	22.1	0.3
HR	1 572	1 783	1 681	− 211	13 109	13 875	13 474	− 766	79.2	84.0	81.4	− 4.8	21.3	22.3	21.7	− 1.0
IT	2 201	2 620	2 435	− 419	20 946	22 204	21 554	− 1 258	79.2	82.5	80.8	− 3.3	17.5	18.1	17.8	− 0.6
CY	1 941	2 303	2 123	− 362	22 635	23 456	23 031	− 821	85.1	87.5	86.3	− 2.4	23.5	23.7	23.6	− 0.2
LV	1 349	1 697	1 514	− 348	14 124	15 847	14 897	− 1 723	73.0	79.8	76.1	− 6.8	15.4	15.4	15.2	0.0
LT	1 316	1 549	1 427	− 233	16 637	18 553	17 512	− 1 916	75.2	82.0	78.3	− 6.8	16.2	14.8	15.4	1.4
LU	3 497	3 625	3 576	− 128	36 469	38 318	37 415	− 1 849	82.9	84.8	83.9	− 1.9	21.8	21.9	22.2	− 0.1
HU	1 408	1 677	1 546	− 269	11 183	11 943	11 542	− 760	86.8	88.1	87.4	− 1.3	25.4	23.5	24.4	1.9
MT	2 238	2 662	2 475	− 424	24 133	24 744	24 451	− 611	82.4	84.7	83.6	− 2.3	21.1	21.7	21.4	− 0.6
NL	2 374	2 938	2 663	− 564	26 577	27 816	27 190	− 1 239	84.6	85.7	85.1	− 1.1	25.4	24.6	25.0	0.8
AT	2 343	3 018	2 738	− 675	27 838	28 969	28 391	− 1 131	85.3	86.6	86.0	− 1.3	23.9	23.1	23.5	0.8
PL	1 677	2 018	1 855	− 341	16 368	16 898	16 622	− 530	85.8	86.8	86.3	− 1.0	25.8	24.7	25.3	1.1
PT	1 367	1 541	1 452	− 174	14 654	15 027	14 829	− 373	83.6	84.4	84.0	− 0.8	19.7	18.7	19.3	1.0
RO	1 732	1 782	1 758	− 50	11 217	11 455	11 332	− 238	79.5	80.0	79.8	− 0.5	17.8	16.3	16.9	1.5
SI	1 847	2 084	1 972	− 237	19 883	20 449	20 167	− 566	86.9	87.7	87.3	− 0.8	30.0	29.4	29.7	0.6
SK	1 285	1 628	1 461	− 343	10 284	10 517	10 397	− 233	87.3	88.5	87.9	− 1.2	32.9	33.7	33.2	− 0.8
FI	2 419	2 953	2 667	− 534	22 847	24 147	23 484	− 1 300	86.0	87.4	86.7	− 1.4	27.0	25.4	26.2	1.6
SE	2 628	3 024	2 822	− 396	22 102	23 276	22 690	− 1 174	83.3	84.8	84.0	− 1.5	22.9	21.6	22.2	1.3

Source: Eurostat (earn_ses18_20), SES, 2018 — Source: Eurostat (ilc_di03), EU-SILC, 2022 (FR, LU: break in time series) — Source: Eurostat (ilc_di02), EU-SILC, 2022 (FR, LU: break in time series) — Source: EU-SILC, 2022 (FR, LU: break in time series); Eurostat's calculations

NB: PPS, purchasing power standard.

Table 14. Gender Equality Index 2024 indicators included in the domain of knowledge by Member State

Member State	Attainment and participation								Segregation			
	Graduates of tertiary education (%, aged 15–89)				People participating in formal or non-formal education and training (%, aged 15–74)				Tertiary students in the fields of education, health and welfare, and humanities and arts (%, aged 15+)			
	Women	Men	Total	Gap	Women	Men	Total	Gap	Women	Men	Total	Gap
EU	**28.1**	**26.2**	**27.1**	**1.9**	**20.3**	**18.7**	**19.5**	**1.6**	**42.8**	**20.8**	**32.8**	**22.0**
BE	36.0	31.4	33.7	4.6	21.4	19.8	20.6	1.6	50.8	29.0	41.3	21.8
BG	27.3	19.6	23.6	7.7	10.0	10.2	10.1	− 0.2	44.8	22.2	34.7	22.6
CZ	21.8	19.3	20.6	2.5	17.0	16.7	16.9	0.3	48.5	21.8	37.0	26.7
DK	37.3	28.3	32.9	9.0	37.6	30.4	34.0	7.2	51.6	24.8	40.1	26.8
DE	24.1	31.0	27.5	− 6.9	15.5	15.5	15.5	0.0	40.9	17.3	29.1	23.6
EE	43.1	27.7	35.9	15.4	28.5	22.1	25.3	6.4	46.9	18.2	35.2	28.7
IE	44.9	39.6	42.3	5.3	23.2	21.5	22.4	1.7	46.0	22.5	35.1	23.5
EL	25.7	25.9	25.8	− 0.2	13.7	13.4	13.5	0.3	35.6	16.4	25.9	19.2
ES	33.5	31.2	32.4	2.3	24.6	21.4	23.0	3.2	49.6	25.2	38.5	24.4
FR	34.4	30.7	32.6	3.7	25.3	21.9	23.7	3.4	37.0	19.3	29.1	17.7
HR	22.8	18.5	20.7	4.3	12.7	11.1	11.9	1.6	37.6	16.9	28.8	20.7
IT	17.0	13.7	15.4	3.3	16.5	15.9	16.2	0.6	47.6	25.0	37.7	22.6
CY	41.1	36.7	39.0	4.4	17.0	16.7	16.8	0.3	49.0	21.6	37.8	27.4
LV	38.0	25.4	32.3	12.6	21.1	15.9	18.7	5.2	44.0	14.3	31.4	29.7
LT	42.8	32.2	38.0	10.6	16.2	14.4	15.4	1.8	46.3	18.2	34.6	28.1
LU	42.4	42.5	42.4	− 0.1	31.3	30.4	30.8	0.9	36.1	18.3	27.8	17.8
HU	26.4	21.7	24.2	4.7	15.4	14.3	14.8	1.1	40.6	19.1	30.8	21.5
MT	26.5	23.6	25.0	2.9	19.1	17.5	18.2	1.6	50.1	30.6	41.9	19.5
NL	34.7	35.7	35.2	− 1.0	32.9	31.6	32.3	1.3	37.0	19.2	28.8	17.8
AT	27.9	31.4	29.6	− 3.5	22.1	19.5	20.8	2.6	41.6	21.8	32.6	19.8
PL	30.2	22.2	26.4	8.0	15.0	14.0	14.5	1.0	40.2	20.3	32.2	19.9
PT	24.9	18.8	22.1	6.1	21.5	21.6	21.5	− 0.1	38.6	18.3	29.2	20.3
RO	15.1	13.9	14.5	1.2	12.8	13.4	13.1	− 0.6	34.4	18.1	27.1	16.3
SI	36.0	27.1	31.5	8.9	28.6	25.8	27.2	2.8	41.8	16.5	31.1	25.3
SK	26.6	20.8	23.8	5.8	19.2	18.8	19.0	0.4	51.2	25.8	40.8	25.4
FI	38.1	29.5	33.8	8.6	34.0	27.1	30.5	6.9	49.5	17.0	34.7	32.5
SE	44.6	33.1	38.8	11.5	45.4	33.6	39.4	11.8	52.9	29.2	43.6	23.7
	Source: EIGE's calculations based on Eurostat, EU-LFS, 2022; EIGE's calculations				*Source:* EIGE's calculations based on Eurostat, EU-LFS, 2022; EIGE's calculations				*Source:* Eurostat: education statistics (educ_uoe_enrt03), 2022			

