European Institute for Gender Equality

Gender Equality Index:

Methodological report

An EU agency

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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 and 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.

Cite this publication: EIGE (2025), *Gender Equality Index: Methodological report*, Publications Office of the European Union, Luxembourg.

Manuscript completed in November 2025

Luxembourg: Publications Office of the European Union, 2025

PDF ISBN 978-92-9486-311-9 doi:10.2839/8304242 MH-01-25-047-EN-N

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Contents

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— PPMI Group UAB provided support in reviewing EU policy priorities and relevant data sources.

— The consortium of Ecorys and Fondazione Giacomo Brodolini contributed to the development of the R code used for the statistical analyses.

Abbreviations

AHP	analytic hierarchy process
CARE	Survey of Gender Gaps in Unpaid Care, Individual and Social Activities
CFA	confirmatory factor analysis
EHIS	European Health Interview Survey
EHW	education, health and welfare
EIGE	European Institute for Gender Equality
EPSR	European Pillar of Social Rights
EU-GBV Survey	EU Gender-based Violence Survey
EU-LFS	European Union Labour Force Survey
EU-SILC	European Union Statistics on Income and Living Conditions
FRA	European Union Agency for Fundamental Rights
FTE	full-time equivalent
ISCED	International Standard Classification of Education
IVET	initial vocational education and training
OECD	Organisation for Economic Co-operation and Development
PCA	principal component analysis
PMM	predictive mean matching
PPS	purchasing power standard
STEM	science, technology, engineering and mathematics
WMID	women and men in decision-making

Country codes

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

Note on numerical data

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

Introduction

The Gender Equality Index is a composite indicator that was developed to measure the relative position of women and men across the EU. It enables comparisons between EU Member States and tracks progress in gender equality over time. By aggregating data from key areas of life, the Index captures the complex and multidimensional nature of gender equality, providing a comprehensive and nuanced picture of where inequalities persist and how they evolve.

The origins of the Index date back to the European Commission's roadmap for equality between women and men for 2006–2010 (European Commission, 2006), which proposed the creation of a dedicated assessment tool on gender equality. This proposal was later included in the action plan of the strategy for equality between women and men for 2010–2015 (European Commission, 2010a, 2010b). The European Institute for Gender Equality (EIGE) took on the development of the Index from the start of its operations in 2010.

The Index was first released in 2013 (EIGE, 2013), followed by reviews in 2017 (EIGE, 2017) and 2025 (EIGE, 2025). Such periodic revisions are standard practice in the life cycle of composite indicators. As policy priorities shift, societies evolve and data infrastructure improves, regular evaluations are essential to maintain an indicator's relevance and methodological robustness. The 2025 review marks an important and timely update, strengthening the Index's rigour and ability to reflect real change. More than just a technical refresh, it reaffirms the Index's role as a trusted, forward-looking tool for advancing gender equality across the EU. Extensive stakeholder consultations ([1]) ensured that a wide range of perspectives and insights fed into the review, while simultaneously fostering dialogue and a shared vision of the future of gender equality metrics in the EU.

The revised Index for 2025 opens a new chapter, setting a new baseline for gender equality that is no longer comparable with the previous Index scores. With a refreshed structure and new data sources, the Index continues to track six key domains defining our everyday lives: work, money, knowledge, time, power and health. In addition, it retains two critical domains that cut across all areas: violence and intersecting inequalities. Based on 27 carefully selected indicators, the 2025 Index aligns with major EU gender equality policies and responds directly to policymakers' needs. It offers a powerful tool to explore and compare how inequalities affect our lives at work, at home or in public life, and to propel action for a more equal Europe.

To ensure comparability over time, earlier Index scores have been recalculated using the new methodology, resulting in a single, internally consistent time series. The previous series has been discontinued and will no longer be updated. Consequently, values within the new series (e.g.

([1]) In 2024, EIGE ran two online stakeholder surveys and a consultation meeting engaging gender equality policymakers, researchers, statisticians, civil-society organisations, social partners, EU agencies and international organisations. In 2025, three online consultations with representatives from the Member States took place.

2025 versus the recalculated 2020) are directly comparable, while comparisons with scores or rankings of earlier editions based on the old methodology are not valid.

This report focuses on the methodological foundations of the Gender Equality Index. Chapter 1 provides an overview of the main steps in building the Gender Equality Index. Chapter 2 describes in detail the methodological choices and procedures applied to the six core domains. The additional domains and their links to the Gender Equality Index are presented in Chapter 3. An extensive set of annexes complements the main report, presenting detailed data and technical information relevant to the calculation of the Index.

1. Developing a composite indicator for gender equality: rationale and steps

The Gender Equality Index is a composite indicator designed to capture the multidimensional nature of gender equality across the EU. It is a mathematical combination of a set of individual indicators within a coherent conceptual and measurement framework, summarising the complex reality of gender equality into a single, interpretable measure.

Using a composite indicator offers significant advantages over individual indicators when assessing progress towards gender equality. While individual indicators provide valuable insights into specific aspects of gender inequalities, a composite indicator integrates multiple dimensions into a unified and coherent framework, enhancing both interpretability and policy relevance. This provides a holistic view of gender equality, which is inherently multidimensional, reflecting how inequalities interact across key areas of life. When considered separately, individual indicators may highlight isolated issues but fail to capture the interconnections between them. The composite approach brings these elements together, offering a comprehensive and policy-oriented understanding of gender equality.

Furthermore, the clarity of a single index value allows gender equality to remain a measurable and trackable policy goal. The Index supports policy coherence and prioritisation by showing how Member States perform across multiple domains simultaneously. This integrated view enables policymakers to identify strengths and weaknesses within a shared framework, design targeted interventions and assess trade-offs between policy areas. The process of developing a composite indicator also promotes methodological innovation and data development, as robust measurement requires consistent, high-quality data that is comparable. Through its design and updates, the Gender Equality Index contributes to strengthening the European statistical infrastructure for measuring gender equality.

Developing a single, multidimensional index of gender equality presents several empirical challenges, particularly concerning data availability and quality, indicator selection and aggregation. These challenges were addressed by a rigorous and transparent methodology grounded in sound statistical principles, ensuring that the Gender Equality Index provides a realistic and comprehensive picture of gender equality in the EU. Its methodological foundation follows internationally recognised guidelines for constructing composite indicators, developed by the Organisation for Economic Co-operation and Development (OECD) and the European Commission (Nardo et al., 2008).

To transform the multidimensional concept of gender equality into a measurable and comparable indicator, the development of the Gender Equality Index proceeded through a sequence of clearly defined methodological steps.

Step 1. Developing the conceptual framework

A conceptual framework defines what the composite indicator seeks to measure and serves as the foundation for selecting and combining the individual indicators. The framework for the Gender Equality Index was designed by drawing on different theoretical approaches to gender equality and aligning them with EU policy priorities. It conceptualises gender equality as a multidimensional phenomenon encompassing several areas of economic and social life across the EU and its Member States. These areas are organised in a hierarchical structure of domains and subdomains, providing the logical basis for the statistical construction of the Index.

Step 2. Selecting and processing potential indicators

Translating the conceptual framework into a measurable and statistically sound structure required the careful selection of indicators that could accurately represent each domain. The selection was guided by both theoretical relevance and data quality considerations, focusing on indicators that are based on high-quality data that is comparable and available across the Member States. Only indicators meeting strict criteria of analytical soundness, measurability, cross-country comparability and policy relevance were retained.

Once the list of potential indicators was selected, statistical analyses were conducted, including the imputation of missing data, to ensure complete coverage for all Member States. The indicators were then standardised to ensure consistency in the measurement of gender equality. Each indicator was expressed in a positive direction, meaning that higher values indicate greater gender equality and movement towards EU objectives. Furthermore, all indicators were defined in relative terms, using the most appropriate reference population to ensure comparability across populations of different sizes and structures.

Step 3. Computing gender gaps

Each of the indicators selected was transformed into a gender gap measure that compared the relative positions of women and men in a symmetrical way. In this framework, disadvantages for women, such as lower earnings, and disadvantages for men, such as lower attainment in tertiary education, are treated equivalently. The resulting values range between 0 and 1, where 1 indicates full gender equality and 0 represents full inequality. These dimensionless measures remove the influence of different units of measurement and enable comparisons between Member States and domains and over time.

Step 4. Developing the measurement framework

This step involved finalising the set of indicators and confirming the domain and subdomain structure of the Index. A series of multivariate analyses were performed to evaluate the

structure of the dataset and verify its suitability for aggregation. These analyses ensured that the empirical data accurately reflected the conceptual framework and that the relationships among indicators supported their combination into subdomains, domains and a single composite measure.

Step 5. Computing the Index

The final formula for the Gender Equality Index was selected through a multi-modelling approach that was designed to minimise subjectivity and identify the most robust formula. Several alternative aggregation models were tested, and the approach that provided the highest statistical consistency and interpretability was retained.

In the resulting Index formula, indicators are aggregated into subdomains using the arithmetic mean with equal weights, creating indices for each subdomain. These indices are then aggregated into domains using the geometric mean with equal weights, creating indices for each domain. Finally, the domains' indices are combined into the overall Index using the geometric mean with expert-derived weights. All intermediate indices and the overall Gender Equality Index are bounded between 0 and 100, where 0 represents full gender inequality and 100 corresponds to full gender equality.

2. Core domains

2.1. Developing the conceptual framework

2.1.1. Conceptualisation

The conceptual framework for the Gender Equality Index was developed on the basis of an extensive review of definitions, theoretical approaches and international frameworks on gender equality and taking into account the broader EU and global policy context. This review provided a comprehensive understanding of how gender equality is defined and operationalised across various institutional and policy contexts. It also enabled the identification of the key domains through which gender equality can be meaningfully assessed. Collectively, these elements established a solid and coherent foundation for the conceptual design and subsequent development of the Gender Equality Index.

Definition of gender equality in the EU and integration of approaches

Gender equality is a complex, multidimensional and contested concept, carrying diverse meanings across Europe. Although it is a foundational value of the EU, its definition is not consistently articulated in EU and national policy texts.

The Gender Equality Index adopts a pragmatic and overarching definition: gender equality means that women and men share resources, opportunities and responsibilities equally, with equal dignity and integrity. This definition captures both the material (resources and opportunities) and the non-material (dignity and autonomy) dimensions of equality, enabling a coherent and measurable framework applicable across Member States.

The Index embodies a comprehensive and multidimensional understanding of equality between women and men. It primarily measures disparities in outcomes, reflecting an understanding of equality as parity in access, treatment and opportunities, where both genders are assessed against a common benchmark. At the same time, it acknowledges that women and men, in all of their diversity, experience distinct social realities and encounter specific patterns of disadvantage, thereby requiring targeted responses, particularly in areas such as gender-based violence and for specific population groups (see more in Chapter 3). Understanding and addressing gender inequalities means revealing gender gaps linked to other power imbalances around age, ethnicity, nationality, sexuality or gendered norms on care. Beyond the measurement of disparities, the Index also serves as a tool for critical reflection on the structural organisation of society, including the distribution of time, resources and responsibilities between women and men. In this regard, the Index invites a rethinking of the underlying norms and institutional arrangements that sustain gender inequalities. By integrating these complementary perspectives, the Gender Equality Index frames gender equality not only as the

achievement of comparable outcomes, but also as a continuous process of recognising differences and transforming the structural conditions that shape the lives of women and men with diverse backgrounds and life situations across the EU.

Gender equality policy context

Understanding gender equality in EU policy requires consideration of its legal foundations and the strategic frameworks and international commitments relating to it. At the EU level, gender equality is firmly anchored in the EU's primary law. Articles 2 and 3(3) of the Treaty on European Union (European Parliament, 2012a) and Article 8 of the Treaty on the Functioning of the European Union (European Parliament, 2012b) explicitly establish equality between women and men as a fundamental and cross-cutting principle of the EU.

The EU's engagement with gender equality began with the Treaty of Rome (1957), which established the European Economic Community and laid the groundwork for policies promoting fairness in economic participation. Early Council directives addressed pay, labour market participation, health and safety, maternity and parental leave, and work–life balance, although they did not explicitly enshrine the principle of gender equality. The Treaty of Amsterdam (1997) strengthened this principle by introducing gender mainstreaming, requiring that gender perspectives be integrated across all EU activities and extending the understanding of equality beyond economic issues. The Lisbon Treaty (2009) further consolidated gender equality as a central EU principle, emphasising the elimination of all forms of discrimination and reinforcing protections against gender-based violence through the Charter of Fundamental Rights of the European Union.

Building upon the legal foundations established by EU treaties and international agreements, EU strategic policy documents have translated principles of gender equality into specific objectives and guided their implementation across Member States. As part of the gender equality strategy for 2020–2025, the European Commission framed gender equality as a core value of the EU, aiming for 'a gender-equal Europe where women and men, girls and boys, in all their diversity, are free to pursue their chosen path in life, have equal opportunities to thrive, and can equally participate in and lead our European society' (European Commission, 2020a). This strategy focuses on ending gender-based violence, challenging gender stereotypes, closing gender gaps in the labour market, achieving equal participation across different sectors of the economy, addressing the gender pay and pension gaps, closing the gender care gap and achieving gender balance in decision-making and politics. It pursues a dual approach of gender mainstreaming combined with targeted actions, with intersectionality as a cross-cutting principle for its implementation. In March 2025, the roadmap for women's rights further developed this vision through a declaration of principles for a gender-equal society (European Commission, 2025a). The roadmap places emphasis not only on the absence of discrimination but also on ensuring substantive rights and capabilities: freedom from gender-based violence, equal pay and economic empowerment, work–life balance and care, equal employment opportunities and good working conditions, quality and inclusive education, political participation and equal representation, institutional mechanisms that deliver on women's rights, and the highest

standards of health. These strategic frameworks offer a structured and actionable approach for monitoring progress, identifying priority domains and informing the construction and measurement of the Gender Equality Index.

International agreements have also shaped the EU's understanding of gender equality. The Convention on the Elimination of All Forms of Discrimination against Women (1979) defines gender discrimination as a violation of fundamental rights and provides broad guidance across areas including political participation, education, employment, health and family life. The 1995 World Conference on Women in Beijing marked a turning point in recognising the importance of assessing gender equality and developing appropriate instruments to measure it. The 1995 Beijing Platform for Action identified 12 critical areas of concern – poverty, education, health, violence, armed conflict, the economy, decision-making, institutional mechanisms, human rights, the media, the environment and the girl-child – endorsing gender mainstreaming as a global strategy. These international commitments have been reinforced by the 2030 Agenda for Sustainable Development, which enshrines gender equality as sustainable development goal 5. This goal promotes the empowerment of all women and girls, addressing violence, participation, education and economic opportunities, and links gender equality to broader objectives of social, economic and environmental sustainability. Complementing these global agreements, the European Pillar of Social Rights (EPSR) and its action plan provide a framework for translating these commitments into specific measures within the EU, setting targets to ensure equal opportunities, fair working conditions, social protection and inclusion for all, with specific attention given to reducing gender gaps across economic and social domains (European Commission, 2021d).

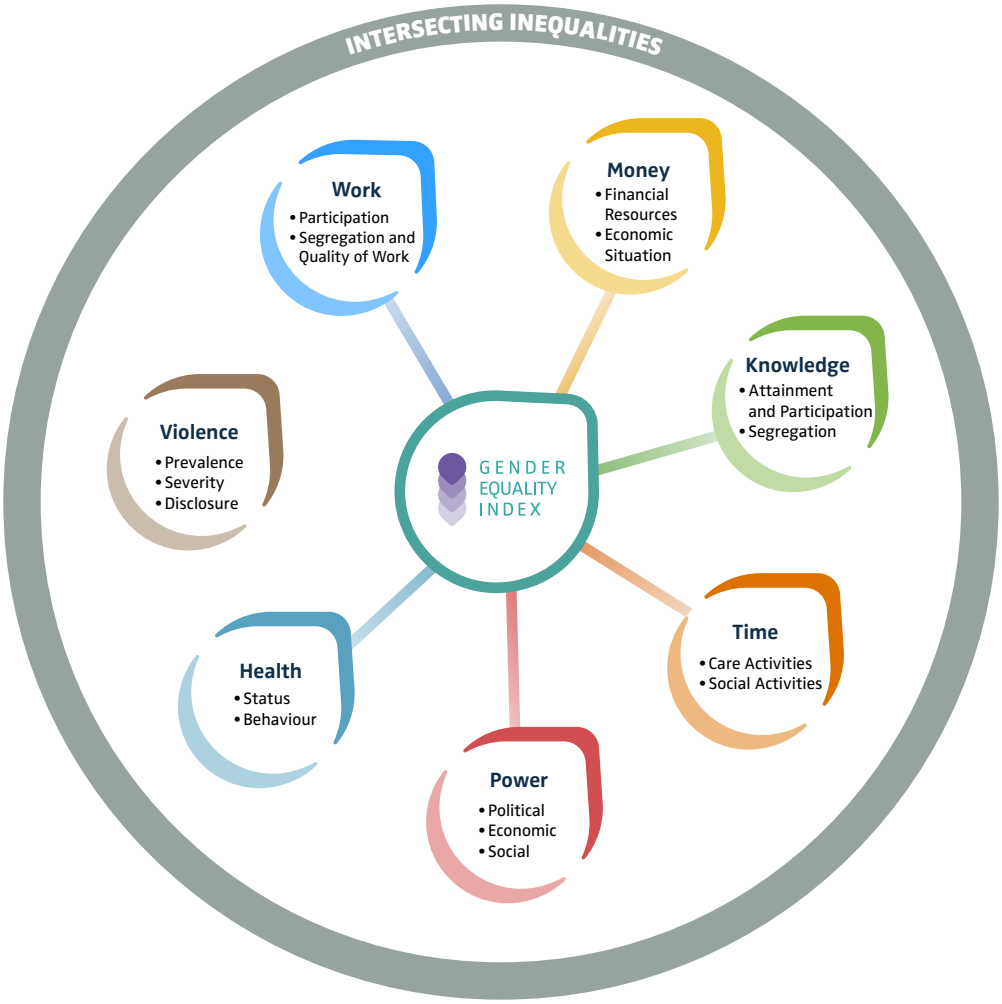
This review of the main developments of gender equality policy at the EU and international levels provides a solid basis from which to derive critical areas of gender equality for the purpose of building the Gender Equality Index.

2.1.2. Domains of gender equality

This section presents the conceptual framework of the Gender Equality Index (Figure 1), highlighting its key domains and describing the reasoning that brings them together into a cohesive framework. The Index consists of eight domains. The six core domains – work, money, knowledge, time, power and health – are combined into a core index. The two additional domains – violence against women and intersecting inequalities – are not part of the core index due to their different conceptual and methodological nature. Notably, the Gender Equality Index is one of the few gender indices to explicitly address gender-based violence and intersectional inequalities, two areas that are critical for understanding the full scope of gender inequality. The inclusion of violence against women as a dedicated domain highlights the persistent and severe threat to women's safety and autonomy. Gender-based violence is both a cause and a consequence of unequal power relations and remains the most extreme expression of gender inequality. The intersecting inequalities domain brings further conceptual depth by acknowledging that gender inequality does not affect all women and men in the same way. The

interaction between gender and other factors, such as age, race, disability, migrant status and education level, leads to different experiences and outcomes. Adopting this approach enables the Index to capture various and interconnected forms of disadvantage, offering a more inclusive and accurate picture of gender inequality across the EU. The current chapter is focused on the six core domains.

