

Data up to June 2025

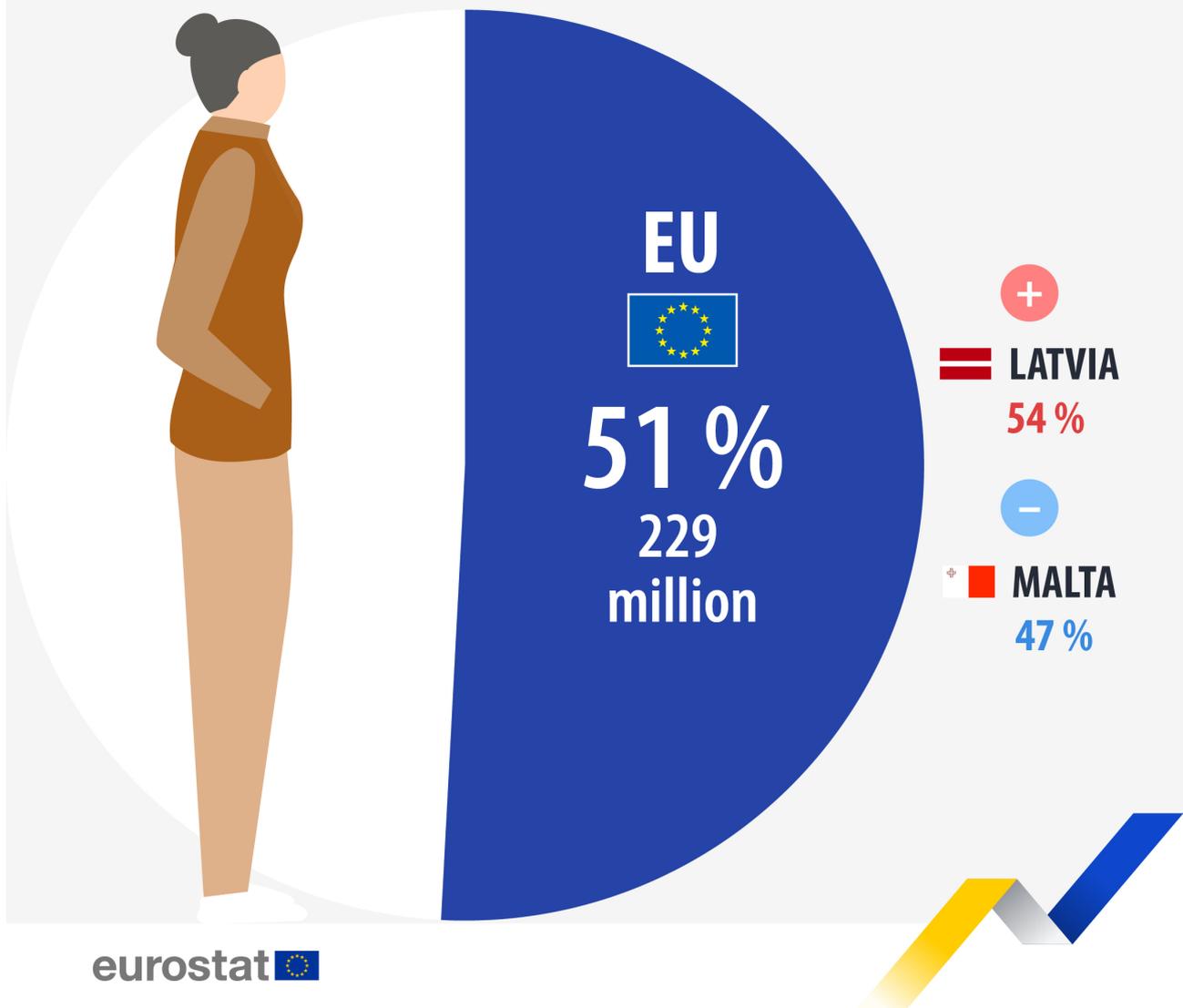
Planned article update: June 2026

Highlights

The EU employment rate for men of working age was 80.8% in 2024, exceeding that of women (70.8%) by 10.0 percentage points.