Table 15. Gender Equality Index 2024 indicators included in the domain of time by Member State

Member State	Care activities								Social activities							
	People caring for and educating their children or grandchildren, older people or disabled people every day (%, aged 18–74)				People doing cooking and/or housework every day (%, aged 18–74)				Workers doing sporting, cultural or leisure activities outside their home daily or at least several times a week (%, aged 16–74)				Workers involved in voluntary or charitable activities at least once a month (%, aged 15–74)			
	Women	Men	Total	Gap	Women	Men	Total	Gap	Women	Men	Total	Gap	Women	Men	Total	Gap
EU	**33.5**	**24.6**	**29.1**	**8.9**	**63.1**	**35.7**	**49.5**	**27.4**	**28.6**	**34.4**	**31.7**	**− 5.8**	**10.9**	**14.7**	**12.9**	**− 3.8**
BE	31.4	24.2	27.8	7.2	64.0	41.1	52.6	22.9	25.8	32.2	28.8	− 6.4	7.9	17.5	12.4	− 9.6
BG	42.9	31.8	37.3	11.1	71.7	36.6	54.1	35.1	24.7	32.5	28.7	− 7.8	8.1	10.8	9.5	− 2.7
CZ	33.8	19.4	26.6	14.4	58.3	20.4	39.4	37.9	23.0	27.8	25.8	− 4.8	6.7	8.1	7.5	− 1.4
DK	14.7	21.3	18.0	− 6.6	59.8	42.3	51.0	17.5	32.2	38.0	35.5	− 5.8	14.0	23.9	19.7	− 9.9
DE	21.2	12.6	16.8	8.6	44.3	25.4	34.7	18.9	20.8	27.8	24.5	− 7.0	13.4	17.7	15.7	− 4.3
EE	16.9	17.7	17.3	− 0.8	50.7	38.7	44.8	12.0	25.0	34.3	29.7	− 9.3	4.9	12.5	8.7	− 7.6
IE	36.0	28.0	32.1	8.0	67.8	45.5	56.8	22.3	9.6	23.7	16.7	− 14.1	12.0	18.0	15.0	− 6.0
EL	37.2	30.5	33.9	6.7	65.0	27.2	46.7	37.8	25.9	25.4	25.6	0.5	10.1	10.2	10.2	− 0.1
ES	40.9	33.4	37.1	7.5	64.4	43.9	54.2	20.5	33.3	38.9	36.0	− 5.6	8.5	15.0	11.7	− 6.5
FR	31.2	23.4	27.4	7.8	68.1	42.8	55.7	25.3	30.3	35.9	33.2	− 5.6	8.7	12.5	10.6	− 3.8
HR	38.9	28.2	34.4	10.7	77.9	34.0	59.5	43.9	12.1	24.0	16.9	− 11.9	4.2	8.2	5.8	− 4.0
IT	33.6	24.5	29.2	9.1	72.4	33.7	53.3	38.7	27.6	34.0	31.3	− 6.4	11.5	12.9	12.3	− 1.4
CY	41.0	28.4	34.7	12.6	70.2	33.2	52.3	37.0	19.1	27.1	23.1	− 8.0	5.8	6.3	6.0	− 0.5
LV	40.5	24.2	32.9	16.3	73.2	34.8	55.4	38.4	23.9	28.4	26.0	− 4.5	11.1	17.0	13.9	− 5.9
LT	34.9	20.7	28.0	14.2	64.9	28.8	47.8	36.1	21.4	20.6	21.0	0.8	10.4	11.3	10.8	− 0.9
LU	29.5	21.4	25.5	8.1	62.1	49.2	55.7	12.9	23.0	33.0	28.3	− 10.0	7.3	4.8	5.9	2.5
HU	27.9	19.2	23.6	8.7	59.3	22.6	41.4	36.7	23.6	31.2	27.7	− 7.6	9.2	11.5	10.4	− 2.3
MT	32.4	15.8	24.2	16.6	78.2	62.9	70.5	15.3	22.5	41.5	32.7	− 19.0	5.3	6.3	5.8	− 1.0
NL	30.3	25.8	28.0	4.5	68.9	43.7	56.2	25.2	46.4	48.0	47.3	− 1.6	11.6	20.2	16.2	− 8.6
AT	32.0	23.0	27.5	9.0	61.1	32.6	47.0	28.5	25.7	33.4	29.6	− 7.7	14.3	19.6	17.0	− 5.3
PL	48.2	32.2	40.3	16.0	66.9	34.0	51.0	32.9	42.8	46.5	44.7	− 3.7	11.1	14.3	12.8	− 3.2
PT	42.7	32.4	37.8	10.3	73.1	42.8	58.7	30.3	28.6	38.2	33.4	− 9.6	10.4	15.7	13.0	− 5.3
RO	51.7	40.3	46.0	11.4	65.7	38.2	51.8	27.5	24.8	27.5	26.3	− 2.7	17.9	12.6	15.0	5.3
SI	26.3	23.8	25.0	2.5	69.2	28.7	47.7	40.5	29.9	35.9	33.5	− 6.0	10.7	10.6	10.7	0.1
SK	37.3	23.9	30.7	13.4	52.8	22.6	37.7	30.2	24.1	29.5	27.2	− 5.4	7.6	9.3	8.6	− 1.7
FI	23.7	21.5	22.6	2.2	61.9	45.3	53.4	16.6	36.5	47.0	42.0	− 10.5	6.2	14.9	10.7	− 8.7
SE	24.7	25.0	24.9	− 0.3	60.6	46.2	53.3	14.4	25.2	36.8	31.7	− 11.6	10.8	16.5	14.0	− 5.7
	Source: EIGE's CARE Survey, 2022; EIGE's calculations				*Source:* EIGE's CARE Survey, 2022; EIGE's calculations				*Source:* EIGE's CARE Survey, 2022; EIGE's calculations				*Source:* EIGE's CARE Survey, 2022; EIGE's calculations			