Figure 1. Conceptual framework of the Gender Equality Index



The domain of work

The work domain addresses gender gaps in the European labour market, focusing primarily on paid employment in line with EU policy priorities. It examines the extent to which women and men have equal access to quality employment, considering factors such as occupational segregation and working conditions.

Although women's employment in the EU has been steadily growing, significant barriers remain. Women face limited opportunities, discrimination and the disproportionate impact of unpaid

care work, which often pushes them into part-time or low-paid jobs. Improving work–life balance is therefore vital to closing the employment gender gap.

The domain of work encompasses three critical dimensions: **participation, segregation and quality of work**. Participation examines the extent to which people engage in the labour market and highlights disparities that may exist across gender, age or other social groups. Segregation focuses on the distribution of women and men across occupations, sectors and positions, shedding light on structural inequalities and the persistence of gendered or other forms of occupational concentration. Finally, quality of work addresses the conditions under which work is performed, including job security, earnings, career progression and work–life balance, all of which are essential for well-being and gender equality. These three areas not only are interrelated but also form the core of EU policies aimed at promoting inclusive, fair and sustainable labour markets. By emphasising these aspects, policymakers seek to reduce inequalities, foster equal opportunities and ensure that work contributes to both individual fulfilment and societal prosperity.

EU policy recognises that increasing employment is essential not only for economic growth but also for social cohesion and for addressing challenges such as labour shortages and an ageing population. The EPSR action plan set an employment target of at least 78 % of people aged 20–64 being in work by 2030 (European Commission, 2021d). Today, women's employment remains well below this target, while men have already surpassed it. These disparities persist because women are more likely to hold part-time or temporary jobs than men and face continued inequalities in access and retention due to the unequal distribution of unpaid care work, persistent gender stereotypes and structural discrimination. The growing use of AI in hiring processes could amplify these biases, while automation and digitalisation risk further marginalising women, who are often concentrated in high-risk jobs and under-represented in sectors crucial to the digital economy (European Commission, 2021d).

To address these challenges, the EU has prioritised policies that improve women's participation and retention in the labour market. The Work–Life Balance Directive (Directive (EU) 2019/1158; European Parliament, 2019b) aims to enable both women and men to balance professional and family responsibilities through measures such as parental and carer's leave, thereby facilitating carers' reintegration into employment after periods of leave. These developments underscore the importance of assessing how caregiving duties affect labour market participation.

Persistent occupational segregation and the low representation of women in leadership roles remain closely tied to the gender employment gap. Women continue to be concentrated in lower-paid, less-valued sectors, while men dominate in top positions, even within these sectors. In high-growth fields such as ICT, women make up only 2 in 10 specialists, despite strong employment prospects. Segregation not only limits women's individual potential but also constrains innovation, social cohesion and economic performance (European Commission, 2020a). The EU gender equality strategy for 2020–2025 identifies the achievement of equal participation among women and men across economic sectors as a key priority. It raises concerns about women's under-representation in science, technology, engineering and

mathematics (STEM) and ICT professions and their over-representation in lower-paid jobs, reinforcing the gender pay and pension gaps and increasing the risk of poverty and social exclusion. To counter this, the EU has committed to improving the gender balance both in sectors dominated by men, such as ICT, energy and transport, and in sectors dominated by women, such as teaching and care, where labour shortages are expected to grow (European Commission, 2023b). The Digital Decade strategy (European Commission, 2021e) has set a target of the employment of 20 million ICT specialists by 2030, with an emphasis on achieving balanced gender representation, while related initiatives such as the women in digital strategy and the new European innovation agenda (European Commission, 2022a) aim to strengthen women's digital and entrepreneurial skills.

Quality of work is another crucial dimension (Council of the European Union, 2025). The EPSR highlights the need for fair working conditions adapted to a changing labour market and supports shared care responsibilities. Directive (EU) 2019/1152 on transparent and predictable working conditions seeks to strengthen protections for workers, particularly those in precarious and non-standard jobs, in which women are disproportionally represented (European Parliament, 2019a). The Adequate Minimum Wage Directive (Directive (EU) 2022/2041) requires Member States to set adequate minimum wage levels (European Parliament, 2022a). This supports gender equality, as it benefits women, who are over-represented in the lowest-paid sectors and are more affected by low wages. The need for flexible work that fits around their caregiving responsibilities leaves women more exposed to economic insecurity and poor working conditions. Promoting flexible working arrangements remains central to work–life balance, with the Work–Life Balance Directive (European Parliament, 2019b) and the European care strategy (European Commission, 2022b) underscoring the importance of options such as part-time work, telework and flexitime to support equitable participation. Finally, the EU occupational safety and health strategic framework for 2021–2027 focuses on anticipating change related to the green, digital and demographic transitions, improving the prevention of work-related risks, recognising gender-specific hazards, addressing workplace violence and harassment and strengthening preparedness for future health crises (European Commission, 2021c).

The domain of money

The money domain analyses key gender gaps in access to **financial resources and overall economic situations**. Economic independence is a prerequisite for both women and men to make genuine choices and lead fulfilling lives. However, women in the EU remain more financially insecure than and economically unequal to men, being more likely to work part-time, hold unstable jobs and have limited access to financial resources than men (EIGE, 2024). These disparities shape power dynamics within households: partners with lower incomes, often women, have less bargaining power, influence and capacity to accumulate wealth over their lifetimes (Balestra et al., 2025; Huber et al., 2009). Over time, lower pay, career interruptions and part-time work contribute to gender gaps in pensions, placing older women at greater risk of poverty. Structural and cultural barriers, along with demographic shifts, digital transformation and evolving labour markets, further exacerbate these inequalities, highlighting the need for systemic action.

In response, the EU has developed a robust policy framework to promote economic equality. The gender equality strategy (European Commission, 2020a) aims to ensure that all women and men, in all of their diversity, have equal opportunities to achieve economic independence, receive equal pay for equal work, access financial resources and secure fair pensions. A central priority is reducing the gender pay and pension gaps. The EPSR and its action plan reinforce the EU's commitment to poverty reduction and social inclusion, setting out a target of reducing the number of people who are at risk of poverty or social exclusion by 15 million by 2030. While principle 15 of the EPSR is legally non-binding, it affirms the right to pensions, providing adequate income for a dignified old age for both workers and the self-employed. Beyond income, the EU emphasises the importance of providing access to the resources and services necessary for full participation in society, recognising that economic security encompasses both financial sufficiency and the ability to exercise rights and agency. Key instruments include the Pay Transparency Directive (Directive (EU) 2023/970; European Parliament, 2023), which strengthens equal pay enforcement; the Adequate Minimum Wage Directive (European Parliament, 2022a), which supports decent living standards; and the 2023 Council recommendation on adequate minimum income (Council of the European Union, 2023), which integrates income support with access to essential services.

Overall, economic independence remains both a cornerstone of personal agency and a critical policy concern in the EU. Addressing gendered inequalities in pay, pensions and financial access is essential not only for closing economic gaps between women and men but also for fostering equitable participation, security and well-being across society.

The domain of knowledge

The knowledge domain captures disparities in access to and participation in education, as well as segregation by field of study.

The domain of knowledge encompasses three critical dimensions: **participation, attainment and segregation**. In terms of participation and attainment, women have made substantial progress: a higher share of young women than young men now complete at least upper secondary education, and women outnumber men among university graduates across the EU. Since educational attainment is strongly linked to labour market participation and economic independence, this reversal has significant gender implications (OECD, 2023). Girls tend to outperform boys in school and achieve higher grades, while boys and young men face growing educational setbacks. In many Member States, they score lower in standardised assessments and are more likely to repeat grades or leave school early (OECD, 2024a). These trends, shaped by gender norms, expectations and classroom dynamics, have long-term social and economic consequences for both women and men.

Gender segregation in education remains a persistent challenge. Women are increasingly present in professions traditionally dominated by men, such as medicine and law, yet they remain under-represented in STEM and over-represented in education, social sciences and the humanities. Subject-based segregation reinforces both vertical and horizontal inequalities in the labour

market, as women's preferred fields tend to offer lower pay and less secure employment (OECD, 2024b). The 2025 roadmap for women's rights (European Commission, 2025a) prioritises quality and inclusive education, free from discrimination, as its main principle. It advocates a gender-balanced perspective in education content, fosters equal access to vocational training and lifelong learning and encourages young people to choose subjects atypical of their gender.

The education and training strategic framework provides the cornerstone for EU cooperation in this area (Council of the European Union, 2021). Over time, the framework has evolved to address a broader range of education levels and new priorities, from early childhood education to vocational training and lifelong learning. The framework explicitly calls for tackling gender gaps and unequal opportunities in education and training by promoting gender-balanced study choices; challenging stereotypes in educational and career pathways; addressing boys' underachievement, bullying and sexual harassment; and enhancing gender sensitivity in education systems.

Despite similar performance in mathematics and science between girls and boys, evidence consistently shows that girls' interest in STEM subjects declines with age, largely due to persistent gender stereotypes and social expectations (Balta et al., 2023; Chan, 2022; Lyons et al., 2022; Punzalan, 2022). Currently, women represent only about one fifth of graduates in engineering, manufacturing, construction and ICT. Addressing this imbalance is a key priority of the digital education action plan for 2021–2027 (European Commission, 2020b) and the union of skills communication (European Commission, 2025b), which aim to enhance digital competences and promote women's participation in STEM education and careers. These initiatives emphasise the creation of gender-inclusive digital learning content and the promotion of flexible learning pathways to ensure broader participation. Complementary initiatives such as the women in digital policy and Europe's Digital Decade reinforce this commitment, working to increase women's participation in digital education, training and employment while addressing the structural barriers that perpetuate gender disparities in these sectors.

The domain of time

Across the EU, time use remains deeply gender imbalanced. The time domain covers three interconnected dimensions: **economic, care and social activities**, with the first already covered under the domain of work.

The unequal distribution of unpaid care remains one of the greatest barriers to gender equality. While men's involvement in care is gradually increasing, large disparities persist. Women still devote substantially more time to childcare and caring for dependent relatives and tend to handle the daily management of households. They are also more likely to multitask and face constant interruptions, making care work stressful and less rewarding (EIGE, 2023a; Gerstel et al., 2018). This unequal distribution of care not only limits individual freedom but also undermines the EU's overall labour potential. Recognising this, the EU has made closing the gender care gap a policy priority.

The EPSR provides a solid basis for work–life balance improvements. It sets the principle that parents and carers have the right to suitable leave, flexible working arrangements and access to care services. The EU gender equality strategy for 2020–2025 highlights the unequal distribution of care work as a structural obstacle to women's full economic participation. The strategy aims to close the gender care gap by promoting work–life balance, supporting caregivers and challenging traditional gender roles that often assign care responsibilities to women. Complementing this, the Work–Life Balance Directive (European Parliament, 2019b) established minimum standards for parental, paternity and carers' leave and introduced flexible working arrangements to promote the equal sharing of family responsibilities.

A major policy advance is the European care strategy, which seeks to ensure access to quality, affordable and accessible care services and to improve working conditions and recognition for professional and informal carers (European Commission, 2022b). It focuses on strengthening care systems, supporting families and promoting gender equality in formal and informal care. The strategy was followed by the adoption of two Council recommendations, one on early childhood education and care and the other on access to affordable high-quality long-term care, with the latter being an issue of growing relevance given demographic ageing (European Commission, 2022c). Nearly half of older Europeans with care needs lack adequate support, and women fill much of this gap. Middle-aged women, especially those aged 45–64, often face 'double care' responsibilities, caring simultaneously for children and older relatives. The Council recommendation on long-term care calls for accessible, affordable and quality services to ensure autonomy and dignity for care recipients while alleviating women's caregiving burden.

Household labour also remains gender divided. Although the gap has narrowed, women still perform most daily chores such as cooking, cleaning and laundry, while men are more involved in occasional tasks like repairs or bill payments (EIGE, 2023a; Eurostat, 2019a). This imbalance limits women's discretionary time and affects their physical and mental well-being.

Beyond care and domestic work, gender gaps persist in social and leisure activities. These include all non-work pursuits, including leisure, civic engagement, volunteering and cultural participation, which are vital for mental health and social inclusion (EIGE, 2025). Women's free time is often fragmented by domestic interruptions, reducing its restorative quality (Bittman et al., 2000; Yerkes et al., 2020).

EU measures promoting work–life balance support greater equality in time use. While not explicitly targeting social participation, these measures help create conditions for fairer time distribution. The European Commission's study on culture and democracy further confirmed that cultural participation fosters civic engagement and inclusion, bridging divides based on gender, age and socioeconomic status (European Commission, 2023a). Integrating a gender perspective into cultural and civic participation policies remains vital to achieving true equality in how time is valued, shared and experienced across the EU.

The domain of power

The power domain examines the representation of women and men in decision-making positions across **political, economic and social spheres**. Inclusive leadership is not only a matter of fairness but also essential for stronger, more resilient democracies and more effective governance. However, the path to equality in leadership remains obstructed by enduring barriers. Unequal caregiving responsibilities, volatile or hostile work environments and persistent gender stereotypes continue to constrain women's participation. Women leaders are often caught in a 'double bind': they are expected to demonstrate the assertiveness typically associated with the leadership styles of men, while simultaneously being judged according to gendered expectations of warmth and accommodation (EIGE, 2025).

Political power focuses on gender gaps in representation that contribute to a democratic deficit. Despite progress, women remain under-represented in political leadership across many Member States. Barriers include limited access to campaign funding, lower influence in candidate selection processes and enduring gender stereotypes. In addition, women in politics continue to face discrimination and violence, all of which discourage participation and undermine democratic legitimacy (Welch, 2022). Ensuring gender balance in political decision-making is therefore crucial to shaping policies that reflect the diversity of society and safeguard democratic resilience (EIGE, 2023b).

The gender equality strategy for 2020–2025 underscores the need for inclusive and diverse leadership and calls on Member States to develop and implement measures to increase women's representation in policymaking (European Commission, 2020c). The 2025 roadmap for women's rights (European Commission, 2025a) reaffirms this commitment by placing women's political participation at the heart of efforts to strengthen equality across all spheres of life, recognising that equal representation enhances democratic stability and legitimacy.

At the legislative level, the European Parliament's resolution on the reform of European elections calls for gender-balanced candidate lists through mechanisms such as 'zipped' lists or quotas. In June 2025, the Council and the European Parliament reached a provisional agreement on revising the statute and funding of European political parties and foundations. This reform strengthens transparency and accountability by introducing requirements on gender balance, anti-harassment policies and annual reporting on representation gaps. Research confirms that political parties play a pivotal role in achieving gender parity, as they set candidate selection rules and internal governance standards (EIGE, 2023b). Despite voluntary gender quotas adopted by many parties, internal decision-making structures often remain dominated by men, limiting women's influence and visibility (EIGE, 2023b).

Economic power refers to women's participation in business leadership and financial decision-making. The gender equality strategy for 2020–2025 highlights women's persistent under-representation in economic decision-making and calls for stronger inclusion in corporate leadership (European Commission, 2020a). A milestone in this area was the adoption of the EU directive on improving gender balance on company boards (Directive (EU) 2022/2381; European

Parliament, 2022b), which requires that, by mid 2026, the boards of the largest listed companies comprise at least 40 % of each gender among non-executive directors, or 33 % across all director positions. This directive aims to enhance transparency and merit-based recruitment, ensuring that women have equitable access to top decision-making roles.

The concept of social power covers influence and leadership in areas such as academia, science, media, sports, religion and civil society. These sectors shape public discourse, knowledge and values, making gender balance in their leadership symbolically and practically significant. However, women remain under-represented in key decision-making roles across these domains.

Several EU initiatives address gender equality in social leadership. The High-Level Group on Gender Equality in Sport recommends implementing 50 % representation quotas for women in decision-making bodies at all levels, with possible enforcement through funding conditions and mandatory gender action plans in sports organisations. In research and innovation, the Horizon Europe programme for 2021–2027 promotes gender balance in expert groups and evaluation panels and supports equality within research teams (European Commission, 2022d; European Commission: Directorate-General for Research and Innovation, 2024). In the media sector, the European Commission recommendation on the protection, safety and empowerment of journalists and media professionals (European Commission, 2021a) recognises women's under-representation in management positions and calls for structural reforms to ensure equality and safety in media workplaces.

Achieving gender balance in decision-making requires bold, systemic change. It demands the dismantling of structural barriers, the transformation of organisational cultures and a redefinition of what leadership looks like. The objective is not only to ensure women's participation but also to create conditions in which women can lead with impact, shaping policies, institutions and societies that reflect the diversity of all citizens.

The domain of health

The health domain examines differences in the **health status, behaviours and conditions** of women and men. These differences stem not only from biological sex but also from the social, economic and behavioural contexts in which individuals live (Doyal, 2001; Kirby, 2000). Biological aspects, such as reproductive health, undeniably play a role, but gendered norms, access to resources and exposure to risks heavily shape health outcomes and well-being.

Gendered health inequalities manifest across physical, mental and behavioural dimensions. While women generally live longer than men, they spend a greater share of their lives in poor health and report lower levels of well-being (EIGE, 2021). This paradox reflects not only biological factors but also social determinants of health such as income, education, employment conditions, caregiving responsibilities and access to medical services. Women are more likely to experience chronic illness, stress and anxiety, often linked to the dual burden of paid and unpaid work and exposure to gender-based violence. Men, conversely, face higher rates of mortality from external causes and lower engagement with preventive care. Cultural expectations

surrounding masculinity often discourage men from seeking help, resulting in delayed diagnoses and untreated mental health issues (EIGE, 2021; World Health Organization, 2025). Although men are less frequently diagnosed with depression, they are almost four times more likely to die by suicide than women (Eurostat, 2025).

Gendered behavioural patterns are also critical to understanding health inequalities. Risk behaviours such as smoking, alcohol consumption, irresponsible driving and reluctance to use healthcare services are more prevalent among men, reflecting socially constructed ideals of toughness and self-reliance. Women, meanwhile, are more likely to seek medical advice, often due to reproductive health needs or their roles as caregivers (Eurostat, 2019b). However, women's higher use of healthcare does not necessarily translate into better outcomes, as access to and the quality of care can be limited by factors such as discrimination, poverty and geographical barriers.

Ensuring gender-inclusive healthcare is therefore central to health promotion and disease prevention. Gender biases in medical research, diagnosis and treatment persist, with women's symptoms sometimes dismissed or misdiagnosed. Men, on the other hand, may face stigma when seeking mental healthcare. These systemic disparities call for gender-sensitive health policies and data collection to improve understanding and address underlying inequalities.