Share of women in the EU population

2024



Source: Eurostat (demo_pjan)

This article presents gender statistics for the [European Union \(EU\)](#), a selection of indicators from fields such as [education](#), [labour market](#), [earnings](#) and life expectancy, which are particularly important for measuring differences in the situation between women and men (i.e. [gender gaps](#)). Gender statistics constitute an area that cuts across traditional fields of statistics to identify, produce and disseminate data reflecting the realities of the lives of women and men, and policy issues relating to gender equality.

The indicators show gender gaps, together with levels achieved for the population as a whole, at EU level and across Member States (e.g. the gender employment gap with the [employment rate](#)). This approach shows gender gaps in access to resources and opportunities in the broader context of actual resources and opportunities available. The article includes links to other articles and publications that provide a more detailed analysis of gender gaps.

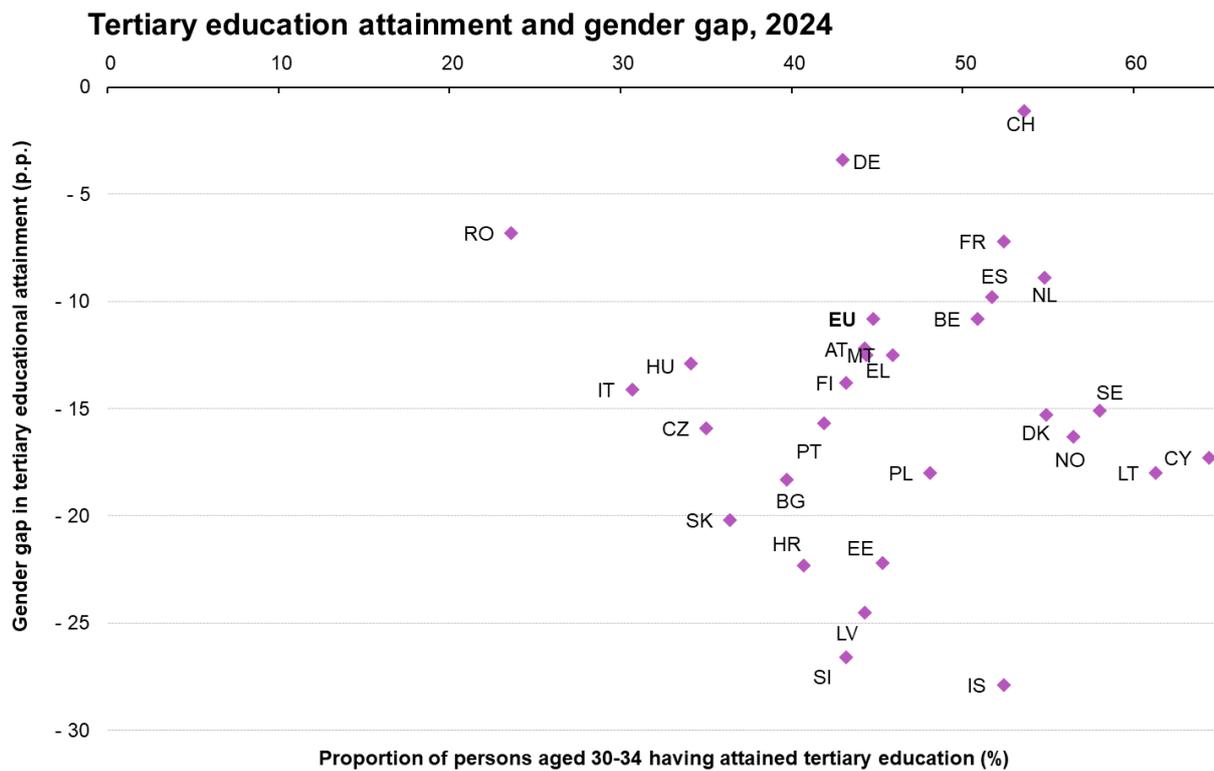
Education

One of the prominent indicators in education statistics is the proportion of persons who have attained [tertiary education](#) (i.e. who graduated from universities or other higher education institutions).