Table 16. Gender Equality Index 2024 indicators included in the domain of power by Member State

Member State	Political						Economic					Social					
	Share of ministers (%)		Share of members of parliament (%)		Share of members of regional assemblies (%)		Share of board members of the largest listed companies – supervisory boards or boards of directors (%)		Share of members of central banks (%)		Share of members of public research-funding organisations (%)		Share of board members of publicly owned broadcasting organisations (%)		Share of members of the highest decision-making bodies of the national Olympic sport organisations (%)	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
EU	**34.3**	**65.7**	**32.9**	**67.1**	**30.5**	**69.5**	**31.9**	**68.1**	**28.0**	**72.0**	**41.6**	**58.4**	**37.2**	**62.8**	**20.9**	**79.1**
BE	52.5	47.5	43.5	56.5	42.8	57.2	38.4	61.6	36.8	63.2	34.1	65.9	35.0	65.0	19.9	80.1
BG	37.6	62.4	24.0	76.0	27.2	72.8	17.5	82.5	38.1	61.9	53.1	46.9	36.7	63.3	21.4	78.6
CZ	17.8	82.2	22.5	77.5	22.5	77.5	21.7	78.3	9.5	90.5	30.0	70.0	13.6	86.4	8.3	91.7
DK	32.9	67.1	42.2	57.8	46.3	53.7	38.8	61.2	37.3	62.7	48.1	51.9	45.0	55.0	25.4	74.6
DE	47.2	52.8	34.2	65.8	33.0	67.0	37.1	62.9	35.3	64.7	46.2	53.8	35.0	65.0	25.5	74.5
EE	43.7	56.3	27.7	72.3	28.9	71.1	9.9	90.1	8.3	91.7	30.0	70.0	11.1	88.9	14.8	85.2
IE	26.7	73.3	27.7	72.3	26.0	74.0	33.3	66.7	40.0	60.0	48.3	51.7	50.0	50.0	28.2	71.8
EL	17.2	82.8	20.6	79.4	20.9	79.1	22.2	77.8	16.7	83.3	12.0	88.0	16.7	83.3	11.6	88.4
ES	46.5	53.5	41.8	58.2	46.9	53.1	35.1	64.9	48.3	51.7	51.3	48.7	41.4	58.6	28.8	71.2
FR	50.2	49.8	38.1	61.9	48.7	51.3	45.6	54.4	45.5	54.5	43.3	56.7	48.8	51.2	38.3	61.7
HR	26.9	73.1	32.3	67.7	30.5	69.5	28.4	71.6	14.8	85.2	19.0	81.0	28.6	71.4	11.3	88.8
IT	37.9	62.1	34.9	65.1	23.5	76.5	40.9	59.1	35.2	64.8	30.4	69.6	44.4	55.6	26.8	73.2
CY	23.6	76.4	15.6	84.4	15.3	84.7	10.2	89.8	13.0	87.0	23.1	76.9	14.8	85.2	9.4	90.6
LV	31.7	68.3	28.8	71.2	14.6	85.4	21.9	78.1	36.8	63.2	82.9	17.1	62.5	37.5	26.4	73.6
LT	43.7	56.3	28.3	71.7	31.3	68.7	23.3	76.7	35.7	64.3	35.4	64.6	30.6	69.4	21.7	78.3
LU	32.4	67.6	34.2	65.8	30.1	69.9	22.8	77.2	44.4	55.6	57.7	42.3	42.3	57.7	22.1	77.9
HU	11.7	88.3	13.3	86.7	14.7	85.3	10.4	89.6	11.1	88.9	7.7	92.3	42.9	57.1	11.7	88.3
MT	16.4	83.6	22.5	77.5	25.9	74.1	14.3	85.7	26.7	73.3	40.9	59.1	37.0	63.0	14.0	86.0
NL	47.9	52.1	36.9	63.1	35.4	64.6	39.6	60.4	37.5	62.5	47.1	52.9	27.6	72.4	33.0	67.0
AT	46.4	53.6	41.3	58.7	35.9	64.1	33.3	66.7	0.0	100.0	43.7	56.3	53.3	46.7	15.2	84.8
PL	19.4	80.6	27.5	72.5	27.8	72.2	25.1	74.9	21.3	78.7	21.8	78.2	17.6	82.4	8.4	91.6
PT	36.5	63.5	38.1	61.9	32.1	67.9	31.8	68.2	29.4	70.6	40.0	60.0	61.1	38.9	15.2	84.8
RO	10.8	89.2	19.6	80.4	20.6	79.4	18.5	81.5	0.0	100.0	44.9	55.1	33.8	66.2	15.3	84.7
SI	32.0	68.0	27.2	72.8	33.8	66.2	22.6	77.4	30.8	69.2	52.4	47.6	37.5	62.5	6.1	93.9
SK	21.2	78.8	21.8	78.2	14.9	85.1	26.9	73.1	0.0	100.0	10.3	89.7	20.8	79.2	13.2	86.8
FI	55.7	44.3	45.8	54.2	47.4	52.6	36.3	63.7	25.0	75.0	46.3	53.7	42.9	57.1	32.3	67.7
SE	49.3	50.7	47.0	53.0	47.9	52.1	36.8	63.2	31.4	68.6	49.8	50.2	54.5	45.5	52.0	48.0
	Source: EIGE, gender statistics database on WMID (3-year average: 2021, 2022 and 2023); national governments (all ministers: junior and senior ministers); EIGE's calculations		*Source: EIGE, gender statistics database on WMID (3-year average: 2021, 2022 and 2023); national parliaments (both houses); EIGE's calculations*		*Source: EIGE, gender statistics database on WMID (3-year average: 2021, 2022 and 2023); local level used for BG, EE, IE, CY, LT, LU, MT and SI (2023); EIGE's calculations*		*Source: EIGE, gender statistics database on WMID (3-year average: 2021, 2022 and 2023); EIGE's calculations*		*Source: EIGE, gender statistics database on WMID (3-year average: 2021–2022-2023); EIGE's calculations*		*Source: EIGE, gender statistics database on WMID (3-year average: 2021, 2022 and 2023); break in time series for IT and RO (only 2018); EIGE's calculations*		*Source: EIGE, gender statistics database on WMID (3-year average: 2021, 2022 and 2023); EIGE's calculations*		*Source: EIGE, gender statistics database on WMID (3-year average: 2021, 2022 and 2023); EIGE's calculations*	

NB: WMID, women and men in decision-making.