At the policy level, the EU has progressively integrated gender perspectives into health policy, recognising that health equity is both a social right and a precondition for gender equality. The EPSR affirms that everyone has the right to timely access to affordable, preventive and curative healthcare of good quality, explicitly calling for reduced health inequalities between and within Member States. The EPSR action plan further emphasises the importance of inclusive health systems as part of the broader social and economic recovery framework, especially following the COVID-19 pandemic.

The gender equality strategy for 2020–2025 reinforces this approach by identifying health as a cross-cutting priority. It highlights the need to address gender-specific health risks, including those linked to sexual and reproductive health and to gender-based violence, and risks that disproportionately affect women. It also underscores the gendered impacts of mental health conditions and long-term care responsibilities, both of which undermine women's participation in paid employment and social life. The strategy calls for systematic gender mainstreaming in all health-related policies, from prevention to service delivery, to ensure that both women and men can attain the highest possible standards of physical and mental well-being.

The 2025 roadmap for women's rights (European Commission, 2025a) strengthens these commitments, explicitly setting out the goal of achieving the highest attainable standards of physical and mental health for all women and girls. It prioritises sexual and reproductive health and rights, equal access to healthcare and mental health support, and gender-responsive health systems capable of addressing the needs of diverse populations.

The EU4health programme (2021–2027) is the EU's most ambitious health initiative to date (European Parliament, 2021). One of its key objectives is to ensure that health systems are gender responsive, addressing inequalities in access and outcomes. The programme supports Member States in reducing gender gaps in health, strengthening mental health services, combating gender-based violence and enhancing access to reproductive health care. It also promotes sex-disaggregated data collection and gender-sensitive research, which are vital for designing evidence-based interventions.

Complementary initiatives contribute to a more integrated approach to gender and health. The European care strategy (European Commission, 2022b) recognises the health dimension of caregiving and seeks to improve access to long-term care and support for carers – most of whom are women – to reduce burnout and improve quality of life. Moreover, Europe's beating cancer plan incorporates gender considerations in prevention, screening and treatment, recognising gender-based differences in risk factors, behaviours and access to services (European Commission, 2021b). In 2023, the European Commission introduced a comprehensive approach to mental health, emphasising several gender disparities and actions to address them (European Commission, 2023c). The document highlights that women are significantly more likely than men to face depression and underscores the mental health risks associated with gender-based violence. It also focuses on supporting mental health during and after pregnancy to protect mothers and children and addresses the economic and social challenges faced by women such as job insecurity, unequal pay and the heavy burden of domestic and caregiving responsibilities.

Taken together, these initiatives demonstrate that health equality is a foundational element of gender equality. Good health enables individuals to participate fully in the economy, society and political life, which are other domains measured in the Gender Equality Index. Conversely, poor health, unequal access to care and gendered barriers in healthcare provision perpetuate inequalities across the life course.

2.2. Selecting and processing potential indicators

An essential consideration in the development of the Gender Equality Index was the selection of individual indicators that were capable of adequately capturing the conceptual framework while satisfying key methodological requirements. The identification of suitable indicators guided the review of the main official statistical sources available at the European level. Both conceptual and statistical criteria were applied to ensure coherence and rigour.

From a conceptual standpoint, all indicators needed to meet the following requirements.

- They had to be individual-level indicators (e.g. healthy life years), rather than institutional- or macro-level measures (e.g. healthcare expenditure), in order to provide a granular and people-centred perspective. This ensures that the data used reflects the lived experiences of EU citizens, thereby enhancing the Index's relevance and accuracy in portraying gender equality in practice. Computed with comparable data from all Member States, such indicators

guarantee comparability and policy relevance and enable targeted action based on robust evidence.

- They had to be outcome indicators, capturing the actual status, experiences and achievements of individuals in the key domains of life (e.g. time spent in caregiving). This focus distinguishes the Index from those relying on input or process indicators, which measure resource allocation or policy implementation (e.g. budget spent on gender equality or availability of childcare services). By concentrating on outcomes, the Index assesses the tangible effects of policies and societal dynamics, thereby providing a more accurate picture of whether equality between women and men is achieved in practice rather than merely pursued with intent. This approach bridges the gap between commitments and real progress, ensuring that the Index reflects substantive rather than formal equality.

In addition to conceptual considerations, the selection of indicators followed the quality criteria established in the *European Statistics Code of Practice* (European Commission, 2018), complemented by other statistical standards relevant for the development of composite indicators. Indicators were included only if they were based on sex-dissagregated data and met the following conditions:

- were comparable at the EU level and across Member States;
- were regularly updated, timely and comparable over time;
- were accurate, reliably measured the intended phenomenon and were sensitive to change;
- were comprehensive, intuitive and straightforward to interpret in practice;
- were clearly meaningful in relation to gender equality or inequality;
- contained no more than 10 % missing data points.

Preference was also given to indicators already embedded within established international monitoring frameworks, enhancing coherence and alignment with global reporting systems. The application of these criteria resulted in an initial list of potential indicators for inclusion in the Index.

A subsequent step involved ensuring the conceptual and directional consistency of all selected indicators. For composite indices, all underlying measures must be oriented in the same direction of interpretation. In the Gender Equality Index, all indicators were defined so that higher values represented a situation closer to EU policy targets or a more desirable state of gender equality. Most preselected indicators already had a positive direction, for instance participation in tertiary education or healthy life years, for which higher values denote improvement. Conversely, indicators such as being at risk of poverty were reversed to express the share of individuals not at risk of poverty, thus ensuring consistency in interpretation.

Two methods of directional adjustment were applied where necessary.

- Complement to 100 (100 – value) – this was used for percentage indicators, such as the share of smokers in the population, whereby 25 % of smokers corresponds to 75 % of non-smokers.
- Inverse (1 / value) – this was used for ratio-based indicators, such as the S80/S20 income quintile share ratio, which compares the income of the top 20 % to that of the bottom 20 %. Its inverse, S20/S80, maintains the same comparison but reorients interpretation so that higher values indicate a better situation.

Through these conceptual, statistical and methodological safeguards, the Gender Equality Index ensures that its indicators are coherent, comparable and meaningfully aligned with the overarching objective of capturing progress towards real and measurable gender equality across the EU.

The subsequent step in the processing of indicators concerned their expression in relative terms, undertaken to facilitate comparability across populations with differing structures and sizes. This involved converting absolute values into ratios by dividing the indicator of interest by its closest corresponding reference population. For instance, the indicator for labour force participation was derived as the proportion of women or men in employment relative to the total reference population aged 15–89 (for women or men). The conversion of indicators into relative terms followed the formula:

$$\tilde{X}_{ct}^{p} = \frac{X_{ct}^{p}}{\text{reference population}_{ct}^{p}} \quad (1)$$

where X_{ct}^{p} represents indicator X for group p (i.e. women or men) in country c and period t. The resulting value, $\tilde{X}_{ct}^{p}$, expresses the indicator in relative terms. In cases where the indicator was already independent of population size having a unit of measurement not referred to people, no transformation was required, such that $\tilde{X}_{ct}^{p} = X_{ct}^{p}$. For example, duration of working life is expressed in years and therefore retained its original form. Similarly, monetary indicators such as earnings are expressed in purchasing power standard (PPS), an artificial currency that accounts for differences in price levels between Member States, thereby ensuring cross-country comparability without the need for further standardisation ([2]).

Following the selection of the initial list of potential indicators, a series of statistical procedures were carried out to ensure complete and consistent coverage across all Member States. These procedures included the imputation of missing data, a statistical technique used to estimate

([2]) As Eurostat's glossary states: 'Theoretically, one PPS can buy the same amount of goods and services in each country. However, price differences across borders mean that different amounts of national currency units are needed for the same goods and services depending on the country. PPS are derived by dividing any economic aggregate of a country in national currency by its respective purchasing power parities' (http://ec.europa.eu/eurostat/statistics-explained/index.php/Glossary:Purchasing_power_standard_(PPS)).

unavailable observations based on existing information. Several types of imputation were applied, depending on the nature and pattern of missingness.

- For indicators missing an EU-27 average, the aggregate EU-27 value was estimated as the unweighted average of the corresponding national values.
- For indicators missing data for a given year across all countries, the most recent observation was carried forward to maintain temporal consistency and avoid artificial fluctuations. For example, for indicators derived from the European Health Interview Survey (EHIS), available only for 2014 and 2019, data for 2018 was imputed using the 2014 values.
- In cases of sporadic country–year missingness, namely when an indicator was missing for a specific country in a particular year but available for other periods, the missing value was replaced using the observation from the closest available year.
- For indicators missing for a specific country in all years, namely when a country had no available data for a given indicator across all time points, the missing values were imputed using the predictive mean matching (PMM) method ([3]), ensuring coherence with the observed data distribution (Little, 1988).

After the preselected indicators that met the conceptual and statistical criteria were processed, they underwent a detailed statistical analysis to further assess their individual quality, including the detection and treatment of outliers.

2.3. Computing gender gaps

The next step was to define a gender gap metric that combined women's and men's figures into a single measure. The selected metric possesses three key properties.

- Symmetric: the metric treats gaps in either direction, whether to the advantage of women or men, equally. This reflects the principle that disparities are detrimental to society as a whole, regardless of which gender is advantaged. Thus, the Index focuses on gender equality rather than women's empowerment. It is important to note that the Gender Equality Index measures gaps rather than the absolute outcomes of women or men individually; scores cannot be interpreted as stand-alone indicators of either group.
- Relative: the metric expresses differences between women and men as a ratio, ensuring that gender gaps are assessed in context and that high scores reflect both equality and favourable outcomes for both sexes. For example, equal access to education or employment is meaningful only when both women and men achieve positive results in these areas. The relative approach also aligns with the EU's commitment to upward economic and social convergence, as promoted by the EPSR (European Commission, 2017). In this context,

([3]) PMM is an imputation method that replaces missing values with observed values from cases with similar predicted means, preserving the original data distribution and avoiding unrealistic estimates.

achieving gender equality means more than just closing gaps; it means doing so in ways that contribute to the broader well-being and advancement of all citizens.

- Bounded: the metric is constrained within a defined range, identifying an equality reference point that facilitates the interpretation and comparison of scores. This ensures that the metric remains interpretable and that all values can be directly associated with gender equality.

The relative gender gap is calculated using the following formula, which is also commonly applied in measures such as the gender pay gap:

$$G_{ct} = \begin{cases} \frac{\tilde{X}^{m}_{ct} - \tilde{X}^{w}_{ct}}{\tilde{X}^{m}_{ct}} \; if \; \tilde{X}^{w}_{ct} \leq \tilde{X}^{m}_{ct} \\ \frac{\tilde{X}^{w}_{ct} - \tilde{X}^{m}_{ct}}{\tilde{X}^{w}_{ct}} \; if \; \tilde{X}^{w}_{ct} > \tilde{X}^{m}_{ct} \end{cases} \quad \text{or equivalently } G_{ct} = 1 - \frac{\min\left(\tilde{X}^{m}_{ct},\ \tilde{X}^{w}_{ct}\right)}{\max\left(\tilde{X}^{m}_{ct},\ \tilde{X}^{w}_{ct}\right)} \tag{2}$$

where $\tilde{X}^{w}_{ct}$ and $\tilde{X}^{m}_{ct}$ represent the values of the indicator for women and men, respectively, in country *c* and period *t*. The minimum and maximum functions identify the lower and higher values between the two sexes.

For example, suppose the employment rate in country *A* in year *t* is 70 % for men ($\tilde{X}^{m}_{ct} = 70$) and 60 % for women ($\tilde{X}^{w}_{ct} = 60$):

$$G_{At} = \frac{70-60}{70} = 0.143 \text{ or equivalently } G_{At} = 1 - \frac{60}{70} = 0.143 \tag{3}$$

This result indicates a gender gap of approximately 14.3 % in favour of men, meaning that the employment rate of women is 14.3 % lower than that of men.

Now consider country *B*, where overall employment rates are much lower: 20 % for men ($\tilde{X}^{m}_{it} = 20$) and 10 % for women ($\tilde{X}^{w}_{it} = 10$). The absolute gap is the same as in country *A* (10 percentage points), but the relative gender gap is much higher:

$$G_{Bt} = \frac{20-10}{20} = 0.5 \text{ or equivalently } G_{Bt} = 1 - \frac{10}{20} = 0.5 \tag{4}$$

Here, the relative gender gap is 50 %, showing that although the absolute difference in employment rates is identical to that in country *A*, the proportional disparity is much larger when the overall level of achievement is low. This example illustrates the key feature previously mentioned: the relative gender gap metric captures the disparity between women and men, but the interpretation of equality also depends on overall outcomes. High equality is most meaningful when combined with high levels of achievement, whereas the same absolute gap in a context of low outcomes represents a more severe inequality.

It is important to note that for indicators such as the gender pension gap, where we work directly with gap values rather than sex-disaggregated data, the standard relative gender gap formula (equation 2) does not need to be applied, as these indicators are already expressed as gender gaps. However, since they are typically computed using the formula $(m - w) / m$, negative values can occur when women's outcomes exceed men's. To ensure consistency with the other indicators and maintain the symmetry property, these negative values must be adjusted using the following transformation:

$$\text{If } G_{ct} < 0, \text{ transform to } \frac{-G_{ct}}{\left(1 - G_{ct}\right)} \tag{5}$$

This transformation ensures that the metric remains symmetric, bounded and comparable with other indicators.

In all cases, whether the gender gaps are calculated from raw sex-disaggregated data or obtained directly from Eurostat, the resulting relative gender gaps are dimensionless, allowing comparability across indicators by eliminating the original measurement units, and are bounded between 0 and 1, where 0 represents full equality and 1 indicates maximum inequality. For ease of interpretation, the values are reversed by taking the complement and multiplying it by 100, so that 100 corresponds to full equality and 0 to full inequality. This transformation ensures that each indicator can be interpreted in terms of its distance from the equality point, while maintaining comparability across different indicators within each country.

For example, in country *A* (see above), applying the transformation

$$\left(1 - G_{ct}\right) \times 100 \tag{6}$$

yields (1 – 0.143) × 100 = 85.714, reflecting the degree of gender equality in the country's employment rate, with higher values indicating outcomes closer to full equality.

2.4. Developing the measurement framework

After the initial selection of potential indicators and the computation of their gender gaps, the measurement framework of the Index was established. This involved defining the final set of indicators and their organisation into domains and subdomains.

To examine the structure of the data and assess the internal consistency of the indicators, multivariate analyses were conducted. These analyses evaluated the extent to which the conceptual framework was supported statistically by the preselected indicators. Two complementary methods were applied to the gender gaps: cross-correlation analysis and confirmatory factor analysis (CFA).

Cross-correlation analysis measured the association between indicators ([4]), serving two purposes: to understand the interrelationships among the gender gaps and to refine the dataset by retaining only indicators with meaningful and coherent correlations. Special attention was paid to selecting indicators within each domain that did not exhibit strong negative correlations and to avoiding double counting: no pair of indicators has a correlation coefficient greater than 0.92.

Following the correlation analysis, CFA was applied. It is a statistical technique used to test whether a set of observed variables reflects a smaller number of latent factors, which are unobserved concepts thought to drive patterns in the data. For instance, in the context of gender equality, latent factors correspond to domains such as work, money or health, while observed variables are the gender gaps of indicators such as employment rate or life expectancy. CFA requires a pre-specified model, in which the expected associations between indicators and latent factors are defined in advance. The analysis then evaluates how well the data fits this theoretical structure.

The main challenge was to identify a set of indicators that together formed statistically coherent groupings aligned with the conceptual framework. Initially, indicators were grouped based on their correlations and their conceptual meaning within domains and subdomains. CFA was then applied to data from the most recent years available at the domain level. Indicators that demonstrated strong coherence with the conceptual framework were retained and constitute the final set used to compute the Gender Equality Index (see Annexes 1 and 2).

The resulting measurement framework comprises six domains, 13 subdomains and 27 indicators. Descriptive statistics for the raw indicators disaggregated by sex are provided in Annex 3, including columns that enable the identification of potential outliers ([5]). As no cases exhibited simultaneous anomalous values of skewness and kurtosis, no outlier corrections were required.

The correlation matrix of the gender gaps, calculated using Pearson's correlation coefficient, is presented in Annex 4. Despite the diversity of data sources and macro-level measurements, significant associations among indicators were observed.

A summary of the CFA results is presented in Annex 5. This analysis confirmed the conceptual grouping of indicators into coherent domains and subdomains, validating the statistical structure underlying the Gender Equality Index.

([4]) The Pearson's correlation coefficient (r) was used, which is a measure of the linear correlation between two indicators. It takes values between + 1 and − 1, where + 1 is total positive linear correlation (direct proportionality), 0 is no linear correlation and − 1 is total negative linear correlation (direct inverse proportionality).

([5]) Outliers are defined as cases with |skewness| > 2 and |kurtosis| > 3.5. Skewness is a measure of the asymmetry of a distribution. It is equal to 0 if the distribution is symmetric (same tails on both sides and distribution balanced around the mean). It is negative if the left tail is longer and the mass of the distribution is concentrated on the right side, and it is positive in the opposite case. Kurtosis is a measure of the shape of a distribution. It measures how tall and sharp the central peak is.

2.5. Computing the Index

The Gender Equality Index is a powerful analytical tool for policymakers, providing a concise yet comprehensive measure of gender equality as a multidimensional phenomenon across time and across Member States. However, its construction inevitably involves a degree of subjectivity, arising from methodological choices at each stage of the process.

Ensuring that the Index remains as objective and transparent as possible requires careful methodological design and robust analytical testing. The computation of the Index therefore seeks to minimise subjectivity by adopting a multi-modelling approach. Rather than relying on a single formula for its computation, multiple alternative formulas are computed, and the most robust formula (i.e. the formula that is least sensitive to variations in assumptions and is more focused on the values of the raw data) is selected. Those sets of potential formulas were obtained through the combination of different alternatives: imputation, weighting and aggregation, which are the main sources of subjectivity in a composite indicator.

Normalisation is also a common step in the computation of composite indicators that is considered an additional source of uncertainty because different methods could be applied. Normalisation ensures that all variables are expressed on a comparable scale, allowing meaningful aggregation across diverse indicators. Nevertheless, the gender gap metric used in the Gender Equality Index, presented in equation 2, can be used directly, as it is dimensionless and bound between 0 and 100. Moreover, it preserves interpretability, as it quantifies the distance of each variable from the equality benchmark (100), while maintaining comparability across domains and Member States. Therefore, it does not need additional normalisation.

Next, we describe the different options tested for each of these alternatives, before outlining the procedure used to identify the final formula selected through robustness analysis.

Imputation of missing data

Considering the imputation strategy applied in the Index explained above, for the imputed dataset we generated 100 simulations. As missing data was imputed, leading to uncertainty, it is necessary to ensure that the final Index remains robust to potential inaccuracies in these estimated values. Estimations for missing data were sampled from their probability distribution through Monte Carlo simulations (100 runs).

Weighting

A second key methodological choice concerns the assignment of weights, which determine the relative importance of indicators, subdomains and domains during aggregation. Within the multi-modelling approach, four weighting methods were tested.