From the 'tertiary education attainment' indicator, a gender gap can be derived. It is defined as the proportion of men aged 30-34 years that have attained tertiary education minus that of women. In 2024, this gender gap was -10.8 [percentage points \(pp\)](#) in the EU, meaning that the proportion of women aged 30-34 years that had attained tertiary education exceeded that of men by 10.8 pp (see Figure 1). All EU countries recorded a negative gender gap in tertiary education attainment. In 2024, that gap ranged from -3.4 pp in Germany (the smallest gender gap in absolute value), -6.8 pp in Romania and -7.2 pp in France to -22.2 pp in Estonia, -22.3 pp in Croatia, -24.5 pp in Latvia and -26.6 pp in Slovenia (the largest gender gap in absolute value).

For the population as a whole, the proportion of persons aged 30-34 years that had attained tertiary education in 2024 ranged from 23.6% in Romania to 66.4% in Ireland. Among the EU countries with the largest gender gap in absolute value (above or equal to 22 pp), the proportion of persons with tertiary education was below the EU average (44.8%) in Croatia (40.7%), Latvia (44.3%) and Slovenia (43.2%) and above in Estonia (45.3%). Among the countries with the smallest gender gap in absolute value (below 8 pp), the proportion of persons aged 30-34 years with tertiary education was below the EU average, in Germany (43.0%) and Romania (23.6%), whereas it was higher in France (52.4%) and Luxembourg (66.3%).

For a better view of gender issues in the field of education, it is useful to take other indicators into account: [upper secondary education](#) attainment, lower secondary education, tertiary education graduates (women per 100 men), [early leavers from education and training](#) , as well as [life-long-learning](#) (see articles in Statistics Explained in the category [Education and training](#)).



Source: Eurostat (online data code: edat_lfse_03)