Table 17. Gender Equality Index 2024 indicators included in the domain of health by Member State

Member State	Status												Behaviour								Access							
	Self-perceived health – good or very good (%, aged 16+)				Life expectancy in absolute value at birth (years)				Healthy life years in absolute value at birth (years)				Population who do not smoke and are not involved in harmful drinking (%, aged 16+)				Population doing physical activities and/or consuming fruits and vegetables (%, aged 16+)				Population without unmet needs for medical examination (%, aged 16+)				Population without unmet needs for dental examination (%, aged 16+)			
	Women	Men	Total	Gap	Women	Men	Total	Gap	Women	Men	Total	Gap	Women	Men	Total	Gap	Women	Men	Total	Gap	Women	Men	Total	Gap	Women	Men	Total	Gap
EU	65.4	70.3	67.8	− 4.9	83.3	77.9	80.6	5.4	62.8	62.4	62.6	0.4	72.7	55.6	64.6	17.1	37.6	42.6	40.0	− 5.0	95.4	96.5	95.9	− 1.1	95.0	95.5	95.2	− 0.5
BE	72.5	78.2	75.3	− 5.7	83.9	79.7	81.8	4.2	63.3	64.1	63.7	− 0.8	71.8	50.9	61.6	20.9	37.0	41.1	38.9	− 4.1	98.3	98.6	98.4	− 0.3	95.8	96.4	96.1	− 0.6
BG	64.6	71.9	68.1	− 7.3	77.9	70.6	74.2	7.3	68.9	64.5	66.7	4.4	69.6	47.4	59.1	22.2	11.3	19.8	15.3	− 8.5	97.4	98.0	97.7	− 0.6	97.0	97.1	97.1	− 0.1
CZ	65.4	70.5	67.9	− 5.1	81.9	76.1	79.0	5.8	62.4	61.2	61.8	1.2	69.6	50.4	60.2	19.2	26.7	33.4	30.0	− 6.7	98.3	98.0	98.2	0.3	97.7	97.2	97.5	0.5
DK	62.7	66.9	64.8	− 4.2	83.2	79.5	81.3	3.7	54.6	57.1	55.9	− 2.5	61.5	43.0	52.4	18.5	66.1	59.7	62.9	6.4	87.8	87.2	87.5	0.6	88.1	85.5	86.9	2.6
DE	62.5	65.8	64.1	− 3.3	83.0	78.3	80.7	4.7	61.2	60.9	61.1	0.3	61.0	43.5	52.4	17.5	51.8	54.6	53.2	− 2.8	99.4	99.3	99.3	0.1	99.0	98.9	99.0	0.1
EE	55.9	59.9	57.7	− 4.0	82.3	73.6	78.1	8.7	60.6	58.0	59.3	2.6	78.5	54.7	67.5	23.8	34.5	35.1	34.8	− 0.6	85.8	89.3	87.4	− 3.5	96.9	97.3	97.1	− 0.4
IE	79.9	80.1	80.0	− 0.2	84.2	80.9	82.6	3.3	66.8	65.2	66.0	1.6	69.0	59.3	64.2	9.7	55.9	55.4	55.7	0.5	95.6	97.2	96.4	− 1.6	96.6	98.3	97.4	− 1.7
EL	75.1	79.2	77.1	− 4.1	83.4	78.3	80.8	5.1	67.8	66.2	67.0	1.6	75.9	58.8	67.8	17.1	24.5	31.5	27.9	− 7.0	85.5	88.4	86.9	− 2.9	84.8	85.3	85.0	− 0.5
ES	67.6	72.8	70.1	− 5.2	85.9	80.5	83.2	5.4	60.6	61.7	61.2	− 1.1	78.5	69.3	74.0	9.2	38.2	46.6	42.3	− 8.4	97.3	97.9	97.5	− 0.6	94.1	94.7	94.4	− 0.6
FR	63.2	67.3	65.1	− 4.1	85.1	79.3	82.3	5.8	65.2	63.7	64.5	1.5	72.3	55.5	64.3	16.8	38.2	43.5	40.7	− 5.3	92.8	94.7	93.7	− 1.9	90.2	92.1	91.1	− 1.9
HR	60.6	65.8	63.1	− 5.2	80.8	74.6	77.7	6.2	61.5	59.0	60.3	2.5	70.5	55.2	64.0	15.3	25.2	29.9	27.2	− 4.7	95.3	95.2	95.3	0.1	98.0	98.4	98.2	− 0.4
IT	70.6	75.3	72.9	− 4.7	84.8	80.7	82.8	4.1	67.8	67.1	67.5	0.7	80.3	68.7	74.8	11.6	24.8	29.8	27.2	− 5.0	97.7	98.4	98.1	− 0.7	98.1	98.0	98.1	0.1
CY	76.6	78.8	77.7	− 2.2	83.4	79.7	81.6	3.7	66.3	65.7	66.0	0.6	84.1	59.8	72.3	24.3	24.4	31.4	27.8	− 7.0	99.9	99.7	99.8	0.2	97.8	98.1	98.0	− 0.3
LV	45.6	56.0	50.2	− 10.4	79.4	69.4	74.5	10.0	55.4	53.0	54.2	2.4	79.4	49.5	66.1	29.9	22.7	27.4	24.8	− 4.7	89.1	92.0	90.3	− 2.9	87.7	87.9	87.8	− 0.2
LT	44.3	53.7	48.1	− 9.4	80.1	71.4	75.8	8.7	62.3	58.2	60.3	4.1	82.4	51.7	68.4	30.7	31.2	33.7	32.3	− 2.5	96.2	97.0	96.5	− 0.8	97.0	97.5	97.2	− 0.5
LU	73.0	75.6	74.4	− 2.6	85.2	80.8	83.0	4.4	59.4	60.7	60.1	− 1.3	67.2	46.5	56.8	20.7	49.1	52.8	51.0	− 3.7	96.5	97.7	97.1	− 1.2	98.8	99.1	99.0	− 0.3
HU	60.7	65.6	63.0	− 4.9	79.3	72.6	76.0	6.7	63.9	61.3	62.6	2.6	71.9	56.6	64.6	15.3	34.6	38.9	36.6	− 4.3	94.3	95.3	94.8	− 1.0	97.7	98.0	97.8	− 0.3
MT	73.7	79.4	76.7	− 5.7	84.6	80.4	82.4	4.2	70.3	70.1	70.2	0.2	73.5	58.2	65.6	15.3	21.7	21.9	21.8	− 0.2	99.1	99.3	99.2	− 0.2	99.3	99.3	99.3	0.0
NL	68.9	73.6	71.3	− 4.7	83.1	80.2	81.7	2.9	56.3	60.7	58.5	− 4.4	75.5	57.5	66.6	18.0	70.7	73.9	72.3	− 3.2	99.0	98.5	98.7	0.5	99.4	99.3	99.3	0.1
AT	68.6	71.7	70.1	− 3.1	83.6	79.1	81.4	4.5	61.3	60.6	61.0	0.7	70.7	56.1	63.6	14.6	44.5	47.7	46.0	− 3.2	98.9	99.0	99.0	− 0.1	98.5	98.3	98.4	0.2
PL	59.1	65.9	62.2	− 6.8	81.1	73.4	77.2	7.7	64.1	60.8	62.5	3.3	75.9	55.6	67.8	20.3	24.3	27.1	25.5	− 2.8	94.1	95.2	94.6	− 1.1	98.0	98.1	98.1	− 0.1
PT	46.6	52.6	49.4	− 6.0	84.5	78.9	81.8	5.6	58.0	60.2	59.1	− 2.2	83.0	62.0	73.3	21.0	26.3	29.7	27.9	− 3.4	94.3	96.1	95.2	− 1.8	89.3	89.1	89.2	0.2
RO	69.2	77.6	73.2	− 8.4	79.2	71.3	75.1	7.9	59.3	58.7	59.0	0.6	73.0	35.2	54.8	37.8	6.2	14.0	10.0	− 7.8	91.8	94.4	93.1	− 2.6	93.0	94.3	93.6	− 1.3
SI	64.5	70.9	67.7	− 6.4	84.1	78.6	81.3	5.5	68.5	65.0	66.8	3.5	68.1	54.0	61.1	14.1	31.3	38.8	35.1	− 7.5	94.6	95.8	95.2	− 1.2	95.0	95.9	95.4	− 0.9
SK	63.2	69.1	66.1	− 5.9	80.5	73.6	77.0	6.9	58.0	56.6	57.3	1.4	76.5	56.2	66.7	20.3	31.0	40.6	35.7	− 9.6	93.3	93.9	93.6	− 0.6	96.1	95.7	95.9	0.4
FI	62.7	65.9	64.3	− 3.2	83.8	78.7	81.2	5.1	56.5	59.3	57.9	− 2.8	68.8	56.5	62.5	12.3	75.1	72.9	74.1	2.2	90.6	93.0	91.8	− 2.4	90.5	90.4	90.5	0.1
SE	64.6	68.9	66.8	− 4.3	84.8	81.4	83.1	3.4	65.3	67.5	66.4	− 2.2	80.3	64.9	72.6	15.4	60.3	57.4	58.8	2.9	94.2	95.6	94.9	− 1.4	96.4	96.0	96.2	0.4
	Source: Eurostat (hlth_silc_01), EU-SILC, 2022 (FR, LU: break in time series)				*Source:* Eurostat: mortality data (demo_mlexpec), 2022 (EU, BG, HR, HU, PL, PT: break in time series)				*Source:* Eurostat: mortality data ([hlth_hlye), 2022 (EU, BG, DE, FR, HR, LU, HU, PL, PT: break in time series. FR, NL, PT: provisional. RO: estimated)				*Source:* Eurostat, EHIS, 2019; Eurostat calculations (EU, FI: EIGE's estimation)				*Source:* Eurostat, EHIS, 2019; Eurostat's calculations				*Source:* Eurostat (hlth_silc_08), EU-SILC, 2022 (FR, LU: break in time series)				*Source:* Eurostat (hlth_silc_09), EU-SILC, 2022 (FR, LU: break in time series)			