- Equal weights, which assign the same value to all components (domains, subdomains and indicators). Although often perceived as neutral, this method implicitly involves a normative judgement, as differences in the spread of values or correlations can have a greater degree of influence in the final composite score.
- Principal component analysis (PCA)-based statistical weights, derived directly from the data using PCA. PCA identifies correlations between indicators and their corresponding domains, expressed as factor loadings, which provide data-driven weights, reflecting the internal structure of the dataset rather than theoretical assumptions. This approach corrects for overlapping information among correlated indicators and was applied only at the subdomain level, where PCA validation was feasible.
- Mean expert-based weights retrieved through the analytic hierarchy process (AHP). The AHP is participatory method drawing on the expertise of gender specialists. This approach aligns closely with the policy orientation of the Index, as it reflects the perspectives of EU gender equality experts and enhances the transparency and legitimacy of the Index as a policy-support tool. The current weights of the Index's core domains were obtained through an online survey consultation conducted in the last quarter of 2024. This consultation provided weights from 125 EIGE stakeholders with expertise and responsibilities in gender equality at the EU, national and international levels. The AHP is time consuming but easy to perform, even though assigning weights to a complex phenomenon such as gender equality is not an easy task. It is a process that combines qualitative elements by asking for preferences between two domains and quantitative elements by assigning a score to the preference level. Individual weights were computed using Saaty's eigenvector method, which also tests for logical consistency across comparisons (Saaty, 1990). For instance, if work > power and power > health, then health cannot exceed work. A limited level of inconsistency is tolerated, and after excluding inconsistent responses (those with a consistency ratio higher than 0.2), 54 % of expert assessments were retained. These were averaged at the domain level to obtain the final expert weights (Table 1).

Table 1. Mean expert weights used for the Gender Equality Index (rounded) [6]

Work	Money	Knowledge	Time	Power	Health
0.16	0.18	0.13	0.19	0.18	0.16

Aggregation

The aggregation stage combines data in line with the conceptual structure of the Index. Indicators are first aggregated within subdomains to create subdomain indices, then aggregated into domain indices and, finally, combined into the overall Index.

([6]) Weights with 15 digits, used in the calculation of Gender Equality Index, are the following: Work 0.162192011188896, Money 0.180498177286656, Knowledge 0.127389406238445, Time 0.188107723252766, Power 0.183543396357429 and Health 0.158269285675808.

Three aggregation methods were tested, which differ in the degree of compensability they allow, that is, how much a strong performance in one area can offset a weak performance in another.

- Arithmetic mean: this is the simple average and allows full offsetting between the components aggregated, representing a high level of compensability.
- Geometric mean ([7]): this is a multiplicative mean that penalises imbalance among components, leading to a medium level of compensability.
- Harmonic mean: this is an inverse-weighted mean and is the most restrictive. It allows little compensation across components and thus leads to a low level of compensability.

The arithmetic mean is always greater than or equal to the geometric mean, which in turn is greater than or equal to the harmonic mean. Therefore, the choice of mean determines how strongly deficiencies in one area reduce the overall score. The phases of aggregation and weighting are highly interconnected. In all cases of arithmetic, geometric and harmonic aggregation, the weights represent trade-offs between the components to be aggregated. Moreover, the compensability between them is higher in the combination of arithmetic aggregation and equal weights.

The options to be tested for the selection of the Index formula considers a gradual adoption of the compensatory methods, meaning that the compensation allowed is higher within the aggregation at the level of the indicators, where the arithmetic mean is always considered. However, it is gradually less compensatory within the subdomain and domain levels, where only geometric or harmonic means are allowed.

In summary, there is no universal consensus on optimal imputation, weighting and aggregation schemes. Every method involves normative or statistical assumptions that influence results. Hence, all of the alternatives presented above were included in the multi-modelling procedure, ensuring that the chosen formula represented the most robust and balanced combination. Table 2 presents a summary of the alternatives considered, which involved the computation of 4 800 formulas.

([7]) To avoid zero values impeding the computation of the geometric and harmonic mean, the gender gaps equal to zero were replaced with a very small positive constant, $\varepsilon = 10^{-9}$. This procedure ensures numerical stability without significantly altering the relative proportions among observations.

Table 2. Types of uncertainty and alternatives tested

Type of uncertainty	Alternatives: 100 × (2 × 2 × 3) × 4 = 4 800
Imputation	100 simulations for the imputed dataset
Weighting	Indicators: equal, PCA Subdomains: equal, PCA Domains: equal, PCA, AHP
Aggregation	Arithmetic + arithmetic + arithmetic Arithmetic + arithmetic + geometric Arithmetic + geometric + geometric Arithmetic + geometric + harmonic

Selecting the best Index

As mentioned above, the computation of the Gender Equality Index involves several methodological decisions, particularly regarding imputation, weighting and aggregation, each of which can affect the final results and country rankings. To evaluate how sensitive the Index is to these choices, a robustness analysis was performed following the multi-modelling principle.

All possible combinations presented in Table 2 were tested, resulting in 4 800 alternative formulas.

The best-performing Index was identified through a three-step process:

- the median value of the 4 800 formulas was computed for each Member State;
- the square difference between each formula and the median value was calculated for each Member State;
- the Euclidean distance, defined as the square root of the sum of the 27 squared differences between each formula and the median value, was computed for each formula.

The best formula, according to the robustness analysis, is the one that provides the lower Euclidean distance, that is, the one most closely aligned with the median across all countries:

$$\min d_{cj} = \min \sqrt{\sum_{c=1}^{27} (I_{cj} - ME_c)^2} \qquad (7)$$

where:
- $j = 1,\ldots, 4\,800$;
- $c = 1,\ldots, 27$;
- ME_c = median for country c.

That formula was selected as the final Gender Equality Index. Its characteristics, summarised in Table 3, entail that first, all indicators within each subdomain are aggregated using the arithmetic mean and equal weights, creating the subdomain indices. Second, these are aggregated at the domain level using the geometric mean and equal weights, creating the domains indices. Finally, these are aggregated, creating the overall Gender Equality Index using the geometric mean and the expert weights:

$$I_c = \prod_{i=1}^{6} \left\{ \prod_{j=1}^{m_i} \left[\sum_{k=1}^{n_j} \frac{G_{ijkc}}{n_{ij}} \right]^{\frac{1}{m_i}} \right\}^{w_i} \quad (8)$$

where:

- I_c is the overall Index for country c;
- G_{ijkc} is the gender gap for indicator k in subdomain j of domain i, for country c;
- n_{ij} is the number of indicators in subdomain j of domain i;
- m_i is the number of subdomains in domain i;
- w_i is the expert weight for domain i;
- $c = 1, ..., 27$;
- $k = 1, ..., 27$;
- $j = 1, ..., 13$;
- $i = 1, ..., 6$.

The Gender Equality Index, so defined, is the most robust combination of assumptions among all possible scenarios. This structure enables greater compensability at the lower level of aggregation (where correlations are low, none exceeding 0.90) and reduced compensability at higher levels, improving the conceptual and statistical soundness of the Index. The main characteristics of the Index are set out in Table 3.

Table 3. Main characteristics of the Gender Equality Index

Characteristic	New Index
Number of indicators	27
Number of subdomains	13
Number of domains	6
Data sources	Eurostat, EIGE
Imputation	— Closest values as a general approach — PMM when no other values — Average of Member States for the EU-27
Gender gap metric	One minus the ratio of the smaller of women or men to the larger
Normalisation	The gender gap metric already provides normalised values
Aggregation and weights	— Gender gaps: arithmetic mean with equal weights — Subdomains: geometric mean with equal weights — Domains: geometric mean with expert weights
Range	0–100
Time series	2010–2025

3. Domains of violence and intersecting inequalities

3.1. Domain of violence

Violence is an additional domain of the Gender Equality Index. This status stems from both conceptual and statistical considerations. Conceptually, this domain looks at gender-based violence against women, as it recognises that violence is an expression of power linked to the domination of some forms of masculinity, mostly over women. It is rooted in the unequal status of men and women in society, which implies that violence against women is the corollary of structural inequalities experienced by women in the fields of work, health, money, power, education and time use. From this point of view, violence against women must be incorporated alongside the other domains of the Gender Equality Index. From a statistical perspective, the domain of violence cannot be treated in the same way as the other domains of the Index because it does not measure gaps between men and women. Instead, it measures a phenomenon that applies to women only. The overall objective is not to reduce the gap of violence between women and men, but to eradicate violence altogether (EIGE, 2013, p. 31). This fundamental difference between the core domains of the Gender Equality Index and the domain of violence justifies the fact that this domain is treated as the additional domain.

When the Gender Equality Index was first developed in 2013, the scores for the domain of violence were not included due to a lack of comparable data across all Member States. It was qualified by the authors as the 'largest statistical gap in measuring the progress on gender equality at EU level' (EIGE, 2013, p. 139). The completion of an EU-wide survey on violence against women by the European Union Agency for Fundamental Rights (FRA) in 2012 constituted an unprecedented advance in assessing the magnitude of the issue in the EU.

In 2017, the composite measure for violence against women was developed, based on FRA's 2012 survey on violence against women. A more detailed explanation of the conceptual framework of the composite indicator on violence against women is included in the 2017 methodological report (EIGE, 2017).

The indicators included in the composite measure developed in 2017 were chosen to reflect not only the main forms of violence against women but also:

- those for which valid data is available;
- those that potentially concern all women in the general population;
- those whose inclusion does not decrease the meaningfulness of the composite measure;
- those that are widely criminalised;

- those for which the comparison of data between Member States is possible.

In addition, they were selected according to the same specific criteria applied to the indicators of the Gender Equality Index (i.e. individual-level, outcome-based indicators with no more than 10 % of values missing).

To ensure the highest statistical robustness of the composite measure, the number of variables was limited to the minimum.

In 2024, with data from the EU Gender-based Violence Survey (EU-GBV Survey) (2021) ([8]) becoming available for all Member States, an update to the composite measure of violence became possible. Due to slight differences in methodologies between FRA's 2012 EU-wide survey on violence against women and the 2021 EU-GBV Survey, several slight changes to the variables had to be introduced. These differences are set out in Table 4.

Table 4. Indicators of the composite measure for violence against women and changes since the 2017 edition

Subdomain	Indicators and data source used in 2024	Denominator	Differences from the 2017 edition
Prevalence	Percentage of women having experienced physical and/or sexual violence by any perpetrator since the age of 15 (among those aged 18–74); EU-GBV Survey (2021 wave), Eurostat (gbv_any_type)	All respondents (aged 18–74)	Physical and sexual violence includes threats
	Percentage of women having experienced physical and/or sexual violence by any perpetrator in the past 12 months (among those aged 18–74); EU-GBV Survey (2021 wave), Eurostat (gbv_any_occ)	All respondents (aged 18–74)	
	Percentage of women victims of intentional homicide by a current or former partner or family member, per 100 000 inhabitants; Eurostat (crim_hom_vrel)	100 000 inhabitants	No difference

([8]) The EU-GBV Survey (2021 wave) includes results covering the 27 Member States. In total, the estimated EU-27 average results are based on data collected from 114 023 women (18–74 years of age) across the EU. The data collection took place between September 2020 and March 2024. Eurostat coordinated the data collection in 18 Member States, and the national statistical authorities of these Member States carried out the survey. Italy agreed to share the data from its national survey to provide comparable data for the main indicators. For the remaining eight Member States, FRA and EIGE took responsibility for the data collection, following the Eurostat methodological manual. For more details on the survey methodology, see the survey metadata, available at https://ec.europa.eu/eurostat/cache/metadata/en/gbv_sims.htm.

Subdomain	Indicators and data source used in 2024	Denominator	Differences from the 2017 edition
Severity	Percentage of women having experienced health-related consequences of physical and/or sexual violence since the age of 15 (among those aged 18–74); EU-GBV Survey (2021 wave), Eurostat (gbv_any_cnq)	Respondents having experienced physical and/or sexual violence since the age of 15 (among those aged 18–74)	Psychological health consequences are captured only for cases of repeated violence
	Percentage of women having experienced health consequences of physical and/or sexual violence in the past 12 months (among those aged 18–74); EU-GBV Survey (2021 wave), Eurostat (gbv_any_cnq)	Respondents having experienced physical and/or sexual violence in the past 12 months (among those aged 18–74)	
	Percentage of women having experienced violence from several types of perpetrators (among those aged 18–74); EU-GBV Survey (2021 wave; microdata calculations)	Respondents having experienced physical and/or sexual violence (among those aged 18–74)	Types of perpetrators are categorised differently
Disclosure	Percentage of women having experienced physical and/or sexual violence since the age of 15 and not told anyone (among those aged 18–74); EU-GBV Survey (2021 wave), Eurostat (gbv_any_rp)	Respondents having experienced physical and/or sexual violence since the age of 15 (among those aged 18–74)	Time frame is 'since the age of 15', compared with 'in the past 12 months' in the 2017 edition

Source: Authors.

The variable on the disclosure of current physical and sexual violence had to be excluded from the calculations and was replaced by a disclosure of lifetime physical and sexual violence.

The computing of the composite measure was done similarly to in the 2017 edition (EIGE, 2017, p. 26). Variables within each subdomain were aggregated using an arithmetic mean. Subdomain values were then aggregated using an arithmetic mean. No weights were applied. The same metric was used and is included below.

For indicators:

$$\Gamma_{(x_i)} = 1 + 99 \cdot [\Upsilon_{(x_i)}] \quad (9)$$

For the composite measure:

$$I_i^{violence\ against\ women} = \frac{\sum_{s=1}^{3}\left(\sum_{v=1}^{n_s}\frac{\Gamma\left(X_{iv}\right)}{n_s}\right)}{s} \quad (10)$$

where:

- $i = 1,\ldots, 27$;
- $v = 1,\ldots, 7$;
- $s = 1,\ldots, 3$;
- n_s = number of indicators in the subdomains.

Due to data quality issues, especially unreliable data and missing data for certain variables, and in light of the quality criteria of a maximum of 10 % for missing values, the composite measure could only be calculated for 12 Member States.

3.2. Domain of intersecting inequalities

Although the Index focuses on gender inequality as the most pervasive and entrenched form of inequality worldwide, it also acknowledges diversities within societies and among women and men. The population consists of people with very different characteristics that intersect and can consequently create and influence the life experiences of and levels of inequality experienced by different groups of women and men. For this purpose, the Gender Equality Index incorporates an additional domain called 'intersecting inequalities', which highlights the complexity of gender inequalities by pointing out that some women and men face group-based inequalities rooted in other social and cultural power differentials such as age, ethnicity, race, class, nationality, sexuality or religion (Kabeer, 2010).

A full understanding of gender inequalities requires that gender gaps be addressed alongside other power asymmetries in society. EIGE's Gender Equality Index measures gender gaps in areas relevant to EU policy; however, for better policymaking and a thorough understanding of gender inequalities, the diversity among men and women needs to be taken into account. In order to produce effective and non-exclusive policy measures and social interventions, systemic social inequalities, their causes and their consequences also need to be examined and taken into account.

Sitting alongside the six core domains, the domain of intersecting inequalities adds a cross-cutting perspective that unmasks some of the differences among women and among men. Through this, an intersectional analysis approach is applied to all domains of the Index, to shed more light on multiple inequalities.

The domain of intersecting inequalities is very different from the domain of violence. Rather than being a separate domain, it is an analytical tool applied to the whole Index. This analysis is

carried out at the indicator level. For the Index, all indicators are disaggregated by sex, while for intersectional analysis, indicators are disaggregated by both sex and one other intersection at a time (age and gender, age and education, etc.). As a result, it is possible to see the levels/situations of different subgroups separately and to look at gender gaps within subpopulations. If the gender gaps vary across subpopulations, it means that gender interacts with other characteristics to create additional inequalities (e.g. it may highlight that, among those with a low level of education, the gender difference is larger/smaller than among those who are highly educated). In a situation where the gender gap varies across subpopulations such as educational groups, this would be a clear indication of intersectionality. From a policy perspective, this enables EIGE to identify which groups of men and women are least/most disadvantaged and to indicate possible areas where more targeted policy measures are needed.

The first stage of developing this domain involved producing a theoretical overview of intersectionality (EIGE, 2017) in order to identify possible intersections (sociodemographic characteristics) that would be relevant from the point of view of the Index. Based on theoretical considerations, previous research and data availability, five intersections were selected for further investigation: family type, age, country of birth, disability and education.

Intersection of gender and family type. Four family types were analysed: (1) single-adult households, (2) single-parent households, (3) couples without children and (4) couples with children. These family types are based on the relationships between the members of the households (i.e. a couple is defined as two adults living in the same household and declaring to be in a relationship (married or not)). Children are only those economically dependent household members (i.e. aged under 18 years, or up to 24 if in education) who are declared to be children or stepchildren of the couple or one parent (in the case of single-parent households) ([9]). These family types differ from the usual types of households, which are based on the composition of the household (i.e. the number of adults and dependent household members) and are not dependent on the household members' actual relationship. Not all possible types of family are considered for the analysis – families with different mixed compositions are left out for clarity of interpretation. The source used for the health domain (the EHIS) did not allow any disaggregation in reference to this intersection.

Intersection of gender and age. Where possible, four age groups are analysed: 15/16–24, 25–49, 50–64 and ≥ 65. However, occasionally, depending on the need, more detailed analysis was carried out or other age groups were analysed.

Intersection of gender and country of birth. As a proxy for migrant status, the indicator 'country of birth' was used. Three categories were used, wherever possible: (1) national born,

([9]) The data of the European Union Labour Force Survey (EU-LFS) includes a break in the time series in 2021. Children are only those economically dependent household members aged 18 or under, while, for previous years, the definition of children was aligned with that used in the European Union Statistics on Income and Living Conditions (EU-SILC): those aged 18–24 who are declared as being not in employment or in 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.

that is, born in the reporting country; (2) EU born, namely born in one of the Member States other than the reporting country; and (3) non-EU born, that is, born in any other country outside the EU-27. Where further disaggregation was not possible, only two intersections were analysed (national born and non-national born) without differentiating between EU-born and non-EU-born non-nationals. For this intersection, the data availability is limited and, instead of using the EU-27 average, the EU average was calculated based on a smaller number of Member States when looking at a three-category intersection (national born, EU born and non-EU born).

Intersection of gender and disability. As a proxy for disability status, a question about 'limitations in everyday life' is often used, mostly based on the European Union Statistics on Income and Living Conditions (EU-SILC) data. This intersection was not available in the European Union Labour Force Survey (EU-LFS) until 2021, and has been available only every second year since then. As the priority is given to the calculation of intersecting inequalities for disability status every year, the EU-SILC is used for all indicators, where possible.

Intersection of gender and education. Three standard levels of education are used: (1) low education (International Standard Classification of Education (ISCED) levels 0–2), (2) medium education (ISCED levels 3–4) and (3) high education (ISCED levels 5–8).

The level of detail and the intersections analysed vary across the domains, depending on the data availability. Since the purpose is to shed more light on each of the domains and indicators, comparability of the domains is not required, and the analysis is flexible and varies across the domains and indicators.

