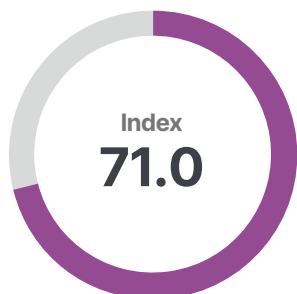


## Gender Equality Index 2024



The data for 2024 Index is mostly from 2022.

## Progress in gender equality

With a score of 71.0 out of 100<sup>1</sup>, the European Union still has a long way to go to achieve gender equality.

The EU's current score represents a moderate improvement of 0.8 points compared to the previous edition of the Index. The increase in the EU's score since 2021 is mainly due to progress in the domains of power (+ 2.3 points) and money (+ 0.8 points). Since 2010, the EU's score has increased by 7.9 points, mainly due to progress in the domain of power (+ 19.5 points).

		Change since	
		2010	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
<b>EU</b>	<b>71,0</b>	<b>7,9</b>	<b>0,8</b>
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

**Note:** Index 2024 uses 2022 data for the most part and traces progress from a short-term (2021-2022) and longer-term (2010-2022) perspective.

[1] In Index 2024, four pairs of Member States share the same score (DK/NL, BE/FR, SI/MT, SK/CZ). Their position in the rank is determined statistically, by the second decimal place of the Index score.

## Best performance

The highest level of gender equality in the EU is recorded in the domain of health (88.6 points), especially in the sub-domain of access to health services (97.6 points). However, health is the domain with the smallest increase since the previous edition (+ 0.1 points) and since 2010 (+ 1.9 points).

## Most room for improvement

Gender inequalities are most pronounced in the domain of power (61.4 points). However, the EU's score in this domain has increased by 2.3 points since 2021. The EU's score masks significant differences between Member States: despite overall improvements, five Member States (BG, EE, HR, CY, SK) recorded a decline in the domain of power compared with the last Gender Equality Index. As in the previous edition of the Index, the sub-domain of economic decision-making is the second lowest of all sub-domains in the EU, with a score of 57.6 points.

## Biggest improvement

Since 2021, the biggest improvement in the EU's score has been in the domain of power (+ 2.3 points). An improvement in the sub-domains of economic and social power (+ 2.9 and + 2.5 points respectively) has been the main driver of this change. The EU's score in the sub-domain of political power has also increased slightly (+ 1.2 points) and now stands at 62.6 points.

## A step backwards

No domain shows a step backwards since the last edition. The domain with the smallest improvement compared to the previous edition of the Index is health (+ 0.1 points, and this is the result of stagnation in the sub-domains of status (- 0.2 points) and a moderate improvement in the sub-domain of access (+ 0.3 points). The second smallest improvement in the score since 2021 is in the domain of work (+ 0.4 points), due to an increase in the sub-domain of participation (+ 1.0 point) and a slight decrease in the sub-domain of segregation and quality of work (- 0.1 points).

## Convergence

Upward convergence in gender equality describes increasing equality between women and men in the EU, accompanied by a decline in variations between Member States. This means that Member States with lower levels of gender equality are catching up with those with the highest levels, thereby reducing disparities across the EU.

Looking more closely at the performance of each Member State, patterns can be identified that reflect a relative improvement or slipping back in the Gender Equality Index score of each Member State in relation to the EU average.

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

Comparing each Member States' trend against the unweighted EU average<sup>2</sup> reveals the following convergence and divergence patterns at Member State level:

- **Catching up:** Bulgaria, Cyprus, Greece, Italy, Lithuania, Malta, and Portugal have an Index trend lower than the EU average but are improving faster than that average, reducing the gap over time.
- **Flattening:** Belgium, Denmark, Finland, France, Ireland, Netherlands, Sweden, and Slovenia<sup>3</sup> have above EU average Index scores, but progress is slower than average, narrowing the gap between them and the EU.
- **Outperforming:** Austria, Germany, Spain and Luxembourg 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, Hungary, Latvia, 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 Member States in patterns of upward convergence and 12 moving towards upward divergence. Since the 2023 edition, only two have shown significant changes: France and Croatia. In both cases, growth rates have slowed compared to the EU average.