Annex 4. Gender Equality Index: conceptual and measurement frameworks at a glance

The Gender Equality Index is a unique measurement tool that synthesises the complexity of gender equality as a multidimensional concept into a user-friendly and easily interpretable measure. The computation of the Gender Equality Index is based on the internationally accepted methodology for building composite indicators developed by the European Commission's Joint Research Centre and the Organisation for Economic Co-operation and Development (OECD et al., 2008).

Developing a conceptual framework was the first step in defining the structure of the Gender Equality Index and what is measured, and provided the basis for the selection and combination of variables into a meaningful index.

The measurement framework of the Gender Equality Index includes the development of both a metric to calculate gender gaps and the methodology to aggregate gender gaps in sub-domains, domains and the Gender Equality Index. It includes the calculation of final scores of the Gender Equality Index for each Member State and for the EU as a whole.

This annex sets out the calculation of the Gender Equality Index in brief. A more detailed explanation of the conceptual framework is presented in the first edition of the Gender Equality Index (EIGE, 2013), and the methodology to calculate the Gender Equality Index in the current version is described in a methodological report (EIGE, 2017d).

Figure 26. Overall structure of the Gender Equality Index

Conceptual framework

The choice of domains for the Gender Equality Index was guided by in-depth reviews of key gender equality policy documents at the EU and international levels, theoretical equality frameworks at the international level, and literature relevant to each of the domains and sub-domains identified. The Gender Equality Index consists of six core domains (work, money, knowledge, time, power and health), which are combined into the Index, and two additional domains (intersecting inequalities and violence) (Figure 26). The additional domains are conceptually related to gender equality but cannot be included in the core Index because they measure a phenomenon that applies only to a selected group of the population. This occurs when considering issues that are related to women only, as in the case of gender-based violence against women, or when examining gender gaps among specific population groups (people with disabilities, lone parents, etc.). Each domain is further subdivided into sub-domains (EIGE, 2013).

The experiences of women and men within the domain of **work** vary significantly. Women are much less likely to participate in the labour market and more likely to work on a part-time basis than men (EIGE, 2021c). Furthermore, women dominate sectors such as education and health and

are greatly under-represented in science, technology and engineering. Finally, the domain also considers how women and men get on in the labour market by considering the issue of quality of work. This is a gendered issue, as women are disproportionately involved in non-standard and/or precarious work, and this type of work may hold fewer opportunities for training and promotion, which in turn may contribute to further segregation (EIGE, 2018b).