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Annexes

Annex 1. List of indicators of the Gender Equality Index

Table 5. Gender Equality Index 2025 – list of indicators

Domain	Subdomain		Indicator	Description	Source	Data source (year)
Work	Participation	1	FTE employment rate, age group 15–89 (%)	The FTE employment rate is a means of measuring employed persons 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 they work. The unit is obtained by comparing a part-time employee's average number of hours worked with the average number of hours worked by a full-time worker. For example, a part-time worker employed for 20 hours a week, where full-time work consists of 40 hours, is counted as 0.5 FTE.	Eurostat, EU-LFS. EIGE's calculations based on microdata	2023
		2	Duration of working life, age group 15 and above (years)	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 their life.	Eurostat, EU-LFS (lfsi_dwl_a)	2024
	Segregation and quality of work	3	ICT specialists, age group 15–74 (%)	Shares of women and men employed as ICT specialists.	Eurostat, EU-LFS (isoc_sks_itsps)	2024
		4	Managers, age group 15–74 (%)	Shares of women and men in managerial positions (International Standard Classification of Occupations major group 1).	Eurostat, EU-LFS (lfsa_egais)	2024
		5	Low-paid workers, age group 16 and above (%)	Percentage of the employed population receiving two thirds of the national median employee income or less, which covers gross employee cash or near-cash income, gross non-cash employee income and employers' social insurance contributions.	Eurostat, EU-SILC. EIGE's calculations based on microdata	2024 (2023 data for Hungary; provisional data for Lithuania)

Domain	Subdomain		Indicator	Description	Source	Data source (year)
Money	Financial resources	6	Median earnings, age group 18–64, employed population (purchasing power standard)	Median annual earnings of the 18- to 64-year-old population in employment, computed as the median of gross employee cash or near-cash income, gross non-cash employee income and cash benefits from self-employment.	Eurostat, EU-SILC. EIGE's calculations based on microdata	2024 (2023 data for Hungary; provisional data for Lithuania)
		7	Gender pension gap, age group 65 and above (%)	The gender pension gap is the difference between the average gross pension received by men and the average gross pension received by women, expressed as a percentage of men's average pension. It excludes zero pensions, meaning that it is computed with those respondents who have at least one positive income value in gross terms in the pension income variables (old-age benefits, survivors' benefits and regular pensions from individual private plans). It shows the percentage by which women's average pension income is higher or lower than men's.	Eurostat, EU-SILC (ilc_pnp13)	2024
	Economic situation	8	Median of the earnings ratio within couples, age group 18–64 (%)	The median of the annual earnings ratio is expressed as a percentage of a partner's earnings for coupled women and men in employment and in working age, by Member State. Earnings are computed as the median of gross employee cash or near-cash income, gross non-cash employee income and cash benefits from self-employment.	Eurostat, EU-SILC. EIGE's calculations based on microdata	2024 (2023 data for Hungary; provisional data for Lithuania)
		9	In-work poverty of employed adults in single or single-parent households, age group 16 and above (%)	The in-work at-risk-of-poverty rate is the percentage of employed persons who are at risk of poverty, meaning that their disposable household income (after social transfers) is below 60 % of the national median equivalised disposable income.	Eurostat, EU-SILC. EIGE's calculations based on microdata	2024 (2023 data for Hungary; provisional data for Lithuania)

Domain	Subdomain		Indicator	Description	Source	Data source (year)
Knowledge	Attainment and participation	10	Tertiary graduates, age group 30–34 (%)	This is the percentage of the population aged 30–34 who have successfully completed tertiary studies at the highest level of education: ISCED level 5 (short-cycle tertiary education), which often begins after upper secondary education, and/or levels 6 (bachelor's degree or equivalent), 7 (master's degree or equivalent) and/or 8 (doctoral studies or equivalent).	Eurostat, EU-LFS (edat_lfse_03)	2024
		11	IVET graduates, age group 25–34 (%)	This is the percentage of the population aged 25–34 who have successfully completed IVET studies as the highest level of education attained at ISCED level 3, upper secondary education, and/or level 4, post-secondary non-tertiary education (ED3_4VOC). IVET is meant to help students/trainees acquire skills and competences leading to a specific occupation or job.	Eurostat, EU-LFS (edat_lfse_03)	2024
	Segregation	12	Graduates in tertiary education in EHW, ISCED 5–8 (tertiary students) (%)	Share of graduates in ISCED fields F01 (education), F02 (arts and humanities) and F09 (health and welfare) in ISCED levels 5–8 out of total graduates. Note on age: in ISCED levels 5–8, which covers tertiary education, the typical age range for students is generally from 18 or 19 years old onwards. In particular, ISCED level 5 (short-cycle tertiary education) often begins after upper secondary education, while levels 6 (bachelor's degree or equivalent), 7 (master's degree or equivalent) and 8 (doctorate or equivalent) typically follow. Many students in ISCED levels 6–8 are in their early to mid twenties and beyond, with some pursuing advanced degrees or doctoral studies later in life. There might be also people entering tertiary education at different points in their lives, and some may return for further studies later.	Eurostat, education statistics (educ_uoe_grad02)	2023

Domain	Subdomain		Indicator	Description	Source	Data source (year)
Knowledge	Segregation	13	Graduates in tertiary education in STEM, ISCED 5–8 (%)	Share of graduates in ISCED fields F05 (natural sciences, mathematics and statistics), F06 (ICT) and F07 (engineering, manufacturing and construction) in ISCED 5–8 levels of education out of total graduates. Note on age: in ISCED levels 5–8, which covers tertiary education, the typical age range for students is generally from 18 or 19 years old onwards. In particular, ISCED 5 (short-cycle tertiary education) often begins after upper secondary education, while levels 6 (bachelor's degree or equivalent), 7 (master's degree or equivalent) and 8 (doctorate or equivalent) typically follow. Many students in ISCED levels 6–8 are in their early to mid twenties and beyond, with some pursuing advanced degrees or doctoral studies later in life. There might be also people entering tertiary education at different points in their lives, and some may return for further studies later.	Eurostat, education statistics (educ_uoe_grad02)	2023
Time	Care activities	14	Informal childcare (for children aged 0–11) for more than 35 hours per week, age group 16–74 (%)	Percentage of respondents providing care to their own children aged 0–11 for more than 35 hours per week (e.g. more than 5 hours per day). The question asks about the number of hours spent providing childcare to the respondent's own children (aged 0–11) in a typical week. Childcare includes personal care, assistance with school tasks, managing children's activities and leisure, supervision, and emotional support.	EIGE, CARE survey. EIGE's calculations based on microdata	2024
		15	Informal long-term care for more than 20 hours per week, age group 45–64 (%)	Percentage of long-term carers providing care or assistance for more than 20 hours per week. Informal long-term care' refers to care or assistance to one or more persons experiencing age-related limitations, a chronic health condition or infirmity, at least once a week.	Eurostat, EHIS. European Commission's calculations based on microdata (European Commission, 2025c)	2019
		16	Housework chores (cooking, cleaning, laundry) every day, age group 16–74 (%)	Percentage of respondents doing housework chores (e.g. cooking, cleaning, laundry) every day.	EIGE, CARE survey. EIGE's calculations based on microdata	2024

Domain	Subdomain		Indicator	Description	Source	Data source (year)
Time	Social activities	17	Hours spent on leisure activities per week, age group 16–74 (%)	Percentage of respondents spending more than 8 hours per week on leisure activities (e.g. cultural activities, holidays, hobbies), excluding sports.	EIGE, CARE survey. EIGE's calculations based on microdata	2024
		18	Voluntary, charitable or political activities at least once per week, age group 16–74 (%)	Percentage of respondents involved in voluntary, charitable or political activities at least once per week. 'Volunteering' refers to unpaid activities in which someone gives their time to help a not-for-profit organisation or an individual to whom they are not related. Volunteering includes being engaged in cultural, educational, sporting or charitable activities, distributing food, teaching, providing medical support, providing animal care, participating in art and music, doing environmental work, supporting fundraising, collecting donations, etc. 'Political activities' refers to running or helping a political campaign, distributing campaign material, signing a petition, protesting, contacting officials, etc.	EIGE, CARE survey. EIGE's calculations based on microdata	2024
Power	Political	19	Share of ministers (%)	Share of ministers (senior and junior ministers) (annual average of quarterly data).	EIGE, Gender Statistics Database, WMID	2024
		20	Share of members of parliament (%)	Share of members of the national parliaments (both houses) (annual average of quarterly data).	EIGE, Gender Statistics Database, WMID	2024
		21	Share of members of regional assemblies (%)	Share of members of regional assemblies. If regional assemblies do not exist in the Member State, local-level politics are included (as is the case for Bulgaria, Estonia, Ireland, Cyprus, Lithuania, Luxembourg, Malta and Slovenia) (yearly data).	EIGE, Gender Statistics Database, WMID	2024
	Economic	22	Share of members of boards in largest quoted companies (%)	Share of members of boards in largest quoted companies (annual average of biannual data).	EIGE, Gender Statistics Database, WMID	2024

Domain	Subdomain		Indicator	Description	Source	Data source (year)
Power	Social	23	Share of members of highest decision-making body of the 10 most popular national Olympic sports organisations (%)	Share of members of highest decision-making body of the 10 most popular national Olympic sports organisations (yearly data).	EIGE, Gender Statistics Database, WMID	2024
Health	Status	24	Self-perceived health, good or very good, age group 16 and above (%)	Percentage of the population aged 16 and above assessing their health as 'very good' or 'good' out of the total population.	Eurostat, EU-SILC (hlth_silc_01)	2024
		25	Healthy life years at 65 as percentage of total life expectancy, age group 65 and above (%)	Healthy life years measures the number of remaining years that a person of specific age is expected to live without any severe or moderate health problems. Life expectancy at a certain age is the mean additional number of years that a person of that age can expect to live.	Eurostat, EU-SILC and demographic statistics (hlth_hlye)	2023 (2022 data for Luxembourg)
	Behaviour	26	People who don't smoke and are not involved in harmful drinking, age group 16 and above (%)	Percentage of people who are not involved in risk behaviour – that is, who don't smoke and are not involved in heavy episodic drinking.	Eurostat, EHIS. Eurostat's calculations upon EIGE's request	2019 (2014 data for Finland)
		27	People doing physical activities and/or consuming fruit and vegetables, age group 16 and above (%)	Percentage of people who are physically active at least 150 minutes per week and/or consume at least five portions of fruit and vegetables per day.	Eurostat, EHIS. Eurostat's calculations upon EIGE's request	2019

Annex 2. Gender Equality Index scores

Table 6. Gender Equality Index 2025 - domains and subdomains (scores and ranks)

Member State	Score																			
	Index	Work	Participation	Segregation and quality of work	Money	Financial resources	Economic situation	Knowledge	Attainment and participation	Segregation	Time	Care activities	Social activities	Power	Political	Economic	Social	Health	Status	Behaviour
EU-27	63,4	69,3	82,1	58,5	73,9	76,1	71,7	57,4	78,7	41,8	65,0	57,1	74,1	40,5	47,3	49,4	28,4	86,2	90,2	82,4
BE	68,5	69,1	83,6	57,1	78,6	76,7	80,6	56,3	75,7	41,9	76,3	70,5	82,6	49,9	79,6	58,0	26,9	86,3	92,5	80,5
BG	58,1	78,6	86,3	71,6	83,8	84,1	83,4	47,3	54,9	40,8	65,2	55,6	76,4	25,6	38,9	19,8	21,8	74,7	89,2	62,5
CZ	53,2	63,6	79,6	50,9	75,6	83,9	68,1	52,9	69,2	40,5	57,6	42,8	77,6	20,3	21,7	35,3	10,9	82,6	89,8	76,1
DK	71,8	70,0	87,5	56,0	82,3	84,3	80,4	55,3	70,1	43,6	81,1	84,6	77,6	57,3	74,9	72,5	34,7	87,5	95,5	80,1
DE	63,2	63,9	81,9	49,9	68,1	72,2	64,3	59,0	96,1	36,3	61,2	49,7	75,3	47,5	63,5	61,9	27,3	87,8	92,8	83,2
EE	59,4	76,5	89,7	65,2	82,9	90,0	76,3	50,7	66,0	39,0	74,4	67,2	82,4	21,9	45,9	13,9	16,5	86,8	89,7	84,1
IE	69,0	72,2	81,9	63,6	71,3	72,4	70,2	64,2	92,2	44,8	66,3	55,5	79,4	54,1	36,2	66,1	66,0	93,8	95,2	92,5
EL	57,0	67,9	74,0	62,2	76,7	81,9	71,9	58,7	72,3	47,7	56,0	43,9	71,6	26,2	30,6	35,3	16,6	83,8	90,4	77,6
ES	70,9	69,4	83,2	57,9	73,3	75,9	70,7	55,7	78,5	39,5	74,1	68,9	79,6	66,6	77,7	65,7	58,0	86,2	87,2	85,2
FR	73,4	72,8	88,0	60,3	78,1	78,4	77,7	62,6	86,9	45,1	67,6	65,3	69,9	72,5	79,7	81,7	58,6	88,0	94,2	82,2
HR	57,1	68,2	87,4	53,2	80,8	81,2	80,5	51,9	62,4	43,3	69,6	61,1	79,3	21,8	35,0	33,3	8,9	83,1	85,0	81,2
IT	61,9	61,0	69,0	54,0	67,0	75,4	59,6	56,8	65,3	49,3	59,4	51,9	67,9	47,9	41,2	74,3	35,9	86,9	89,5	84,5
CY	47,6	65,3	86,3	49,4	69,7	70,8	68,6	44,6	50,4	39,4	54,7	42,6	70,2	13,6	19,9	11,2	11,4	84,4	95,7	74,4
LV	56,7	77,6	91,0	66,1	76,5	80,3	72,8	43,5	62,6	30,2	57,2	48,6	67,3	28,9	37,6	28,5	22,7	78,1	83,9	72,7
LT	60,9	73,9	92,4	59,1	81,9	85,8	78,1	47,4	70,5	31,9	63,3	60,3	66,5	34,6	48,5	33,4	25,6	79,8	82,0	77,7
LU	63,9	69,1	86,4	55,3	73,7	73,2	74,2	61,9	84,7	45,2	68,9	55,7	85,3	37,3	49,5	30,3	34,8	87,6	94,5	81,1
HU	51,6	74,8	85,3	65,6	78,8	85,4	72,7	49,9	69,6	35,8	64,6	51,8	80,5	12,9	10,9	10,6	18,3	86,1	88,6	83,7
MT	58,9	72,3	78,3	66,7	71,8	74,2	69,5	58,2	72,1	47,0	60,6	54,2	67,8	28,1	36,1	23,2	26,4	87,5	85,9	89,2
NL	69,5	64,5	82,9	50,2	66,2	65,9	66,5	62,1	88,4	43,6	74,8	69,6	80,5	63,2	67,9	70,5	52,8	89,1	92,5	85,9
AT	61,2	67,8	81,3	56,5	65,3	66,0	64,6	54,2	76,9	38,3	63,3	53,2	75,3	39,9	66,4	50,6	18,8	88,7	91,1	86,3
PL	57,8	74,8	82,5	67,9	81,1	86,9	75,6	50,9	65,2	39,7	68,7	64,3	73,5	21,6	37,2	27,9	9,7	85,4	89,6	81,4
PT	63,4	74,9	89,9	62,4	79,9	79,5	80,4	55,5	68,5	45,0	67,0	54,5	82,4	36,8	50,3	47,4	21,0	80,6	79,4	81,8
RO	57,0	72,3	74,9	69,8	79,8	84,1	75,7	64,1	80,7	50,9	61,5	50,9	74,2	26,6	29,2	30,4	21,3	60,9	80,1	46,3
SI	58,0	73,3	87,7	61,3	86,2	89,6	82,9	45,0	56,8	35,6	63,4	55,2	72,9	24,6	54,3	32,4	8,4	86,6	93,8	80,0
SK	57,2	70,4	87,3	56,8	83,6	88,5	78,9	51,0	63,2	41,1	64,5	53,3	78,0	22,9	20,9	31,7	18,1	82,8	91,3	75,0
FI	68,3	76,6	94,4	62,1	81,1	81,4	80,8	49,8	75,3	33,0	59,1	64,3	54,4	61,0	78,4	59,0	49,1	87,3	93,8	81,3
SE	73,7	80,4	91,5	70,7	81,0	81,2	80,7	54,6	70,5	42,3	58,7	56,7	60,6	80,3	88,3	60,2	97,6	91,2	94,4	88,0

Member State	Rank																			
	Index	Work	Participation	Segregation and quality of work	Money	Financial resources	Economic situation	Knowledge	Attainment and participation	Segregation	Time	Care activities	Social activities	Power	Political	Economic	Social	Health	Status	Behaviour
EU-27	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
BE	7	19	16	17	14	18	5	10	9	13	2	2	2	8	3	10	11	14	11	17
BG	17	2	14	1	2	8	1	24	26	15	12	13	13	19	16	24	15	26	19	26
CZ	25	26	23	24	18	10	23	16	17	16	24	26	12	25	24	13	24	22	15	22
DK	3	16	9	20	5	7	8	13	15	10	1	1	11	6	6	3	9	9	2	18
DE	11	25	20	26	24	24	26	6	1	22	19	23	15	10	9	7	10	6	9	10
EE	15	5	6	8	4	1	12	20	19	20	4	5	3	22	14	25	22	12	16	8
IE	6	14	21	9	22	23	20	1	2	8	11	14	8	7	19	5	2	1	3	1
EL	22	21	26	11	16	11	18	7	11	3	26	25	19	18	22	14	21	19	14	21
ES	4	17	17	16	20	19	19	11	7	18	5	4	7	3	5	6	4	15	21	6
FR	2	11	7	14	15	17	11	3	4	6	9	6	21	2	2	1	3	5	6	11
HR	21	20	10	23	10	14	6	17	24	11	6	9	9	23	21	16	26	20	23	15
IT	12	27	27	22	25	20	27	9	20	2	21	20	22	9	15	2	7	11	18	7
CY	27	23	13	27	23	25	22	26	27	19	27	27	20	26	26	26	23	18	1	24
LV	24	3	4	6	17	15	16	27	23	27	25	24	24	15	17	21	14	25	24	25
LT	14	9	2	15	6	5	10	23	14	26	16	10	25	14	13	15	13	24	25	20
LU	9	18	12	21	19	22	15	5	5	5	7	12	1	12	12	20	8	7	4	16
HU	26	8	15	7	13	6	17	21	16	23	13	21	5	27	27	27	19	16	20	9
MT	16	13	24	5	21	21	21	8	12	4	20	17	23	16	20	23	12	8	22	2
NL	5	24	18	25	26	27	24	4	3	9	3	3	6	4	7	4	5	3	10	5
AT	13	22	22	19	27	26	25	15	8	21	17	19	14	11	8	11	18	4	13	4
PL	19	7	19	4	8	4	14	19	21	17	8	8	17	24	18	22	25	17	17	13
PT	10	6	5	10	11	16	7	12	18	7	10	16	4	13	11	12	17	23	27	12
RO	23	12	25	3	12	9	13	2	6	1	18	22	16	17	23	19	16	27	26	27
SI	18	10	8	13	1	2	2	25	25	24	15	15	18	20	10	17	27	13	7	19
SK	20	15	11	18	3	3	9	18	22	14	14	18	10	21	25	18	20	21	12	23
FI	8	4	1	12	7	12	3	22	10	25	22	7	27	5	4	9	6	10	8	14
SE	1	1	3	2	9	13	4	14	13	12	23	11	26	1	1	8	1	2	5	3