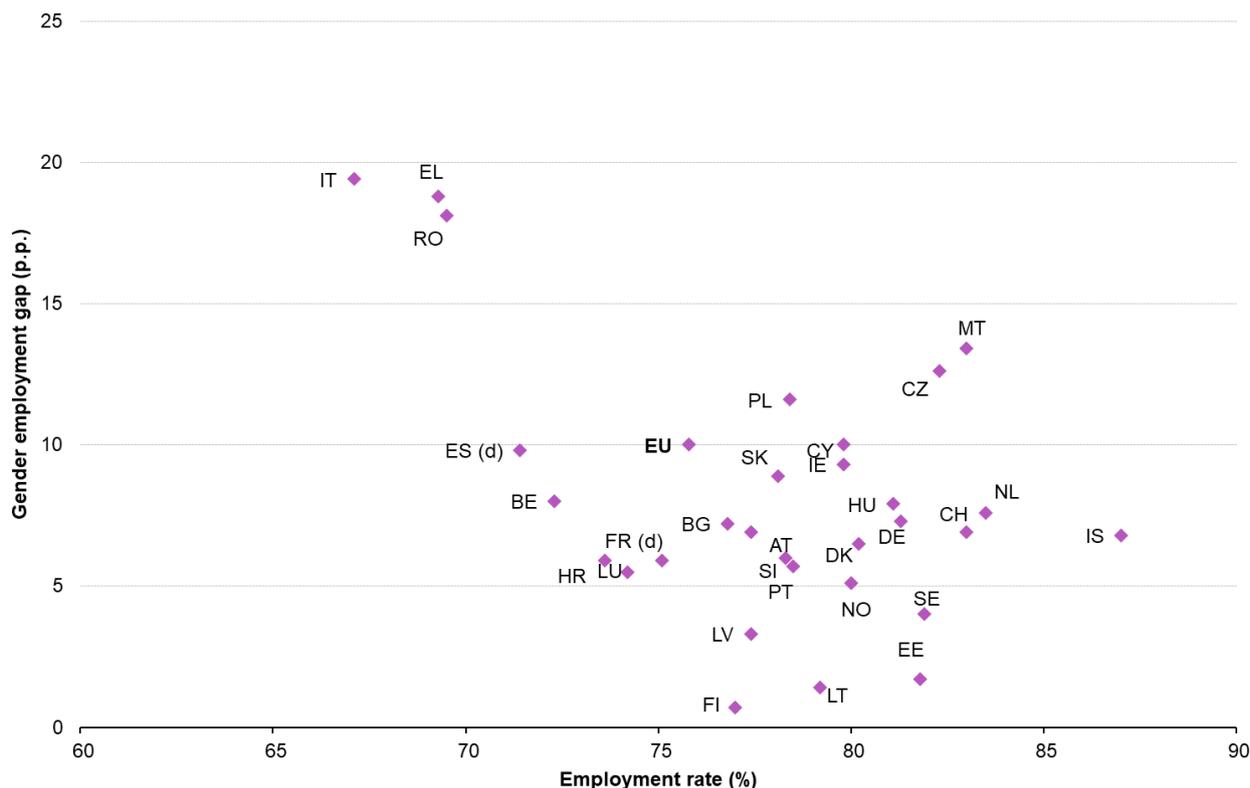


Figure 1: Tertiary education attainment and gender gap, 2024 Source: Eurostat (edat_lfse_03)

Labour market

The employment rate is considered a key social indicator for analytical purposes when studying developments in labour markets. The gender gap analysed here is defined as the difference between the employment rates of men and women of working age (20-64 years). Across the EU, the gender employment gap was 10.0 pp in 2024, meaning that the proportion of men of working age in employment exceeded that of women by 10.0 pp (see Figure 2).

Employment rate and gender employment gap, 2024



Source: Eurostat (online data code: lfsi_emp_a)
(d): ES, FR definition differs (See metadata)

eurostat 

Figure 2: Employment rate and gender employment gap, 2024 Source: Eurostat (lfsi_emp_a)

The gender employment gap varies significantly across EU countries. In 2024, the lowest gap was reported in Finland (0.7 pp), followed by Lithuania (1.4 pp), Estonia (1.7 pp) and Latvia (3.3 pp). At the other end of the scale, countries with the highest gaps were Italy (19.4 pp), Greece (18.8 pp) and Romania (18.1 pp). This is due to the lower participation of women in the labour market in these countries.

For the population as a whole, the employment rate of persons aged 20-64 years in 2024 ranged from 67.1% (in Italy) to 83.5% (in the Netherlands). Among all the EU countries with the smallest gender employment gaps (below 5.0 pp), all had an employment rate above the EU average rate of 75.8%. Conversely, in all three countries with the largest gender employment gaps, the employment rate was below the EU average: Italy (67.1%), Greece (69.3%) and Romania (69.5%).