Gender equality in employment is a major focus of the European Pillar of Social Rights, which includes a commitment to support Member States in achieving equality between women and men with regard to labour market opportunities and treatment at work, focusing on creating not only more jobs but also better jobs. This commitment has been inscribed in a number of strategic documents, including the EU gender equality strategy for 2020–2025, in which the emphasis is on increasing women's employment, in conjunction with the reduction of labour market segregation. This is complemented by one of the EU headline targets to achieve an employment rate of at least 78 % of the population aged 20–64 by 2030 and to at least halve the gender employment gap compared with 2019.

The domain of **money** examines the financial resources and economic situations of women and men. Financial resources include earnings and other forms of income, for example social transfers. Women tend to have lower financial resources than men, and this has an impact on the economic situations of women and men throughout the life course, with women as a result being both less financially independent and more AROP than men (EIGE, 2019a) [42]. The income distribution between the richest and poorest women and men is also an important aspect when assessing the economic situation.

The principle of equal pay for work of equal value has been enshrined in the European treaties since 1957. The elimination of the gender pay gap and its root causes is one of the key priorities of the EU gender equality strategy for 2020–2025. In 2022, the EU achieved a major breakthrough in the form of the Commission's proposal for a directive on pay transparency. In addition, the European Pillar of Social Rights identifies the need for women and men to have equal opportunities to acquire pension rights. It established an EU headline target to reduce the number of people at risk of poverty or social exclusion within the EU by at least 15 million by 2030. The gender equality strategy takes a strong stand on the importance of social and economic policies, taxation and social protection systems not perpetuating structural gender inequalities based on traditional gender roles in the realms of work and private life.

The domain of **knowledge** shows differences between women and men in terms of education and training. A greater proportion of young women than young men now reach at least upper secondary school, and women outnumber men as university graduates. However, patterns of segregation remain deeply rooted in the EU. Although women increasingly enter fields dominated by men, the converse remains untrue. Overall, the greatest gender segregation prevails in STEM, to the detriment of women, and in health, education and welfare studies, to the disadvantage of men. In addition, skills and competencies need to be expanded through lifelong learning, in line with the

---

[42] See also Commission communication on a comprehensive approach to mental health (COM(2023) 298 final).

fast-changing world of work and technological development, although participation remains low for both women and men.

At the policy level, the EU aims to increase adult participation in training to 60 % and further reduce early school leaving. The gender equality strategy for 2020–2025 seeks to eliminate gender segregation in educational paths, studies and professions. The European skills agenda also addresses horizonal segregation, stereotyping and gender gaps in education and training. The digital education action plan for 2021–2027 specifically seeks to increase the inclusion of women in digital and STEM study fields and careers, including as entrepreneurs.

The domain of **time** focuses on the trade-off between economic, care and other social activities (including leisure, volunteering and charity activities). Over the past few decades, we have observed a remarkable increase in women's participation in the labour market. However, this has not led to a more equal share of time spent on caring activities. On the contrary, decreasing differences in time spent on unpaid care are due to women's reduced involvement rather than men's greater contribution. As a result, this can translate into fewer opportunities to spend time on other activities, including social, cultural and civic activities.

The balance between work, care and social activities is emphasised in key EU strategic documents. The work–life balance directive introduced the minimum standards required for family leave and flexible working arrangements to reach equal sharing of caring responsibilities between partners. The European Pillar of Social Rights, the gender equality strategy for 2020–2025 and the most recent EU care strategy all address the need to achieve a better work–life balance for women and men. Their focus is on promoting long-lasting changes in gender roles, institutional practices and the organisation of work and unpaid care, with changes that affect not only women but also men, children and the whole of society.

The domain of **power** examines how the attainment of gender equality can be greatly affected by women's lack of participation in decision-making. There are considerable differences in the representation of women and men in decision-making. There is an overall democratic deficit in the EU at all political levels and on the boards of the EU's largest companies. In addition, there is a low proportion of women in social areas, including in top positions on scientific boards, and boards of public broadcasters and the largest sports federations.

Leading equally throughout society is a key political priority of the EU. The gender equality strategy for 2020–2025 acknowledges that gender parity is needed for successful leadership, especially in view of the complex challenges that decision-makers face today. With the adoption of the directive on improving the gender balance on corporate boards, the Commission and the Member States committed to striving to lead by example in ensuring gender parity in the EU.

The domain of **health** focuses on differences between women and men in terms of health status, behaviour and access to health services. There are differences, related to both sex and gender, between women and men. First, women live longer, but have fewer healthy life years. There are also differences in behaviours, leading to differences in determinants of health. Men are, for

example, at greater risk of violent death, of being victims of car accidents, and of smoking, drinking and engaging in unsafe sex. Finally, women may be more likely to access health structures because of their gendered role in society and their reproductive needs, although their position in households can deprive them of access to healthcare, as they often prioritise the needs of others over their own (EIGE, 2021b).

At the policy level, the European Pillar of Social Rights emphasises the need to reduce health inequalities and to ensure better access to healthcare systems. In addition, the gender equality strategy focuses on addressing gender-specific health risks and diseases and on tackling gender-based inequalities in healthcare, long-term care and health outcomes.

Intersecting inequalities is an additional domain of the Index. The values of this domain are not taken into account when calculating the final score of the Index. As women and men cannot be considered as homogeneous groups, this domain looks at other characteristics that may affect gender equality (e.g. age, family status, education, migration background and (dis)ability). On the one hand, the concept of diversity contends that focusing solely on the binary categories of gender is not sufficient, while on the other hand the number of intersecting categories is theoretically as great as the number of individuals concerned. The problem is compounded by pragmatic issues such as determining the areas of gender equality that can be examined under the principle of intersecting inequalities. As gender equality is a cross-cutting issue, different gender gaps exist between different groups in all of the domains considered in the Index. For example, it has been noted by several studies that the most disadvantaged groups during the recent COVID-19 pandemic were young women and men and lone parents, mostly mothers, as they were worst hit by job losses (EIGE, 2022a).

The values of non-discrimination, equality and respect for human rights and human dignity are enshrined in the EU treaties (e.g. Articles 2 ([43]) and 3(3) ([44]) of the Treaty on European Union). Article 8 ([45]) of the Treaty on the Functioning of the European Union empowers the EU to introduce measures to eliminate inequalities and urges it to promote equality between men and women through all its policies. Article 19 ([46]) of the treaty grants the EU the competence to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation. The Charter of Fundamental Rights of the EU goes further, including new types of discrimination (genetic features, language, opinions, membership of a national minority, property and birth) and asserts that non-discrimination should be observed on the grounds described. The gender equality strategy for 2020–2025 commits to addressing the intersectionality of gender with other grounds of discrimination across EU policies.