Table 7. Gender Equality Index, 2010, 2015, 2020, 2025 (scores and ranks)

Member State	Score (points)				Rank			
	2010	2015	2015	2025	2010	2015	2020	2025
EU-27	**52.9**	**56.0**	**59.9**	**63.4**	—	—	—	—
BE	54.9	59.0	63.6	68.5	7	6	7	7
BG	54.4	56.3	58.8	58.1	9	9	13	17
CZ	48.2	47.9	50.4	53.2	23	25	25	25
DK	63.9	64.5	67.8	71.8	2	2	3	3
DE	53.9	58.4	59.3	63.2	11	7	10	11
EE	50.2	50.9	54.2	59.4	20	20	19	15
IE	52.6	55.7	61.2	69.0	13	11	8	6
EL	48.4	49.7	51.3	57.0	22	22	23	22
ES	55.5	57.7	65.7	70.9	6	8	5	4
FR	58.5	64.1	70.2	73.4	4	3	2	2
HR	54.4	54.1	56.7	57.1	10	13	15	21
IT	45.0	52.5	58.0	61.9	25	17	14	12
CY	39.7	42.5	45.8	47.6	27	27	27	27
LV	52.9	53.0	56.3	56.7	12	16	16	24
LT	52.0	51.7	53.9	60.9	14	19	20	14
LU	49.3	53.8	59.3	63.9	21	14	9	9
HU	50.5	49.5	51.1	51.6	19	24	24	26
MT	44.4	46.1	50.3	58.9	26	26	26	16
NL	57.3	60.3	64.7	69.5	5	5	6	5
AT	51.0	53.5	59.2	61.2	16	15	11	13
PL	47.7	50.4	51.9	57.8	24	21	21	19
PT	51.4	54.3	59.1	63.4	15	12	12	10
RO	50.7	49.6	51.9	57.0	18	23	22	23
SI	50.7	56.0	55.2	58.0	17	10	18	18
SK	54.9	52.2	55.2	57.2	8	18	17	20
FI	61.6	62.8	66.5	68.3	3	4	4	8
SE	67.3	69.5	72.3	73.7	1	1	1	1

Table 8. Gender Equality Index for the domain of work and its subdomains, 2010, 2015, 2020, 2025 (scores and ranks)

Member State	Score (points)												Member State	Rank											
	Domain of work				Participation				Segregation and quality of work					Domain of work				Participation				Segregation and quality of work			
	2010	2015	2020	2025	2010	2015	2020	2025	2010	2015	2020	2025		2010	2015	2020	2025	2010	2015	2020	2025	2010	2015	2020	2025
EU-27	**67.2**	**65.1**	**67.7**	**69.3**	**76.7**	**78.8**	**80.0**	**82.1**	**58.9**	**53.7**	**57.2**	**58.5**	**EU-27**	—	—	—	—	—	—	—	—	—	—	—	—
BE	66.1	64.1	67.5	69.1	76.2	80.0	82.9	83.6	57.4	51.4	55.0	57.1	BE	19	18	18	19	19	13	12	16	17	20	18	17
BG	75.5	77.6	79.8	78.6	86.3	87.2	85.4	86.3	66.0	69.0	74.6	71.6	BG	6	2	1	2	7	7	10	14	9	1	1	1
CZ	65.0	61.9	61.4	63.6	75.2	77.8	78.5	79.6	56.1	49.2	48.0	50.9	CZ	20	21	25	26	22	21	22	23	20	22	26	24
DK	67.5	68.6	71.0	70.0	86.7	85.3	86.6	87.5	52.7	55.2	58.3	56.0	DK	17	12	11	16	6	8	8	9	22	13	15	20
DE	60.4	60.5	62.5	63.9	75.5	78.9	80.8	81.9	48.4	46.5	48.3	49.9	DE	24	23	24	25	21	19	17	20	24	25	24	26
EE	77.6	69.4	74.3	76.5	91.5	87.4	88.6	89.7	65.7	55.2	62.3	65.2	EE	4	10	7	5	3	5	6	6	11	12	10	8
IE	72.0	66.4	68.6	72.2	77.4	77.1	79.2	81.9	67.0	57.2	59.5	63.6	IE	13	13	16	14	17	22	19	21	6	11	13	9
EL	73.0	63.5	68.4	67.9	68.3	73.4	73.3	74.0	78.1	54.9	63.8	62.2	EL	9	19	17	21	25	25	25	26	1	14	8	11
ES	68.1	65.4	69.0	69.4	75.9	78.8	80.8	83.2	61.1	54.3	58.9	57.9	ES	16	17	15	17	20	20	16	17	16	16	14	16
FR	71.1	65.9	69.5	72.8	82.3	84.8	86.1	88.0	61.4	51.2	56.2	60.3	FR	14	15	14	11	10	11	9	7	15	21	17	14
HR	66.9	65.6	66.0	68.2	80.7	83.3	81.8	87.4	55.4	51.6	53.3	53.2	HR	18	16	19	20	12	12	13	10	21	19	22	23
IT	62.4	58.9	60.5	61.0	63.0	65.8	67.3	69.0	61.8	52.7	54.3	54.0	IT	21	25	27	27	26	26	27	27	14	18	19	22
CY	56.0	63.5	62.5	65.3	80.0	84.9	81.1	86.3	39.2	47.4	48.2	49.4	CY	27	20	23	23	13	10	15	13	27	23	25	27
LV	78.8	78.1	78.7	77.6	94.5	89.3	90.5	91.0	65.6	68.3	68.4	66.1	LV	3	1	2	3	2	4	4	4	12	2	4	6
LT	79.5	75.0	75.3	73.9	94.9	91.8	92.1	92.4	66.5	61.3	61.5	59.1	LT	1	4	6	9	1	2	1	2	8	8	11	15
LU	57.0	58.0	65.1	69.1	71.5	80.0	85.3	86.4	45.5	42.0	49.7	55.3	LU	26	27	21	18	24	14	11	12	25	27	23	21
HU	79.1	71.6	70.6	74.8	81.2	79.7	77.7	85.3	76.9	64.3	64.1	65.6	HU	2	8	12	8	11	15	23	15	2	5	7	7
MT	60.5	60.1	62.7	72.3	51.4	63.0	73.1	78.3	71.2	57.3	53.9	66.7	MT	23	24	22	13	27	27	26	24	4	10	20	5
NL	57.5	58.3	60.5	64.5	72.9	74.9	78.6	82.9	45.4	45.4	46.5	50.2	NL	25	26	26	24	23	24	20	18	26	26	27	25
AT	62.3	60.9	65.5	67.8	77.0	79.3	80.1	81.3	50.5	46.8	53.5	56.5	AT	22	22	20	22	18	17	18	22	23	24	21	19
PL	74.7	71.4	73.9	74.8	78.6	79.0	78.6	82.5	71.0	64.4	69.6	67.9	PL	8	9	8	7	14	18	21	19	5	4	3	4
PT	72.5	68.8	71.9	74.9	84.6	87.3	88.8	89.9	62.1	54.2	58.2	62.4	PT	10	11	10	6	9	6	5	5	13	17	16	10
RO	72.1	71.9	73.1	72.3	77.8	76.2	75.7	74.9	66.9	67.8	70.6	69.8	RO	12	7	9	12	16	23	24	25	7	3	2	3
SI	74.8	73.8	75.9	73.3	85.1	85.2	88.2	87.7	65.8	64.0	65.2	61.3	SI	7	5	5	10	8	9	7	8	10	6	6	13
SK	76.0	65.9	69.6	70.4	78.6	79.3	81.1	87.3	73.6	54.8	59.8	56.8	SK	5	14	13	15	15	16	14	11	3	15	12	18
FI	72.3	73.6	76.4	76.6	91.4	92.7	91.6	94.4	57.2	58.4	63.7	62.1	FI	11	6	4	4	4	1	2	1	18	9	9	12
SE	70.4	75.1	77.6	80.4	88.1	91.4	91.1	91.5	56.2	61.7	66.1	70.7	SE	15	3	3	1	5	3	3	3	19	7	5	2

Table 9. Gender Equality Index for the domain of money and its subdomains, 2010, 2015, 2020, 2025 (scores and ranks)

Member State	Score (points)												Member State	Rank											
	Domain of money				Financial resources				Economic situation					Domain of money				Financial resources				Economic situation			
	2010	2015	2020	2025	2010	2015	2020	2025	2010	2015	2020	2025		2010	2015	2020	2025	2010	2015	2020	2025	2010	2015	2020	2025
EU-27	**66.6**	**68.7**	**71.4**	**73.9**	**66.9**	**68.2**	**73.4**	**76.1**	**66.2**	**69.2**	**69.3**	**71.7**	**EU-27**	—	—	—	—	—	—	—	—	—	—	—	—
BE	73.1	74.4	75.3	78.6	70.7	72.6	74.0	76.7	75.7	76.3	77	80.6	BE	14	14	16	14	20	19	19	18	9	11	10	5
BG	74.8	76.8	82.0	83.8	73.8	77.1	83.7	84.1	75.8	76.4	80.3	83.4	BG	10	10	5	2	15	13	8	8	8	10	3	1
CZ	71.9	72.8	73.9	75.6	80.8	81.1	81.0	83.9	64.0	65.3	67.5	68.1	CZ	17	17	18	18	8	8	11	10	18	21	21	23
DK	80.7	82.3	82.4	82.3	82.8	87.1	89.9	84.3	78.7	77.7	75.6	80.4	DK	7	5	4	5	4	2	3	7	6	6	11	8
DE	56.4	59.1	63.7	68.1	56.4	57.7	67.0	72.2	56.3	60.5	60.7	64.3	DE	27	27	26	24	27	27	25	24	26	25	26	26
EE	75.5	77.4	78.9	82.9	80.7	87.1	91.1	90.0	70.6	68.9	68.2	76.3	EE	9	7	9	4	9	3	2	1	15	18	19	12
IE	68.9	71.1	70.2	71.3	70.2	72.0	73.3	72.4	67.6	70.4	67.3	70.2	IE	18	19	21	22	21	20	20	23	17	17	22	20
EL	66.0	75.2	74.6	76.7	68.4	78.1	78.9	81.9	63.7	72.4	70.6	71.9	EL	20	12	17	16	22	12	13	11	20	14	17	18
ES	67.0	68.1	70.9	73.3	70.8	70.2	74.5	75.9	63.4	66.1	67.6	70.7	ES	19	21	20	20	19	22	17	19	21	20	20	19
FR	72.1	74.2	76.4	78.1	70.8	73.1	75.3	78.4	73.4	75.4	77.6	77.7	FR	16	16	12	15	18	17	16	17	13	12	9	11
HR	84.9	82.4	75.5	80.8	82.6	79.9	71.5	81.2	87.4	85.0	79.8	80.5	HR	2	4	14	10	5	10	22	14	1	2	4	6
IT	65.6	65.0	64.2	67.0	74.9	72.8	72.8	75.4	57.5	58.0	56.7	59.6	IT	21	24	24	25	14	18	21	20	25	27	27	27
CY	59.4	66.9	69.3	69.7	61.0	62.7	67.5	70.8	57.8	71.4	71.1	68.6	CY	26	23	22	23	24	24	24	25	24	16	15	22
LV	83.7	76.9	78.1	76.5	88.5	81.4	84.1	80.3	79.2	72.7	72.5	72.8	LV	3	8	11	17	1	7	7	15	5	13	14	16
LT	83.1	74.8	75.9	81.9	82.4	85.9	83.6	85.8	83.8	65.2	69.0	78.1	LT	4	13	13	6	6	5	9	5	2	22	18	10
LU	60.6	71.3	71.1	73.7	57.7	71.2	69.1	73.2	63.8	71.5	73.1	74.2	LU	24	18	19	19	26	21	23	22	19	15	13	15
HU	85.2	84.2	82.7	78.8	87.0	86.5	93.5	85.4	83.4	82.0	73.2	72.7	HU	1	3	2	13	3	4	1	6	3	4	12	17
MT	61.9	67.1	68.9	71.8	79.1	76.1	74.2	74.2	48.5	59.1	64.0	69.5	MT	23	22	23	21	10	15	18	21	27	26	23	21
NL	60.0	61.4	62.4	66.2	59.4	62.0	62.8	65.9	60.6	60.9	62.1	66.5	NL	25	26	27	26	25	26	27	27	23	24	25	24
AT	62.3	61.5	64.0	65.3	63.4	62.2	65.7	66.0	61.2	60.9	62.4	64.6	AT	22	25	25	27	23	25	26	26	22	23	24	25
PL	72.7	74.4	75.4	81.1	77.0	80.9	80.3	86.9	68.7	68.4	70.8	75.6	PL	15	15	15	8	13	9	12	4	16	19	16	14
PT	73.6	75.7	80.9	79.9	71.9	73.2	78.3	79.5	75.3	78.2	83.7	80.4	PT	12	11	7	11	17	16	14	16	10	5	1	7
RO	74.3	70.9	81.1	79.8	77.5	65.4	84.8	84.1	71.1	76.9	77.6	75.7	RO	11	20	6	12	12	23	6	9	14	8	8	13
SI	82.1	85.4	83.8	86.2	81.4	85.4	86.0	89.6	82.9	85.5	81.7	82.9	SI	5	2	1	1	7	6	5	2	4	1	2	2
SK	81.1	85.5	82.5	83.6	87.8	89.0	86.5	88.5	74.9	82.1	78.8	78.9	SK	6	1	3	3	2	1	4	3	11	3	7	9
FI	77.3	78.0	80.0	81.1	78.3	79.2	81.1	81.4	76.4	76.8	79.0	80.8	FI	8	6	8	7	11	11	10	12	7	9	5	3
SE	73.5	76.9	78.4	81.0	73.7	76.3	78.0	81.2	73.4	77.5	78.8	80.7	SE	13	9	10	9	16	14	15	13	12	7	6	4

Table 10. Gender Equality Index for the domain of knowledge and its subdomains, 2010, 2015, 2020, 2025 (scores and ranks)

Member State	Score (points)												Member State	Rank											
	Domain of knowledge				Attainment and participation				Segregation					Domain of knowledge				Attainment and participation				Segregation			
	2010	2015	2020	2025	2010	2015	2020	2025	2010	2015	2020	2025		2010	2015	2020	2025	2010	2015	2020	2025	2010	2015	2020	2025
EU-27	**55.6**	**57.5**	**56.9**	**57.4**	**80.9**	**78.9**	**78.5**	**78.7**	**38.3**	**41.9**	**41.3**	**41.8**	**EU-27**	—	—	—	—	—	—	—	—	—	—	—	—
BE	53.6	54.3	52.9	56.3	76.2	74.7	69.4	75.7	37.7	39.4	40.4	41.9	BE	19	15	17	10	14	12	15	9	15	16	17	13
BG	52.9	51.5	49.5	47.3	51.8	55.3	56.7	54.9	53.9	48.0	43.2	40.8	BG	21	17	22	24	27	26	26	26	1	3	7	15
CZ	54.9	52.2	54.6	52.9	83.1	73.7	74.1	69.2	36.2	37.0	40.2	40.5	CZ	14	16	13	16	8	13	11	17	20	21	18	16
DK	62.7	56.2	55.6	55.3	76.7	70.1	73.2	70.1	51.3	45.0	42.3	43.6	DK	2	11	12	13	13	15	13	15	3	6	8	10
DE	60.4	59.9	59.3	59.0	98.5	99.6	99.1	96.1	37.0	36.0	35.4	36.3	DE	4	5	7	6	1	1	1	1	19	23	24	22
EE	46.6	47.1	50.4	50.7	66.5	59.1	62.5	66.0	32.7	37.5	40.7	39.0	EE	24	24	20	20	22	23	25	19	23	19	16	20
IE	53.9	58.4	60.8	64.2	77.5	76.6	88.4	92.2	37.4	44.5	41.8	44.8	IE	17	8	4	1	12	8	2	2	17	8	10	8
EL	60.0	60.0	63.1	58.7	87.0	82.0	80.9	72.3	41.3	43.9	49.3	47.7	EL	5	4	2	7	5	6	8	11	10	9	3	3
ES	59.8	59.3	59.3	55.7	87.2	86.0	85.1	78.5	41.0	40.8	41.3	39.5	ES	6	6	6	11	4	5	5	7	12	15	14	18
FR	57.5	58.2	58.6	62.6	80.1	80.3	84.0	86.9	41.2	42.2	40.9	45.1	FR	9	9	8	3	9	7	6	4	11	11	15	6
HR	54.4	50.4	53.5	51.9	79.8	68.4	68.7	62.4	37.1	37.1	41.6	43.3	HR	15	20	15	17	10	17	16	24	18	20	13	11
IT	59.2	60.3	56.6	56.8	68.7	68.2	64.3	65.3	51.0	53.3	49.9	49.3	IT	8	3	11	9	21	18	19	20	4	2	2	2
CY	53.9	48.8	45.7	44.6	58.1	56.1	55.8	50.4	50.0	42.4	37.4	39.4	CY	18	22	26	26	26	25	27	27	6	10	20	19
LV	40.7	39.3	41.2	43.5	63.6	54.3	63.0	62.6	26.0	28.5	27.0	30.2	LV	27	27	27	27	24	27	22	23	27	27	27	27
LT	45.7	46.5	46.3	47.4	65.7	64.0	64.8	70.5	31.8	33.9	33.1	31.9	LT	25	26	25	23	23	21	18	14	24	25	25	26
LU	59.5	49.4	60.4	61.9	70.1	59.1	87.5	84.7	50.5	41.2	41.6	45.2	LU	7	21	5	5	19	24	3	5	5	13	12	5
HU	53.1	51.3	50.1	49.9	69.3	67.9	68.0	69.6	40.6	38.8	36.9	35.8	HU	20	19	21	21	20	19	17	16	13	17	21	23
MT	61.2	59.2	56.9	58.2	84.0	75.4	80.6	72.1	44.6	46.4	40.1	47.0	MT	3	7	9	8	7	11	9	12	7	4	19	4
NL	57.2	61.1	61.1	62.1	90.3	91.0	86.4	88.4	36.2	41.0	43.2	43.6	NL	10	2	3	4	2	2	4	3	21	14	6	9
AT	54.2	55.0	54.4	54.2	86.9	87.0	81.5	76.9	33.8	34.8	36.3	38.3	AT	16	13	14	15	6	3	7	8	22	24	22	21
PL	55.7	54.8	53.2	50.9	70.7	66.9	62.7	65.2	43.9	44.9	45.1	39.7	PL	12	14	16	19	18	20	24	21	9	7	4	17
PT	57.1	57.1	56.8	55.5	73.9	70.5	71.7	68.5	44.1	46.2	44.9	45.0	PT	11	10	10	12	16	14	14	18	8	5	5	7
RO	67.4	69.5	63.7	64.1	88.1	86.4	78.8	80.7	51.6	55.9	51.6	50.9	RO	1	1	1	2	3	4	10	6	2	1	1	1
SI	44.3	46.9	47.7	45.0	61.9	60.1	63.0	56.8	31.7	36.7	36.1	35.6	SI	26	25	24	25	25	22	23	25	25	22	23	24
SK	55.4	56.1	51.8	51.0	78.2	75.8	63.8	63.2	39.2	41.4	42.0	41.1	SK	13	12	18	18	11	10	20	22	14	12	9	14
FI	47.2	48.2	49.1	49.8	75.8	75.8	73.3	75.3	29.4	30.7	32.8	33.0	FI	23	23	23	22	15	9	12	10	26	26	26	25
SE	52.1	51.5	51.5	54.6	72.3	68.5	63.4	70.5	37.5	38.6	41.8	42.3	SE	22	18	19	14	17	16	21	13	16	18	11	12