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[2] Convergence analysis is based on the EU unweighted average, which differs from the EU's Gender Equality score (weighted EU average).

[3] Slovenia is slightly above the EU (unweighted) average used in the convergence analysis, while it is slightly below the EU (weighted) score.

# Explore EU's Index results

	2010	2012	2015	2017	2018	2019	2020	2021	2022	Change since	
	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2021
<b>Index</b>	<b>63.1</b>	<b>64.4</b>	<b>65.7</b>	<b>66.9</b>	<b>67.4</b>	<b>68.0</b>	<b>68.6</b>	<b>70.2</b>	<b>71.0</b>	<b>7.9</b>	<b>0.8</b>
<b>Work</b>	<b>69.7</b>	<b>70.2</b>	<b>70.6</b>	<b>71.1</b>	<b>71.4</b>	<b>71.6</b>	<b>71.7</b>	<b>73.8</b>	<b>74.2</b>	<b>4.5</b>	<b>0.4</b>
Participation	77.6	78.3	79.2	80.4	80.9	81.3	81.1	82.3	83.3	5.7	1.0
Segregation and quality of work	62.6	62.9	62.9	62.9	62.9	63.1	63.3	66.2	66.1	3.5	-0.1
<b>Money</b>	<b>79.1</b>	<b>79.1</b>	<b>80.1</b>	<b>81.1</b>	<b>81.6</b>	<b>82.4</b>	<b>82.6</b>	<b>82.6</b>	<b>83.4</b>	<b>4.3</b>	<b>0.8</b>
Financial resources	70.6	71.2	73.9	74.9	75.5	76.9	77.2	77.5	78.0	7.4	0.5
Economic situation	88.7	88.0	86.7	88.0	88.1	88.3	88.3	87.9	89.2	0.5	1.3
<b>Knowledge</b>	<b>59.8</b>	<b>61.1</b>	<b>62.4</b>	<b>62.6</b>	<b>62.8</b>	<b>62.7</b>	<b>62.5</b>	<b>63.6</b>	<b>64.2</b>	<b>4.4</b>	<b>0.6</b>
Attainment and participation	66.0	68.2	71.2	71.8	72.2	72.5	72.1	74.6	75.5	9.5	0.9
Segregation	54.2	54.7	54.7	54.5	54.5	54.1	54.1	54.2	54.5	0.3	0.3
<b>Time</b>	<b>65.2</b>	<b>68.1</b>	<b>64.9</b>	<b>64.9</b>	<b>64.9</b>	<b>64.9</b>	<b>64.9</b>	<b>68.5</b>	<b>68.5</b>	<b>3.3</b>	<b>0.0</b>
Care activities	65.4	71.3	69.1	69.1	69.1	69.1	69.1	78.7	78.7	13.3	0.0
Social activities	65.0	65.0	61.0	61.0	61.0	61.0	61.0	59.7	59.7	-5.3	0.0
<b>Power</b>	<b>41.9</b>	<b>43.6</b>	<b>48.4</b>	<b>51.6</b>	<b>53.1</b>	<b>55.0</b>	<b>57.2</b>	<b>59.1</b>	<b>61.4</b>	<b>19.5</b>	<b>2.3</b>
Political	47.5	49.0	53.0	55.0	56.8	58.5	60.2	61.4	62.6	15.1	1.2
Economic	29.0	31.9	39.2	43.0	45.9	48.8	52.1	54.7	57.6	28.6	2.9
Social	53.2	53.2	54.5	58.2	57.4	58.2	59.9	61.5	64.0	10.8	2.5
<b>Health</b>	<b>86.7</b>	<b>86.7</b>	<b>87.1</b>	<b>87.8</b>	<b>87.8</b>	<b>87.8</b>	<b>88.7</b>	<b>88.5</b>	<b>88.6</b>	<b>1.9</b>	<b>0.1</b>
Status	90.4	90.6	90.9	91.9	92.0	92.1	91.9	91.7	91.5	1.1	-0.2
Behaviour	74.8	74.8	74.8	74.8	74.8	74.8	77.8	77.8	77.8	3.0	0.0
Access	96.2	96.2	97.0	98.3	98.3	98.2	97.6	97.3	97.6	1.4	0.3