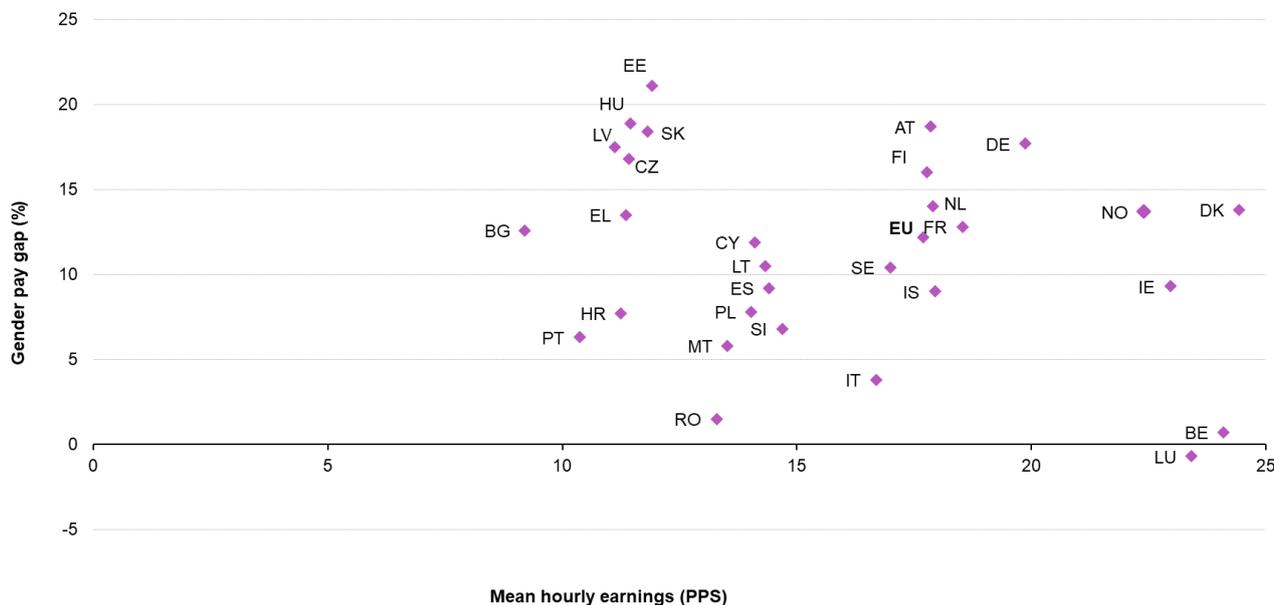
Earnings

The 'unadjusted' [gender pay gap](#) provides an overall picture of gender inequality in hourly pay. This gap represents the difference between the average gross hourly earnings of men and women expressed as a percentage of average gross hourly earnings of men. It is called 'unadjusted' as it does not take into account all of the factors that influence the gender pay gap, such as differences in education, labour market experience or type of job.

Across the EU, overall women earn less per hour than men do. For the economy as a whole, in 2022, women's gross hourly earnings were on average 12.2% below those of men in the EU. The gender pay gap varies significantly across EU countries. In 2022, the gender pay gap ranged from -0.7% in Luxembourg and 0.7% in Belgium to 18.7% in Austria, 18.9% in Latvia and 21.1% in Estonia. This section on earnings uses data from the

last 4-yearly collection of the Structure of Earnings Survey of 2022. 2023 data on the gender pay gap are available in the following article [Gender pay gap statistics](#).

Mean hourly earnings and gender pay gap, 2022



Source: Eurostat (online data codes: earn_ses_hourly, earn_gr_gpgr2)



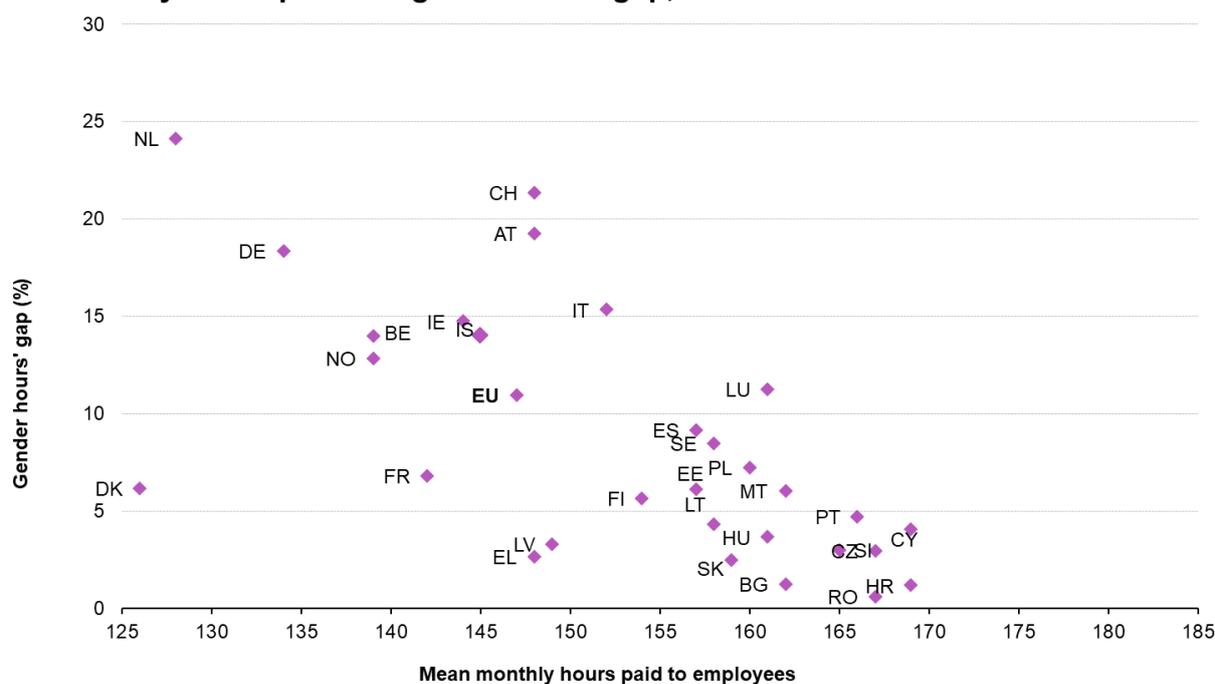
Figure 3: Mean hourly earnings and gender pay gap, 2022 Source: Eurostat (earn_ses_hourly) and (earn_gr_gpgr2)