Violence is the second additional domain of the Index. Due to both conceptual and methodological considerations, it is not combined into the core of the Index. First, conceptually, acts of violence targeting women are the corollary of structural inequalities experienced by women in many

---

([43]) https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A12016M002.
([44]) https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A12016M003.
([45]) https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A12016E008.
([46]) https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A12016E019.

aspects of life – work, health, money, power, education and unpaid care – and remain the most brutal manifestation of gender inequality. From this point of view, the domain of violence brings an important aspect to the core domains of the Gender Equality Index. Second, statistically, unlike the core domains, the domain of violence does not measure differences between women and men; instead, it examines women's experiences of violence. The main objective is to eliminate violence against women, not to reduce gaps.

EIGE developed a three-tier structure of measurement to provide the most complete and reliable picture of violence against women in the EU. The first – a composite measure – combines indicators on the extent of violence against women. The second tier – additional indicators – covers the broader range of forms of violence against women defined in the Istanbul Convention. Finally, the contextual factors include some of the root causes of violence against women. Designed to monitor Member States' compliance with the obligations set out in the Istanbul Convention, they cover six dimensions: policies, prevention, protection and support, substantive legislation, the involvement of law enforcement agencies and the societal framework.

Ending gender-based violence is a high policy priority of the EU. EU accession to the Istanbul Convention is a priority in the gender equality strategy for 2020–2025. In parallel, the Commission proposed a directive on preventing and combating violence against women and domestic violence.

Measurement framework

The measurement framework of the Gender Equality Index includes the development of both a metric to calculate gender gaps and a methodology to aggregate gender gaps in sub-domains, domains and the Gender Equality Index. It includes the calculation of final scores of the Gender Equality Index for each Member State and for the EU as a whole. The Gender Equality Index is calculated following several steps (EIGE, 2017d).

Step 1: selection of indicators

Each sub-domain and domain has a determined number of indicators. The initial selection of the indicators was made on a theoretical basis and based on a review of official statistical sources at the European level. The current version of the Gender Equality Index is composed of 31 indicators, included in 14 sub-domains, which in turn are comprised in six domains (see Annex 1).

Step 2: processing indicators

The indicators selected were then processed in order to ensure that they measured gender equality in a homogeneous way (for more details, see EIGE, 2017d, pp. 10–11). All indicators used in the Gender Equality Index must have a positive direction (i.e. the higher the value of the indicator, the

closer it is to the EU targets or a 'desirable situation', that is, higher values are regarded positively) ([47]).

For the domain of power, a particular transformation is used. Due to the characteristics of data in the domain of power, which is often provided on a quarterly or biannual basis, a simple average from all available data points for each year is computed. Additionally, in order to smooth the 'jumps' in time series in the data from small decision-making bodies, the average over 3 consecutive years is considered.

All indicators are expressed in relative terms, using the closest reference population. This facilitates comparisons between populations that are of different structures and sizes ([48]). In the case of indicators in the domain of power, the reference population is the 3-year average of the population aged over 18 years in each country, in line with the calculation of the variables in the domain ([49]).

The final list of indicators of the Gender Equality Index is presented in Annex 1, which includes the name of the indicator, the reference population, the short name, a detailed description (including brief methodological notes and survey questions), the data providers, the data sources, the method of calculation (whether it was EIGE's calculations using microdata or a Eurostat calculation on request) and the time reference of the data used.

Step 3: calculating the gender gap metric

The metric developed for the Gender Equality Index measures gender gaps by considering the relative position of women and men, by taking the absolute value of the difference. This means that a gender gap in which women are at a disadvantage compared with men (e.g. with earnings) is treated in the same way as a gender gap in which men are at a disadvantage (e.g. educational attainment in tertiary education) (for more details, see EIGE, 2017d, pp. 11–13).

Each indicator is transformed into a final metric, starting from the calculation of the gender gap. The gender gap is a relative indicator that can be calculated for any values for women and men in the range 0–1, where gender equality is represented by 0 and inequality is represented by 1. For reasons of interpretability, the values are reversed by taking their complementary values. This yields values in which 1 represents complete gender equality, and any value below that indicates a proportional lack of gender equality in a given indicator, with full gender inequality being 0.

([47]) For example, variables measuring 'participation in tertiary education' or 'healthy life years' have a positive direction, as it is desirable to increase educational attainment or to live a long and healthy life. By contrast, the variable measuring 'being at risk of poverty' implies a negative sign or interpretation, which means that, for the Index, the indicator was reversed to 'not being at risk of poverty'.

([48]) For example, to measure the population without 'unmet needs for medical examination', the number of women and men with those unmet needs was divided by the total population aged 16 years or over.

([49]) For example, for the indicators measuring the share of members of national parliaments, the indicator was calculated as the percentage of women in parliaments, averaged over 3 years (i.e. for 2021, using the average of 2020, 2021 and 2022) among the population in each country aged 18 years and older (closest reference population), also averaged over the same 3 years.

$\Upsilon_{(X_{it})}$ measures the gaps between women and men, where the calculation is carried out for the indicator X for the i-th country in the period t in order to obtain the percentage that women $(\widetilde{X}_{it}^{W})$ represent over the average of the two values of women and men $(\widetilde{X}_{it}^{a})$.

$$\Upsilon_{(X_{it})} = \left| \frac{\widetilde{X}_{it}^{W}}{\widetilde{X}_{it}^{a}} - 1 \right| \qquad (1)$$

Step 4: calculating the correcting coefficient

The correcting coefficient $\propto_{(X_{it})}$ is the other element in the metric used to transform the original variables.

Correcting coefficients have been introduced in the metric in order to take into account the level of achievement. Member States with similar gender gaps are treated differently according to the level of achievement reached in the indicator. The higher the level of achievement, the higher the correction of the gender gap.

The purpose of the correcting coefficient is to compare the performance of each country with the best performer in the EU. In a particular variable, the more that the score of a country diverges from the level of the best performer, the more the score will be adjusted.

The correcting coefficient for each indicator is calculated in the following way, where $\widetilde{X}_{it}^{T}$ is the total of the indicator (T, total of women and men) of the country i at the time t.

$$\propto_{(X_{it})} = \sqrt{\frac{\widetilde{X}_{it}^{T}}{\max\{\widetilde{X}_{i2005}^{T}, \widetilde{X}_{i2010}^{T}, \widetilde{X}_{i2012}^{T}, \widetilde{X}_{i2015}^{T}\}}} \qquad (2)$$

The square root in the formula has been introduced to balance the contribution of the level of achievement and the gender gap in the final metric (for more details, see EIGE, 2017d, pp. 13–14).