# Explore EU's performance by indicator

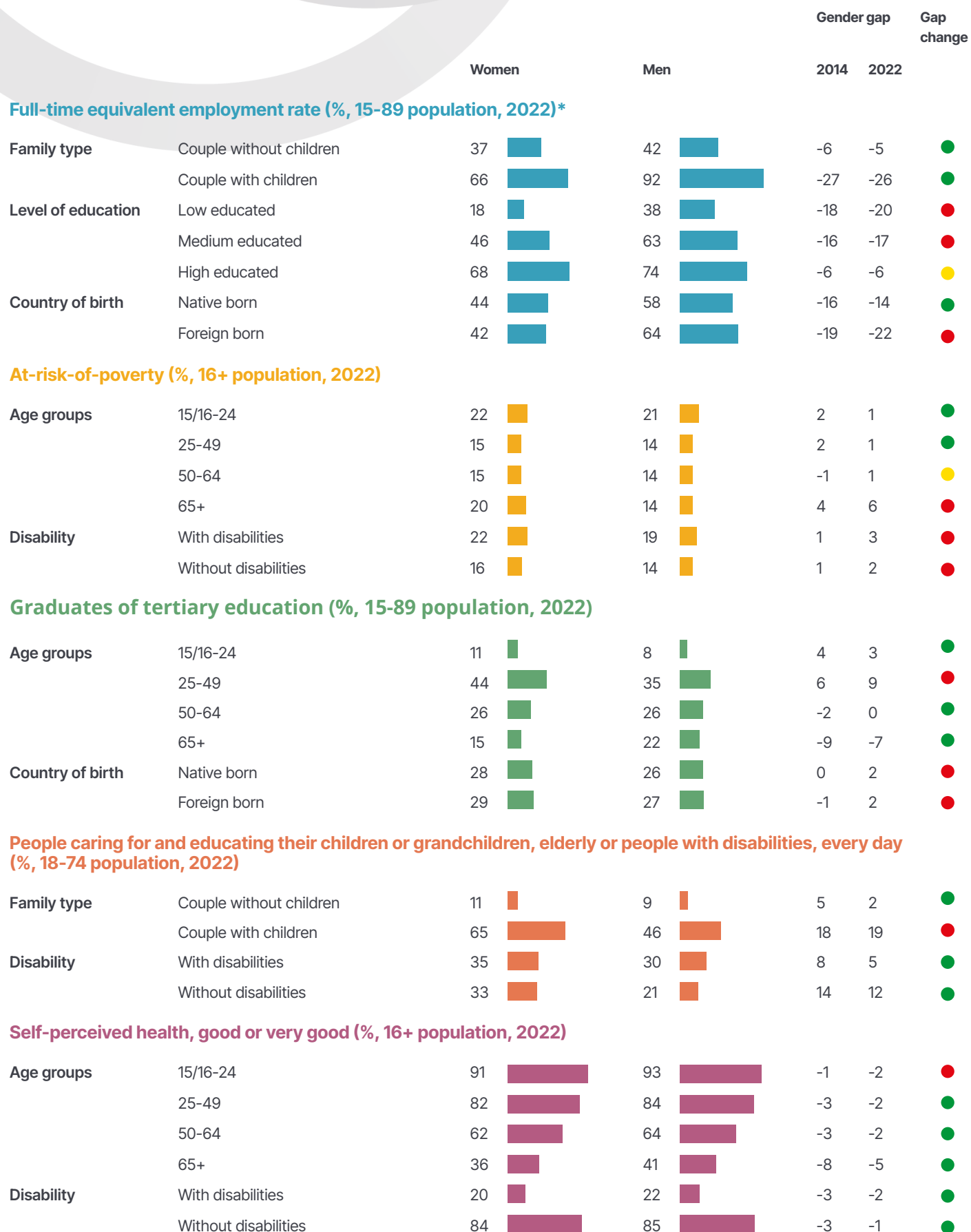
		European Union	
		Women	Men
<b>Work</b>			
<b>Participation</b>	Full-time equivalent employment rate (% , 15-89 population, 2022)*	44	58
	Duration of working life (years, 15+ population, 2022)	34	39
<b>Segregation and quality of work</b>	Employed people in education, human health and social work activities (% , 15-89 employed, 2022)	30	8
	Ability to take one hour or two off during working hours to take care of personal or family matters (% , 15+ workers, 2021)	29	37
	Career Prospects Index (points, 0-100, +15 population, 2015)	62	63
<b>Money</b>			
<b>Financial resources</b>	Mean monthly earnings (PPS, +16 working population, 2018)	2321	2818
	Mean equivalised net income (PPS, 16+ population, 2022)	20859	21967
<b>Economic situation</b>	At-risk-of-poverty (% , 16+ population, 2022)	17	15
	Income distribution S20/80 (16+ population, 2022)	21	21
<b>Knowledge</b>			
<b>Attainment and participation</b>	Graduates of tertiary education (% , 15-89 population, 2022)	28	26
	People participating in formal or non-formal education and training (15-74 population, 2022)	20	19
<b>Segregation</b>	Tertiary students in education, health and welfare, humanities and arts (% , 15+ population, 2022)	43	21
<b>Time</b>			
<b>Care activities</b>	People caring for and educating their children or grandchildren, elderly or people with disabilities, every day (% , 18-74 population, 2022)	34	25
	People doing cooking and/or housework, every day (% , 18-74 population, 2022)	63	36
<b>Social activities</b>	Workers doing sporting, cultural or leisure activities outside of their home, at least daily or several times a week (% , 16-74 workers, 2022)	29	34
	Workers involved in voluntary or charitable activities, at least once a month (% , 16-74 workers, 2022)	11	15