Table 11. Gender Equality Index for the domain of time and its subdomains, 2010, 2015, 2020, 2025 (scores and ranks)

Member State	Score (points)												Member State	Rank											
	Domain of time				Care activities				Social activities					Domain of time				Care activities				Social activities			
	2010	2015	2020	2025	2010	2015	2020	2025	2010	2015	2020	2025		2010	2015	2020	2025	2010	2015	2020	2025	2010	2015	2020	2025
EU-27	**65.8**	**65.8**	**65.0**	**65.0**	**58.5**	**58.5**	**57.1**	**57.1**	**74.1**	**74.1**	**74.1**	**74.1**	**EU-27**	—	—	—	—	—	—	—	—	—	—	—	—
BE	71.6	71.6	76.3	76.3	62.0	62.0	70.5	70.5	82.6	82.6	82.6	82.6	BE	5	5	2	2	10	10	2	2	2	2	2	2
BG	61.1	61.1	65.2	65.2	48.9	48.9	55.6	55.6	76.4	76.4	76.4	76.4	BG	19	19	12	12	23	23	13	13	13	13	13	13
CZ	57.1	57.1	57.6	57.6	42.0	42.0	42.8	42.8	77.6	77.6	77.6	77.6	CZ	25	25	24	24	27	27	26	26	12	12	12	12
DK	79.6	79.6	81.1	81.1	81.7	81.7	84.6	84.6	77.6	77.6	77.6	77.6	DK	1	1	1	1	1	1	1	1	11	11	11	11
DE	69.3	69.3	61.2	61.2	63.8	63.8	49.7	49.7	75.3	75.3	75.3	75.3	DE	10	10	19	19	6	6	23	23	15	15	15	15
EE	71.5	71.5	74.4	74.4	62.0	62.0	67.2	67.2	82.4	82.4	82.4	82.4	EE	6	6	4	4	9	9	5	5	3	3	3	3
IE	69.1	69.1	66.3	66.3	60.2	60.2	55.5	55.5	79.4	79.4	79.4	79.4	IE	11	11	11	11	14	14	14	14	8	8	8	8
EL	59.2	59.2	56.0	56.0	49.0	49.0	43.9	43.9	71.6	71.6	71.6	71.6	EL	24	24	26	26	22	22	25	25	19	19	19	19
ES	70.3	70.3	74.1	74.1	62.1	62.1	68.9	68.9	79.6	79.6	79.6	79.6	ES	7	7	5	5	8	8	4	4	7	7	7	7
FR	67.6	67.6	67.6	67.6	65.3	65.3	65.3	65.3	69.9	69.9	69.9	69.9	FR	13	13	9	9	5	5	6	6	21	21	21	21
HR	75.5	75.5	69.6	69.6	71.8	71.8	61.1	61.1	79.3	79.3	79.3	79.3	HR	2	2	6	6	3	3	9	9	9	9	9	9
IT	59.4	59.4	59.4	59.4	51.9	51.9	51.9	51.9	67.9	67.9	67.9	67.9	IT	22	22	21	21	20	20	20	20	22	22	22	22
CY	56.7	56.7	54.7	54.7	45.8	45.8	42.6	42.6	70.2	70.2	70.2	70.2	CY	26	26	27	27	26	26	27	27	20	20	20	20
LV	55.6	55.6	57.2	57.2	45.9	45.9	48.6	48.6	67.3	67.3	67.3	67.3	LV	27	27	25	25	25	25	24	24	24	24	24	24
LT	69.5	69.5	63.3	63.3	72.6	72.6	60.3	60.3	66.5	66.5	66.5	66.5	LT	9	9	16	16	2	2	10	10	25	25	25	25
LU	72.1	72.1	68.9	68.9	60.9	60.9	55.7	55.7	85.3	85.3	85.3	85.3	LU	4	4	7	7	13	13	12	12	1	1	1	1
HU	65.0	65.0	64.6	64.6	52.5	52.5	51.8	51.8	80.5	80.5	80.5	80.5	HU	16	16	13	13	19	19	21	21	5	5	5	5
MT	64.3	64.3	60.6	60.6	61.1	61.1	54.2	54.2	67.8	67.8	67.8	67.8	MT	17	17	20	20	12	12	17	17	23	23	23	23
NL	69.6	69.6	74.8	74.8	60.2	60.2	69.6	69.6	80.5	80.5	80.5	80.5	NL	8	8	3	3	15	15	3	3	6	6	6	6
AT	59.4	59.4	63.3	63.3	46.8	46.8	53.2	53.2	75.3	75.3	75.3	75.3	AT	23	23	17	17	24	24	19	19	14	14	14	14
PL	65.6	65.6	68.7	68.7	58.6	58.6	64.3	64.3	73.5	73.5	73.5	73.5	PL	14	14	8	8	17	17	8	8	17	17	17	17
PT	72.5	72.5	67.0	67.0	63.8	63.8	54.5	54.5	82.4	82.4	82.4	82.4	PT	3	3	10	10	7	7	16	16	4	4	4	4
RO	61.0	61.0	61.5	61.5	50.2	50.2	50.9	50.9	74.2	74.2	74.2	74.2	RO	20	20	18	18	21	21	22	22	16	16	16	16
SI	65.1	65.1	63.4	63.4	58.1	58.1	55.2	55.2	72.9	72.9	72.9	72.9	SI	15	15	15	15	18	18	15	15	18	18	18	18
SK	68.0	68.0	64.5	64.5	59.2	59.2	53.3	53.3	78.0	78.0	78.0	78.0	SK	12	12	14	14	16	16	18	18	10	10	10	10
FI	59.8	59.8	59.1	59.1	65.7	65.7	64.3	64.3	54.4	54.4	54.4	54.4	FI	21	21	22	22	4	4	7	7	27	27	27	27
SE	61.2	61.2	58.7	58.7	61.7	61.7	56.7	56.7	60.6	60.6	60.6	60.6	SE	18	18	23	23	11	11	11	11	26	26	26	26

Table 12. Gender Equality Index for the domain of power and its subdomains, 2010, 2015, 2020, 2025 (scores and ranks)

Member State	Score (points)															
	Domain of power				Political				Economic				Social			
	2010	2015	2020	2025	2010	2015	2020	2025	2010	2015	2020	2025	2010	2015	2020	2025
EU-27	**17.6**	**23.5**	**31.5**	**40.5**	**31.0**	**35.7**	**42.4**	**47.3**	**12.4**	**25.3**	**38.4**	**49.4**	**14.3**	**14.3**	**19.2**	**28.4**
BE	19.0	27.8	37.0	49.9	49.8	55.0	66.0	79.6	11.0	31.1	57.2	58.0	12.6	12.6	13.5	26.9
BG	20.9	24.4	26.8	25.6	33.6	30.2	42.7	38.9	11.8	20.6	16.2	19.8	23.2	23.2	27.8	21.8
CZ	12.1	12.3	15.5	20.3	18.1	21.7	29.5	21.7	13.2	11.7	20.8	35.3	7.4	7.4	6.0	10.9
DK	30.0	33.0	40.7	57.3	65.1	52.9	58.7	74.9	20.7	33.8	49.2	72.5	20.1	20.1	23.3	34.7
DE	21.8	32.1	36.0	47.5	41.5	55.4	51.2	63.5	13.6	32.8	54.4	61.9	18.2	18.2	16.7	27.3
EE	11.1	12.7	14.2	21.9	21.9	28.3	27.8	45.9	6.3	7.4	8.4	13.9	9.8	9.8	12.2	16.5
IE	14.6	19.2	30.6	54.1	18.9	24.1	31.8	36.2	8.9	15.9	36.8	66.1	18.5	18.5	24.4	66.0
EL	10.9	12.5	14.2	26.2	24.3	22.7	20.6	30.6	6.2	10.3	13.5	35.3	8.5	8.5	10.3	16.6
ES	20.4	25.8	43.9	66.6	59.0	58.6	77.2	77.7	10.1	20.4	37.3	65.7	14.3	14.3	29.3	58.0
FR	25.3	42.8	63.0	72.5	51.2	66.5	76.4	79.7	12.8	47.3	74.6	81.7	24.8	24.8	43.8	58.6
HR	14.5	16.0	22.2	21.8	25.6	24.0	31.0	35.0	16.8	24.3	33.0	33.3	7.0	7.0	10.7	8.9
IT	8.7	20.7	35.2	47.9	18.7	31.3	42.1	41.2	4.3	34.3	56.2	74.3	8.2	8.2	18.4	35.9
CY	6.1	7.4	11.8	13.6	15.2	11.8	20.1	19.9	3.9	8.8	10.6	11.2	3.9	3.9	7.8	11.4
LV	19.7	22.9	28.6	28.9	23.1	24.5	26.5	37.6	24.8	37.0	30.8	28.5	13.3	13.3	28.8	22.7
LT	13.4	15.1	19.4	34.6	20.7	24.8	33.5	48.5	12.3	14.7	12.5	33.4	9.5	9.5	17.6	25.6
LU	12.7	20.9	27.6	37.3	28.6	35.2	41.1	49.5	3.5	13.0	20.2	30.3	20.0	20.0	25.3	34.8
HU	9.7	10.0	12.3	12.9	7.3	7.1	14.6	10.9	13.7	15.2	11.6	10.6	9.3	9.3	10.8	18.3
MT	7.3	8.4	13.9	28.1	17.9	17.5	21.0	36.1	2.4	3.6	12.1	23.2	9.3	9.3	10.6	26.4
NL	31.1	38.9	48.8	63.2	53.7	56.1	61.7	67.9	16.9	31.5	52.4	70.5	33.3	33.3	36.0	52.8
AT	18.2	23.8	34.8	39.9	46.2	41.9	69.5	66.4	8.8	21.9	41.8	50.6	14.8	14.8	14.5	18.8
PL	8.5	11.8	12.6	21.6	20.7	32.3	31.3	37.2	12.0	20.7	26.9	27.9	2.4	2.4	2.4	9.7
PT	12.4	17.1	25.6	36.8	27.7	31.3	50.4	50.3	5.1	12.0	30.3	47.4	13.3	13.3	11.0	21.0
RO	14.7	13.3	15.3	26.6	11.4	17.5	21.6	29.2	25.1	12.1	13.9	30.4	11.1	11.1	12.0	21.3
SI	12.4	20.4	17.9	24.6	30.1	51.1	36.6	54.3	10.5	27.0	28.4	32.4	6.1	6.1	5.5	8.4
SK	16.9	13.2	19.8	22.9	18.1	15.8	22.2	20.9	25.4	14.1	37.8	31.7	10.4	10.4	9.2	18.1
FI	40.5	42.9	53.4	61.0	77.2	76.3	79.4	78.4	33.0	39.6	51.1	59.0	26.1	26.1	37.5	49.1
SE	60.0	65.7	81.1	80.3	85.2	88.6	91.8	88.3	34.9	44.1	62.1	60.2	72.6	72.6	93.6	97.6

Member State	Rank															
	Domain of power				Political				Economic				Social			
	2010	2015	2020	2025	2010	2015	2020	2025	2010	2015	2020	2025	2010	2015	2020	2025
EU-27	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
BE	10	7	7	8	7	7	6	3	16	9	3	10	14	14	15	11
BG	7	9	14	19	10	15	11	16	15	14	20	24	5	5	7	15
CZ	20	23	20	25	22	22	19	24	11	23	18	13	23	23	25	24
DK	4	5	6	6	3	8	8	6	6	6	8	3	6	6	10	9
DE	6	6	8	10	9	6	9	9	10	7	5	7	9	9	13	10
EE	21	21	23	22	17	16	20	14	21	26	27	25	17	17	16	22
IE	14	15	11	7	20	19	16	19	19	16	12	5	8	8	9	2
EL	22	22	22	18	15	21	25	22	22	24	22	14	21	21	22	21
ES	8	8	5	3	4	4	3	5	18	15	11	6	11	11	5	4
FR	5	3	2	2	6	3	4	2	12	1	1	1	4	4	2	3
HR	15	17	16	23	14	20	18	21	8	11	13	16	24	24	20	26
IT	24	13	9	9	21	14	12	15	24	5	4	2	22	22	11	7
CY	27	27	27	26	25	26	26	26	25	25	26	26	26	26	24	23
LV	9	11	12	15	16	18	21	17	5	4	14	21	13	13	6	14
LT	16	18	18	14	18	17	15	13	13	18	23	15	18	18	12	13
LU	17	12	13	12	12	11	13	12	26	20	19	20	7	7	8	8
HU	23	25	26	27	27	27	27	27	9	17	25	27	20	20	19	19
MT	26	26	24	16	24	24	24	20	27	27	24	23	19	19	21	12
NL	3	4	4	4	5	5	7	7	7	8	6	4	2	2	4	5
AT	11	10	10	11	8	10	5	8	20	12	9	11	10	10	14	18
PL	25	24	25	24	19	12	17	18	14	13	17	22	27	27	27	25
PT	19	16	15	13	13	13	10	11	23	22	15	12	12	12	18	17
RO	13	19	21	17	26	23	23	23	4	21	21	19	15	15	17	16
SI	18	14	19	20	11	9	14	10	17	10	16	17	25	25	26	27
SK	12	20	17	21	23	25	22	25	3	19	10	18	16	16	23	20
FI	2	2	3	5	2	2	2	4	2	3	7	9	3	3	3	6
SE	1	1	1	1	1	1	1	1	1	2	2	8	1	1	1	1

Table 13. Gender Equality Index for the domain of health and its subdomains, 2010, 2015, 2020, 2025 (scores and ranks)

Member State	Score (points)												Member State	Rank											
	Domain of health				Status				Behaviour					Domain of health				Status				Behaviour			
	2010	2015	2020	2025	2010	2015	2020	2025	2010	2015	2020	2025		2010	2015	2020	2025	2010	2015	2020	2025	2010	2015	2020	2025
EU-27	**84.1**	**84.2**	**86.2**	**86.2**	**87.7**	**87.9**	**90.3**	**90.2**	**80.7**	**80.7**	**82.4**	**82.4**	**EU-27**	—	—	—	—	—	—	—	—	—	—	—	—
BE	83.6	84.5	85.9	86.3	85.6	87.4	91.6	92.5	81.6	81.6	80.5	80.5	BE	12	10	15	14	18	14	12	11	9	9	17	17
BG	73.0	72.9	74.1	74.7	88.1	87.7	88.0	89.2	60.6	60.6	62.5	62.5	BG	26	26	26	26	14	11	20	19	26	26	26	26
CZ	82.8	84.0	84.0	82.6	88.4	91.0	92.8	89.8	77.5	77.5	76.1	76.1	CZ	17	11	20	22	11	7	10	15	20	20	22	22
DK	86.5	86.7	88.4	87.5	94.3	94.8	97.7	95.5	79.3	79.3	80.1	80.1	DK	8	6	7	9	3	2	2	2	16	16	18	18
DE	88.3	89.1	89.0	87.8	92.2	93.8	95.3	92.8	84.7	84.7	83.2	83.2	DE	3	4	5	6	5	4	5	9	5	5	10	10
EE	81.2	81.3	88.0	86.8	83.9	84.0	92.2	89.7	78.7	78.7	84.1	84.1	EE	19	19	11	12	19	20	11	16	17	17	8	8
IE	88.2	89.6	95.2	93.8	92.5	95.6	97.9	95.2	84.0	84.0	92.5	92.5	IE	5	3	1	1	4	1	1	3	6	6	1	1
EL	83.2	83.1	84.3	83.8	88.1	87.7	91.5	90.4	78.6	78.6	77.6	77.6	EL	14	15	19	19	13	10	14	14	18	18	21	21
ES	81.8	82.3	86.1	86.2	83.8	84.8	87.1	87.2	79.8	79.8	85.2	85.2	ES	18	16	14	15	20	16	22	21	12	12	6	6
FR	85.0	85.5	88.4	88.0	90.7	91.8	95.1	94.2	79.7	79.7	82.2	82.2	FR	9	7	6	5	6	6	6	6	13	13	11	11
HR	82.9	80.5	85.6	83.1	89.1	84.1	90.3	85.0	77.2	77.2	81.2	81.2	HR	16	21	17	20	9	19	15	23	21	21	15	15
IT	81.0	83.7	87.0	86.9	80.6	86.2	89.6	89.5	81.4	81.4	84.5	84.5	IT	20	12	12	11	24	15	17	18	10	10	7	7
CY	79.0	81.4	81.4	84.4	82.4	87.4	89.0	95.7	75.8	75.8	74.4	74.4	CY	21	18	21	18	22	13	19	1	23	23	24	24
LV	76.4	73.9	76.4	78.1	82.6	77.3	80.2	83.9	70.7	70.7	72.7	72.7	LV	24	25	25	25	21	26	25	24	24	24	25	25
LT	74.8	74.0	78.9	79.8	81.6	79.8	80.1	82.0	68.7	68.7	77.7	77.7	LT	25	24	24	24	23	25	26	25	25	25	20	20
LU	88.3	82.1	88.0	87.6	95.5	82.4	95.5	94.5	81.7	81.7	81.1	81.1	LU	4	17	10	7	1	22	4	4	8	8	16	16
HU	84.1	83.3	85.7	86.1	85.8	84.1	87.6	88.6	82.5	82.5	83.7	83.7	HU	10	14	16	16	17	18	21	20	7	7	9	9
MT	88.5	90.9	90.4	87.5	89.5	94.4	91.6	85.9	87.6	87.6	89.2	89.2	MT	2	1	3	8	8	3	13	22	3	3	2	2
NL	87.9	85.1	88.0	89.1	89.8	84.3	90.2	92.5	85.9	85.9	85.9	85.9	NL	6	8	9	3	7	17	16	10	4	4	5	5
AT	86.8	88.3	89.6	88.7	85.8	88.7	93.0	91.1	87.8	87.8	86.3	86.3	AT	7	5	4	4	16	9	8	13	2	2	4	4
PL	83.5	83.4	85.3	85.4	87.8	87.6	89.4	89.6	79.5	79.5	81.4	81.4	PL	13	13	18	17	15	12	18	17	15	15	13	13
PT	76.6	75.9	79.6	80.6	73.7	72.4	77.6	79.4	79.5	79.5	81.8	81.8	PT	22	23	22	23	27	27	27	27	14	14	12	12
RO	61.0	61.7	62.7	60.9	78.6	80.4	85.0	80.1	47.3	47.3	46.3	46.3	RO	27	27	27	27	25	24	23	26	27	27	27	27
SI	83.1	80.7	86.8	86.6	88.5	83.5	94.1	93.8	78.1	78.1	80.0	80.0	SI	15	20	13	13	10	21	7	7	19	19	19	19
SK	76.6	79.4	79.5	82.8	76.5	82.1	84.3	91.3	76.7	76.7	75.0	75.0	SK	23	22	23	21	26	23	24	12	22	22	23	23
FI	84.1	84.8	88.1	87.3	88.3	89.7	95.6	93.8	80.0	80.0	81.3	81.3	FI	11	9	8	10	12	8	3	8	11	11	14	14
SE	91.4	90.6	90.4	91.2	94.7	92.9	92.9	94.4	88.3	88.3	88.0	88.0	SE	1	2	2	2	2	5	9	5	1	1	3	3