The denominator of the formula is the benchmark for each indicator, identified in the maximum value (T, total of women and men) among all the Member States in 2005, 2010, 2012 and 2015.

In this way, the denominator is a fixed value in each edition of the Index. If, in subsequent years, the level achieved in a specific indicator of a specific country is larger than its fixed benchmark, the value of its correcting coefficient will be trimmed to 1 (i.e. there will be no correction applied). When these fixed benchmarks are obsolete, they will be moved and the time series will be recalculated in order to maintain time comparability.

Corrections are not applied to the sub-domain of caring activities in the domain of time or to the domain of power (for more details, see EIGE, 2017d, p. 14).

The maximum of each indicator in 2005, 2010, 2012 and 2015, which is used to calculate the correcting coefficients, is displayed in Table 18.

Table 18. Maxima of the indicators (2005, 2010, 2012, 2015)

Domain	Sub-domain	Indicator	Maximum
Work	Participation	FTE	60.9
		Duration	41.2
	Segregation and quality of work	Segregation	27.7
		Flexibility	52.6
		Prospects	71.7
MONEY	Financial resources	Earnings	3 492
		Income	33 457
	Economic situation	Poverty	91.8
		S80/S20	0.3
KNOWLEDGE	Attainment and participation	Graduates	36.8
		Participation	39.0
	Segregation	Segregation	48.2
TIME	Care activities	Care	—
		Cooking	—
	Social activities	Leisure	57.2
		Voluntary	35.5
POWER	Political	Ministers	—
		Parliament	—
		Regional assemblies	—
	Economic	Company boards	—
		Central banks	—
	Social	Research	—
		Media	—
		Sport	—
HEALTH	Status	Self-perceived health	82.8
		Life expectancy	83.0
		Healthy life years	73.9
	Behaviour	Risky behaviour	74.3
		Healthy behaviour	63.6
	Access	Medical	99.7
		Dental	99.3

Step 5: calculating the final metric

The final metric for each indicator is the combination of the gender gap and the correcting coefficient. The final metric provides a measure of gender gaps adjusted by levels of achievement. It is dimensionless (allowing comparability, as the measurement units of the variable have been eliminated) and is bound between 1 and 100. It also allows interpretability, as each indicator is considered in terms of its distance from the equality point (set at 100), and it maintains comparability among indicators within each country.

The final metric, $\Gamma_{(X_{it})}$, can be expressed as:

$$\Gamma_{(X_{it})} = 1 + [\propto_{(X_{it})} \cdot (1 - \Upsilon_{(X_{it})})] \cdot 99 \qquad (3)$$

Step 6: aggregating for sub-domain, domain and Index levels

The final step is to group the data according to the structure provided by the measurement framework (for more details, see EIGE, 2017d, pp. 14–16).

All indicators within each sub-domain are aggregated, creating indices at the sub-domain level. Subsequently, these are aggregated at the domain level. Finally, all of the domain indices are aggregated, creating the overall Gender Equality Index (see Table 19). At the sub-domain level, the aggregation is made using the arithmetic mean (i.e. the mean of the metric of each indicator in the sub-domain), with equal weights. Aggregation at the domain level is based on the geometric mean, that is, a geometric mean is applied to the scores of sub-domains, with equal weights, in order to obtain a score for each domain. The final aggregation to get the Gender Equality Index is made using a geometric mean of the six scores of the domain by applying specific weights to the domains (see Table 20), determined using the analytic hierarchy process.

The Gender Equality Index takes a value of 1–100, where a value of 100 represents complete gender equality and full gender inequality is represented by 1.

Table 19. Characteristics of the Gender Equality Index

Step	Variables	Sub-domains	Domains
Weighting	Equal	Equal	Experts (analytic hierarchy process)
Aggregation	Arithmetic	Geometric	Geometric
Normalisation	The metric $\Gamma_{(X_{it})}$, by construction, acts as a normalisation method		
Imputation	Closest values Average of Member States Expectation–maximisation	No imputation	No imputation

Table 20. Mean experts' weights used for the Gender Equality Index (rounded)

Work	Money	Knowledge	Time	Power	Health
0.19	0.15	0.22	0.15	0.19	0.10

NB: The weights, to 15 decimal places, used in the calculation of the Gender Equality Index are the following: work, 0.193293420026752; money, 0.154066793988684; knowledge, 0.216676323111808; time, 0.145891003769590; power, 0.190954414426013; and health, 0.099118044677153.

The final metric of the Gender Equality Index is the following:

$$I_i^t = \prod_{d=1}^{6} \left\{ \prod_{s=1}^{ns_d} \left[\sum_{v=1}^{n_s} \frac{\Gamma(X_{ivt})}{n_s} \right]^{\frac{1}{ns_d}} \right\}^{w_{AHP_d}} \quad (4)$$

$i = 1, ..., 27$

$d = 1, ..., 6$

$s = 1, ..., 14$

$v = 1, ..., 31$

n_s = number of indicators in the sub-domains

ns_d = number of sub-domains in the domain d

$$w_{AHP_d} \in [0,1] \quad (5)$$

GETTING IN TOUCH WITH THE EU

In person
All over the European Union there are hundreds of
Europe Direct centres. You can find the address
of the centre nearest you online
(https://european-union.europa.eu/contact-eu/meet-us_en).

On the phone or in writing
Europe Direct is a service that answers your questions about
the European Union. You can contact this service:
— by freephone: 00 800 6 7 8 9 10 11 (certain operators may charge for
   these calls),
— at the following standard number: +32 22999696,
— via the following form: european-union.europa.eu/contact-eu/write-us_en.

FINDING INFORMATION ABOUT THE EU

Online
Information about the European Union in all the official languages of the EU is
available on the Europa website: (europa.eu).

EU publications
You can view or order EU publications at op.europa.eu/en/publications. Multiple
copies of free publications can be obtained by contacting Europe Direct or your local
documentation centre (european-union.europa.eu/contact-eu/meet-us_en).

EU law and related documents
For access to legal information from the EU, including all EU law since 1951
in all the official language versions, go to EUR-Lex (eur-lex.europa.eu).

Open data from the EU
The portal data.europa.eu provides access to open datasets from
the EU institutions, bodies and agencies. These can be downloaded
and reused for free, for both commercial and non-commercial
purposes. The portal also provides access to a wealth of
datasets from European countries.

European Institute for
Gender Equality

eige.europa.eu