<b>Power</b>			
<b>Political</b>	Share of ministers (% , 2nd quarter 2024)	35	65
	Share of members of parliament (% , 2nd quarter 2024)	33	67
	Share of members of regional assemblies/local municipalities (% , 2024)	31	69
<b>Economic</b>	Share of members of boards in largest quoted companies, supervisory board or board of directors (% , 1st semester 2024)	34	66
	Share of board members of central bank (% , 2023)	29	71
<b>Social</b>	Share of board members of research funding organisations (% , 2023)	43	57
	Share of board members of publically owned broadcasting organisations (% , 2023)	38	62
	Share of members of highest decision making body of the national Olympic sport organisations (% , 2023)	22	78
<b>Health</b>			
<b>Status</b>	Self-perceived health, good or very good (% , 16+ population, 2022)	65	70
	Life expectancy at birth (years, 2022)	83	78
	Healthy life years at birth (years, 2022)	63	62
<b>Behaviour</b>	People who don't smoke and are not involved in harmful drinking (% , 15+ population, 2019)**	73	56
	People doing physical activities and/or consuming fruits and vegetables (% , 15+ population, 2019)	38	43
<b>Access</b>	Population with unmet needs for medical examination (% , 16+ population, 2022)	5	4
	Population with unmet needs for dental examination (% , 16+ population, 2022)	5	5

\* FTE employment rate measures employed persons in a comparable way, even though they may work a different number of hours per week

\*\* EU: EIGE estimation

**Source:** Eurostat (education statistics, European Union Labour Force Survey, European Health Interview Survey, European Union Statistics on Income and Living Conditions, Structure of Earnings Survey), EIGE (Survey on gender gaps in care, individual and social activities, Women and Men in Decision-Making).

# Explore intersecting inequalities



● gender gap decreased (< -1 p.p.)