Annex 3. Descriptive statistics for the raw indicators in Index 2025

Indicator	Main reference Year	Observations	Mean	St. Dev	Skewness	Kurtosis
Fte_F	2023	27	47.84	5.54	-0.75	3.13
Fte_M	2023	27	61.04	4.43	-0.03	2.29
DWL_F	2024	27	35.97	3.53	-0.11	2.81
DWL_M	2024	27	39.48	2.64	0.67	2.62
Manager_F	2024	27	0.76	0.10	-0.32	2.42
Manager_M	2024	27	1.22	0.09	0.38	2.84
Memb_ICT_F	2024	27	0.43	0.08	0.65	3.26
Memb_ICT_M	2024	27	1.50	0.07	-1.06	5.25
low_empl_inc_F	2024	26	72.94	6.67	0.39	2.24
low_empl_inc_M	2024	26	83.31	5.62	-0.14	2.81
earnings_median_F	2024	26	24545.34	8230.99	0.88	3.45
earnings_median_M	2024	26	30546.62	10913.87	0.67	2.71
G_Pension_G	2024	27	22.39	9.17	-0.01	2.14
InWorkPov1A_F	2024	26	84.83	3.93	-0.10	3.35
InWorkPov1A_M	2024	26	86.30	3.77	-0.22	3.72
earnings_ratio_F	2024	26	73.55	8.46	-0.62	2.47
earnings_ratio_M	2024	26	145.63	21.30	1.45	4.80
TertiaryEduc_F	2024	27	54.16	10.58	-0.22	3.20
TertiaryEduc_M	2024	27	39.77	11.12	0.31	2.31
IVET_25_34_F	2024	27	24.79	11.32	0.35	2.45
IVET_25_34_M	2024	27	34.30	14.23	0.49	2.40

Indicator	Main reference Year	Observations	Mean	St. Dev	Skewness	Kurtosis
EHW_F	2023	27	1.28	0.05	1.24	6.24
EHW_M	2023	27	0.59	0.07	-0.35	2.84
STEM_F	2023	27	0.58	0.07	-0.02	2.21
STEM_M	2023	27	1.63	0.14	0.39	2.68
CC_5h_F	2024	27	40.50	9.63	-0.52	2.64
CC_5h_M	2024	27	20.20	5.24	0.40	2.75
LTC20h_4564_F	2019	27	20.41	10.55	0.40	2.42
LTC20h_4564_M	2019	27	13.33	7.78	1.41	5.68
HHchoresEv_F	2024	27	57.01	6.69	-0.77	3.43
HHchoresEv_M	2024	27	31.34	6.01	0.34	2.53
LEISCUL8h_F	2024	27	29.95	6.12	0.26	3.57
LEISCUL8h_M	2024	27	42.12	7.32	0.43	4.21
Volunt1w_F	2024	27	12.85	3.06	0.27	2.64
Volunt1w_M	2024	27	16.00	3.75	0.59	2.55
GOV_F	2024	27	0.66	0.28	-0.41	2.79
GOV_M	2024	27	1.36	0.30	0.48	3.04
PAR_F	2024	27	0.62	0.18	-0.09	2.38
PAR_M	2024	27	1.40	0.20	0.10	2.27
REGLOC_F	2024	27	0.62	0.20	0.38	2.17
REGLOC_M	2024	27	1.40	0.22	-0.23	2.19
BOARD_F	2024	27	0.58	0.20	-0.23	2.03
BOARD_M	2024	27	1.45	0.22	0.30	2.13

Indicator	Main reference Year	Observations	Mean	St. Dev	Skewness	Kurtosis
SPORT_POP_F	2024	27	0.44	0.21	0.87	3.26
SPORT_POP_M	2024	27	1.60	0.23	-0.83	3.00
SELFPH_F	2024	27	65.16	8.41	-0.80	3.54
SELFPH_M	2024	27	69.98	7.33	-0.47	3.15
HLY_PC_65_F	2023	26	43.13	10.74	-0.06	2.89
HLY_PC_65_M	2023	26	49.35	10.60	-0.03	3.01
Risk_F	2019	26	73.79	5.97	-0.24	2.64
Risk_M	2019	26	54.66	7.58	-0.35	3.47
Behav_F	2019	27	36.62	17.11	0.66	2.83
Behav_M	2019	27	40.40	14.86	0.57	2.85

Annex 4. Correlation matrix for the gender gaps

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
1 DWL	1																										
2 Fte	0.836	1																									
3 low_empl_inc	0.234	0.313	1																								
4 Manager	0.080	0.034	0.487	1																							
5 Memb_ICT	-0.006	0.048	0.091	0.165	1																						
6 earnings_median	-0.019	0.168	0.866	0.529	0.072	1																					
7 G_Pension_G	0.364	0.327	0.635	-0.014	0.053	0.431	1																				
8 earnings_ratio	0.527	0.691	0.639	0.191	0.258	0.641	0.476	1																			
9 InWorkPov1A	0.260	0.223	0.405	0.220	-0.066	0.284	0.097	0.167	1																		
10 TertiaryEduc	-0.130	-0.127	-0.539	-0.019	-0.113	-0.364	-0.686	-0.310	-0.080	1																	
11 IVET_25_34	-0.027	-0.312	-0.317	0.050	-0.090	-0.248	-0.228	-0.310	0.058	0.484	1																
12 EHW	-0.612	-0.369	-0.060	0.112	-0.039	0.218	-0.534	-0.078	-0.085	0.224	-0.070	1															
13 STEM	-0.527	-0.433	-0.147	-0.110	0.305	0.025	-0.118	-0.122	-0.147	0.153	0.305	0.209	1														
14 GOV	0.386	0.184	-0.269	0.053	0.142	-0.192	-0.244	0.084	0.155	0.442	0.326	-0.197	-0.090	1													
15 PAR	0.287	0.225	-0.226	-0.047	-0.064	-0.127	-0.360	0.087	0.236	0.365	0.267	-0.012	-0.049	0.681	1												
16 REGLOC	0.269	0.320	-0.069	-0.018	-0.064	0.060	-0.290	0.252	0.262	0.452	0.172	0.081	-0.043	0.706	0.899	1											
17 BOARD	-0.073	-0.130	-0.394	-0.199	-0.107	-0.282	-0.406	-0.241	0.234	0.498	0.529	0.117	0.249	0.590	0.719	0.715	1										
18 SPORT_POP	0.122	0.185	-0.220	0.275	0.107	-0.088	-0.396	-0.044	0.183	0.533	0.364	0.137	0.104	0.496	0.621	0.642	0.669	1									
19 CC_5h	0.289	0.321	0.189	-0.283	-0.019	0.205	0.189	0.435	0.355	0.044	0.063	0.032	0.077	0.153	0.363	0.463	0.317	0.121	1								
20 LTC20h_4564	-0.022	-0.023	0.038	0.022	-0.073	0.116	-0.225	0.052	-0.036	0.102	0.011	0.220	-0.191	0.264	0.380	0.394	0.228	0.093	0.173	1							
21 HHchoresEv	0.524	0.447	0.107	0.164	0.123	0.057	0.037	0.276	0.253	0.333	0.319	-0.248	0.035	0.672	0.674	0.711	0.497	0.576	0.343	0.279	1						
22 LEISCUL8h	0.001	-0.236	-0.101	-0.060	-0.078	-0.138	-0.248	-0.091	0.104	0.218	0.237	0.174	-0.030	0.079	0.028	0.018	0.103	-0.067	0.380	0.290	0.021	1					
23 Volunt1w	-0.107	-0.122	-0.062	-0.312	-0.084	-0.098	0.102	0.057	-0.293	-0.011	0.112	0.200	0.220	-0.201	-0.271	-0.273	-0.198	-0.332	0.084	0.021	-0.064	0.256	1				
24 HLY_PC_65	0.137	0.261	-0.118	-0.084	-0.272	-0.074	-0.004	0.037	0.133	0.194	-0.109	-0.170	-0.151	0.270	0.242	0.367	0.250	0.299	0.076	0.134	0.222	-0.054	-0.141	1			
25 SELFPH	-0.265	-0.074	-0.504	-0.333	-0.043	-0.384	-0.448	-0.238	-0.200	0.463	0.194	0.105	0.309	0.021	0.348	0.306	0.340	0.314	-0.011	0.178	0.108	-0.036	0.137	0.506	1		
26 Behav	0.330	0.258	-0.252	0.047	-0.505	-0.251	-0.266	-0.259	0.291	0.320	0.280	-0.194	-0.211	0.284	0.477	0.356	0.310	0.336	0.122	0.195	0.460	0.107	-0.117	0.329	0.267	1	
27 Risk	-0.216	-0.189	-0.205	0.023	-0.423	-0.119	-0.362	-0.382	0.212	0.088	0.039	0.276	-0.017	0.001	0.239	0.197	0.353	0.325	-0.028	0.107	0.009	0.162	0.070	0.325	0.261	0.454	1

Annex 5. Confirmatory Factor Analysis

Domain of Work

WORK - CFA 2015-2024				
Estimator Optimization method Number of model parameters	ML NLMINB 11			
Number of observations	280			
Model Test User Model: Test statistic Degrees of freedom P-value (Chi-square)	 13.231 4 0.010			
Model Test Baseline Model: Test statistic Degrees of freedom P-value	 496.387 10 0.000			
User Model versus Baseline Model: Comparative Fit Index (CFI) Tucker-Lewis Index (TLI)	 0.981 0.953			
Loglikelihood and Information Criteria: Loglikelihood user model (H0) Loglikelihood unrestricted model (H1) Akaike (AIC) Bayesian (BIC) Sample-size adjusted Bayesian (SABIC)	 -4628.327 -4621.712 9278.655 9318.637 9283.757			
Root Mean Square Error of Approximation: RMSEA 90 Percent confidence interval - lower 90 Percent confidence interval - upper P-value H_0: RMSEA <= 0.050 P-value H_0: RMSEA >= 0.080	 0.091 0.040 0.147 0.087 0.682			
Standardized Root Mean Square Residual: SRMR	 0.037			
Parameter Estimates: Standard errors Information Information saturated (h1) model	 Standard Expected Structured			
Latent Variables: Factor1 =~ Fte DWL Factor2 =~ Memb_ICT Manager low_empl_inc	 Estimate 1.000 0.497 1.000 3.174 3.393	 Std.Err 0.084 0.689 0.937	 z-value 5.897 4.609 3.621	 P(>|z|) 0.000 0.000 0.000

Domain of Money

MONEY - CFA 2015-2024				
Estimator Optimization method Number of model parameters	ML NLMINB 9			
Number of observations	280			
Model Test User Model: Test statistic Degrees of freedom P-value (Chi-square)	 0.975 1 0.323			
Model Test Baseline Model: Test statistic Degrees of freedom P-value	 250.387 6 0.000			
User Model versus Baseline Model: Comparative Fit Index (CFI) Tucker-Lewis Index (TLI)	 1.000 1.001			
Loglikelihood and Information Criteria: Loglikelihood user model (H0) Loglikelihood unrestricted model (H1) Akaike (AIC) Bayesian (BIC) Sample-size adjusted Bayesian (SABIC)	 -3733.598 -3733.110 7485.196 7517.909 7489.371			
Root Mean Square Error of Approximation: RMSEA 90 Percent confidence interval - lower 90 Percent confidence interval - upper P-value H_0: RMSEA <= 0.050 P-value H_0: RMSEA >= 0.080	 0.000 0.000 0.157 0.474 0.353			
Standardized Root Mean Square Residual: SRMR	 0.015			
Parameter Estimates: Standard errors Information Information saturated (h1) model	 Standard Expected Structured			
Latent Variables: Factor1 =~ earnings_medin Pension_G Factor2 =~ InWorkPov1A earnings_ratio	 Estimate 1.000 0.926 1.000 90.677	Std.Err 0.116 156.969	z-value 8.019 0.578	P(>|z|) 0.000 0.563

Domain of Knowledge

KNOWLEDGE - CFA 2015-2024				
Estimator Optimization method Number of model parameters	ML NLMINB 9			
Number of observations	280			
Model Test User Model: Test statistic Degrees of freedom P-value (Chi-square)	 2.953 1 0.086			
Model Test Baseline Model: Test statistic Degrees of freedom P-value	 136.786 6 0.000			
User Model versus Baseline Model: Comparative Fit Index (CFI) Tucker-Lewis Index (TLI)	 0.985 0.910			
Loglikelihood and Information Criteria: Loglikelihood user model (H0) Loglikelihood unrestricted model (H1) Akaike (AIC) Bayesian (BIC) Sample-size adjusted Bayesian (SABIC)	 -3987.824 -3986.347 7993.647 8026.361 7997.822			
Root Mean Square Error of Approximation: RMSEA 90 Percent confidence interval - lower 90 Percent confidence interval - upper P-value H_0: RMSEA <= 0.050 P-value H_0: RMSEA >= 0.080	 0.084 0.000 0.201 0.194 0.647			
Standardized Root Mean Square Residual: SRMR	 0.031			
Parameter Estimates: Standard errors Information Information saturated (h1) model	 Standard Expected Structured			
Latent Variables: Factor1 =~ TertiaryEduc IVET_25_34 Factor2 =~ EHW STEM	 Estimate 1.000 5.699 1.000 3.004	 Std.Err 6.318 2.467	 z-value 0.902 1.218	 P(>|z|) 0.367 0.223

Domain of Time

TIME - CFA 2024				
Estimator Optimization method Number of model parameters	ML NLMINB 11			
Number of observations	28			
Model Test User Model: Test statistic Degrees of freedom P-value (Chi-square)	 4.230 4 0.376			
Model Test Baseline Model: Test statistic Degrees of freedom P-value	 15.273 10 0.122			
User Model versus Baseline Model: Comparative Fit Index (CFI) Tucker-Lewis Index (TLI)	 0.956 0.891			
Loglikelihood and Information Criteria: Loglikelihood user model (H0) Loglikelihood unrestricted model (H1) Akaike (AIC) Bayesian (BIC) Sample-size adjusted Bayesian (SABIC)	 -522.456 -520.341 1066.911 1081.565 1047.366			
Root Mean Square Error of Approximation: RMSEA 90 Percent confidence interval - lower 90 Percent confidence interval - upper P-value H_0: RMSEA <= 0.050 P-value H_0: RMSEA >= 0.080	 0.045 0.000 0.292 0.413 0.533			
Standardized Root Mean Square Residual: SRMR	 0.074			
Parameter Estimates: Standard errors Information Information saturated (h1) model	 Standard Expected Structured			
Latent Variables: Factor1 =~ CC_5h LTC20h_4564 HHchoresEv Factor2 =~ LEISCUL8h Volunt1w	 Estimate 1.000 0.543 0.410 1.000 0.305	Std.Err 0.434 0.308 1.047	z-value 1.252 1.332 0.291	P(>|z|) 0.211 0.183 0.771

Domain of Power

POWER CFA 2015-2024				
Estimator Optimization method Number of model parameters	ML NLMINB 11			
Number of observations	280			
Model Test User Model: Test statistic Degrees of freedom P-value (Chi-square)	 13.176 4 0.010			
Model Test Baseline Model: Test statistic Degrees of freedom P-value	 1095.740 10 0.000			
User Model versus Baseline Model: Comparative Fit Index (CFI) Tucker-Lewis Index (TLI)	 0.992 0.979			
Loglikelihood and Information Criteria: Loglikelihood user model (H0) Loglikelihood unrestricted model (H1) Akaike (AIC) Bayesian (BIC) Sample-size adjusted Bayesian (SABIC)	 -5681.603 -5675.015 11385.206 11425.189 11390.309			
Root Mean Square Error of Approximation: RMSEA 90 Percent confidence interval - lower 90 Percent confidence interval - upper P-value H_0: RMSEA <= 0.050 P-value H_0: RMSEA >= 0.080	 0.091 0.039 0.147 0.088 0.679			
Standardized Root Mean Square Residual: SRMR	 0.018			
Parameter Estimates: Standard errors Information Information saturated (h1) model	 Standard Expected Structured			
Latent Variables: Factor1 =~ GOV PAR REGLOC Factor2 =~ BOARD Factor3 =~ SPORT_POP	 Estimate 1.000 0.837 0.957 1.000 1.000	Std.Err 0.043 0.050	z-value 19.685 19.220	P(>|z|) 0.000 0.000

Domain of Health

HEALTH - CFA 2015-2024				
Estimator Optimization method Number of model parameters	ML NLMINB 9			
Number of observations	280			
Model Test User Model: Test statistic Degrees of freedom P-value (Chi-square)	 2.201 1 0.138			
Model Test Baseline Model: Test statistic Degrees of freedom P-value	 226.658 6 0.000			
User Model versus Baseline Model: Comparative Fit Index (CFI) Tucker-Lewis Index (TLI)	 0.995 0.967			
Loglikelihood and Information Criteria: Loglikelihood user model (H0) Loglikelihood unrestricted model (H1) Akaike (AIC) Bayesian (BIC) Sample-size adjusted Bayesian (SABIC)	 -3705.658 -3704.557 7429.315 7462.029 7433.490			
Root Mean Square Error of Approximation: RMSEA 90 Percent confidence interval - lower 90 Percent confidence interval - upper P-value H_0: RMSEA <= 0.050 P-value H_0: RMSEA >= 0.080	 0.065 0.000 0.187 0.269 0.555			
Standardized Root Mean Square Residual: SRMR	 0.015			
Parameter Estimates: Standard errors Information Information saturated (h1) model	 Standard Expected Structured			
Latent Variables: Factor1 =~ SELFPH HLY_PC_65 Factor2 =~ Risk Behav	 Estimate 1.000 1.319 1.000 1.31	 Std.Err 0.182 0.212	 z-value 7.246 6.18	 P(>|z|) 0.000 0.000

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