● no change (gender gap increases/decreases between -1 and 1 p.p.)

● gender gap increased (> 1 p.p.)

\* FTE employment rate measures employed persons in a comparable way, even though they may work a different number of hours per week. Family type is based on the relationships between the members of households. Children are only those economically dependent household members (i.e. aged below 18).

Source: Eurostat (European Union Labour Force Survey, European Health Interview Survey, European Union Statistics on Income and Living Conditions, Structure of Earnings Survey), EIGE's survey on gender gaps in care, individual and social activities.

# Key highlights

## The gender gap in employment decreased

Between 2010 and 2022, the full-time equivalent (FTE) employment rate<sup>4</sup> increased from 39 % to 44 % for women and from 56 % to 58 % for men, narrowing the gender gap from 17 percentage points (pp) to 15 pp. The gender gap is wider between mothers and fathers in couples with children (26 pp), and between women and men born outside the EU (23 pp).

## Women's risk of poverty is higher than men's

In 2022, around 17 % of women and 15 % of men in the EU were at risk of poverty. The gender gap has widened by 1 pp since 2010 due to the increased risk for women (+ 1 pp). Lone mothers face a particularly high risk of poverty. In 2022, almost 1 in 3 lone mothers (33 %) were at risk of poverty (compared with 24 % of lone fathers). The gender gap is most pronounced between older women and men (6 pp), with 20 % of women and 14 % of men aged 65 and over at risk of poverty.

## Women are highly educated more than men

Since 2010, the share of tertiary graduates has increased more for women (from 19 % to 28 %) than for men (from 20 % to 26 %). While in 2010 the gender gap was 1 pp to the detriment of women, in 2022 it was 2 pp in favour of women. The largest gender gap in favour of women is found among people aged 25–49 (9 pp), while the largest gap to detriment of women is found among people aged 65 and over (7 pp). The highest share of women with tertiary education is found in couples with children (46 % compared to 38 % for men).

## Unequal division of care and housework tasks prevails

Since 2007 the share of people caring daily for their children or grandchildren, elderly or people with disabilities has decreased both for women and for men. This decrease has been more pronounced for women (– 6 pp) than for men (– 2 pp). In 2022, in the EU, 34 % of women and 25 % of men reported caring for their children, grandchildren, older people or people with disabilities every day. The gender gap is wider for couples with children, with 65 % of women and 46 % of men providing daily care. It also remains significant for people aged 25–49 (14 pp).

## Presence of women in power increased, but women are still under-represented

The EU parliamentary elections in 2024 saw a fall in women's representation, reversing a continuously upward trend for the first time. In the new European Parliament (EP), women account for 39 % of MEPs, while female representation in the EP has more than doubled since the first direct elections in 1979; in 2024, the share of women has decreased by 2 pp. The constitutive session of the new EP included 278 women (39 %) and 441 men (61 %), which for the first time since the first EU elections indicates a slight decrease from the previous constitutive session in 2019 (41 % women).

In this election Belgium, Ireland, Spain, France, Croatia, Hungary, the Netherlands, Austria, Denmark, Finland and Sweden all elected at least 40 % female parliamentarians. Sweden (62 %) and Finland (60 %) even reached the upper end of the gender balance zone of 60 %, both having increased their female representation in the EP since 2019 by over 6 pp. In 15 Member States the share of female parliamentarians decreased: BG, DK, EE, IE, IT, LV, LT, LU, MT, NL, AT, PL, PT, RO and SI. The Member States with the highest decrease are Malta (–33 pp), Latvia (–28 pp), and both Luxembourg and Slovenia (–17 pp). Slovakia has the highest increase in women's representation by + 31 pp.

[4] The FTE employment rate measures working hours comparatively, even though people may work different numbers of hours per week.

In 2024, 33 % of members of the national parliaments (both houses) in the EU overall were women, stable compared to the previous year but up around 10 pp since 2010. Eleven Member States (IT, PT, DE, FR, NL, AT, BE, DK, ES, FI, SE) have a higher share of women in their parliament than the EU average. For half of them this share has increased since 2023 (1 pp for Germany and Finland, 2 pp for Spain, 4 pp for the Netherlands). It has also increased by 1 pp for Latvia and Slovakia and by 2 pp for Greece, although the share of women remains below the EU average.

Eleven Member States have quotas for national elections and some also for European elections: Belgium and France (both 50 %); Greece, Spain, Croatia, Luxembourg and Portugal (both 40 %); Poland (both 35 %); Ireland (40 % for national elections, none for European elections); Italy (40 % for national elections, 50 % for European elections); Slovenia (35 % for national elections, 40 % for European elections). Malta does not have a legislative quota for candidate lists but a 'gender corrective' mechanism by which if there is less than 40 % of the under-represented gender among elected parliament members, up to 12 additional seats are allocated to members from the under-represented gender. There is no equivalent mechanism for elected MEPs for Malta.

Since 2023, the EU has seen an increase in the proportion of women in the other two political decision-making indicators (government and regional/local assemblies). Among ministers, the share of women rose from 34 % to 35 %, and in regional and local assemblies from 30 % to 31 %.

## Gender balance in economic decision-making is improving

The share of women on the boards of the largest publicly listed companies increased from 28 % in 2019 to 34 % in 2024. This share is above the EU average in 12 Member States (BE, DK, DE, IE, ES, FR, IT, NL, AT, PT, FI, SE), all of which have taken some kind of measure to improve gender quotas on boards of listed companies, supervisory boards or boards of directors. In all other Member States, the share of women on the boards of the largest listed companies is below the EU average, including Luxembourg, Poland and Slovenia, which have taken a softer approach, and Spain, which has introduced a relatively low quota.

Eight Member States have adopted mandatory national gender quotas for listed companies: France and Italy (40 %), Belgium, the Netherlands and Portugal (33 %), Germany and Austria (30 %) and Greece (25 %). Greece introduced quotas in July 2020 when it updated its corporate governance framework. Twelve Member States (DK, EE, IE, ES, HR, LV, LU, PL, RO, SI, FI and SE) have taken a softer approach. Spain has gender equality legislation recommending a minimum of 40 % of each gender on company boards, but the recommendation is not enforceable. Meanwhile, Slovenia has a legal quota for state-owned companies, but not for listed ones. Other Member States in this group have preferred to encourage companies to self-regulate to address the gender imbalance in boardrooms. The remaining seven Member States (BG, CZ, CY, LT, HU, MT, SK) have not taken any substantive action.

The adoption of the Directive on improving gender balance on corporate boards of listed companies (Directive (EU) 2022/2381) 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.

## Gender parity in sport is far from being achieved

The year 2024 also marks an Olympics year, which according to the International Olympic Committee (2024), for the first time achieved an equal number of women and men athletes competing in the summer Olympic games in Paris. However, women's presence in the highest decision-making body of national Olympic sports organisations representation is still 22 % (+ 2 pp since 2023).

## The share of people in good health increased only for women

Between 2010 and 2022, the share of people in good health increased from 64 % to 65 % for women, while it remained stable at 70 % for men. Since 2021, however, it has fallen by 1 pp for both women and men. As a result, the gender gap has narrowed from 6 pp in 2010 to 5 pp in 2022 but remains stable compared to the previous year. The gap is wider for singles (14 pp) and for low educated women and men (10 pp), while the gender gap has closed for couples with children.



# About Index

The Gender Equality Index is a tool for monitoring progress in gender equality across the EU over time. It measures gender gaps between women and men in six core domains – work, money, knowledge, time, power and health – and is composed of 31 indicators. The Index uses a scale of 1 to 100, where 1 stands for total inequality and 100 for total equality.

Two additional domains are included in the Index, but do not impact a country's final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, education, family type and migrant background (based on the country of birth). The domain of violence against women monitors, measures and analyses the most common and widely criminalised forms of violence against women across the EU.

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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