Across EU countries, employees’ average gross hourly earnings in 2022, expressed in [purchasing power standards \(PPS\)](#), varied from 9.2 PPS in Bulgaria to 24.4 PPS in Denmark. Among the EU countries with the smallest gender pay gap (below 5%), earnings varied from 13.3 PPS in Romania to 24.1 PPS in Belgium. The countries with the largest gender pay gap (above 15%) recorded earnings ranging from 11.1 PPS in Hungary to 17.9 PPS in Austria.

Besides the gender pay gap, based on hourly earnings, the difference between the average annual earnings of women versus men is also influenced by the higher proportion of part-time employees among women. This is shown by the ‘gender hours gap’ which represents the difference between average monthly hours paid to men and women expressed as a percentage of average hours paid to men.

In 2022, across the EU, women were paid on average for 11% fewer hours than men per month (see Figure 4). The number of hours paid to men is broadly similar across EU countries, whereas part-time arrangements for women differ substantially. For the Netherlands, the gender hours gap stands out at 24.1%, meaning that female employees are paid on average for 24.1% fewer hours per month than men. At the other end of the scale, Romania, Bulgaria and Croatia recorded a gender gap that was below 1.5%” as Romania had 0.6% and the other two 1.2%.

Mean monthly hours paid and gender hours gap, 2022



Source: Eurostat (online data code: earn_ses_monthly)



Figure 4: Mean monthly hours paid and gender hours gap, 2022 Source: Eurostat, (earn_ses_monthly)

Besides the gender pay gap and the gender hours gap, it is also useful to consider gender gaps in employment, as these also contribute to the difference in average earnings of women versus men¹. To give a complete picture of the gender earnings gap, a new indicator has been developed. This indicator measures the impact of the three combined factors, namely: (1) the average hourly earnings, (2) the monthly average of the number of hours paid (before any adjustment for part-time work) and (3) the employment rate, on the average earnings of all women of working age — whether employed or not employed — compared with men.

In 2022, the gender overall earnings gap was 32.8% in the EU (see Table 1). Across EU countries, the gender overall earnings gap varied significantly, from 14.7% in Lithuania to 41.1% in Austria (see Table 1 and Figure 5). Countries that recorded a gender overall earnings gap lower than 20% were: Lithuania (14.7%), Portugal (16.7%), Slovenia (17.1%) and Luxembourg (17.8%). Countries that recorded a gender overall earnings gap higher than 40% were the Netherlands (40.3%) and Austria (41.1%). Table 2 shows contributions to the gender overall earnings gap. At EU level, the gender pay gap, the gender employment gap and the gender hours' gap contributed 35.5%, 35.3% and 29.2%, respectively, to the gender overall earnings gap.

¹The GPG (gender pay gap) and the Gender employment gap show a negative relationship. One possible explanation is the following: in countries where the employment rate for women is particularly low, women who still choose to work may decide to do so due to their higher job profile and earnings expectations. This translates into a lower (unadjusted) gender pay gap as the latter compares the average hourly earnings of all working men against all working women without correcting for the fact that working women tend to have a specific profile.

Gender overall earnings gap (GOEG) (%), 2022

	Average hourly earnings (EUR)		Average number of hours paid per month		Employment rate for age group 15-64 (%)		Gender overall earnings gap (%)
	Men	Women	Men	Women	Men	Women	
EU-27 (1)	18.9	16.4	155	138	74.7	64.9	32.8%
Belgium	27.1	26.9	150	129	69.8	63.2	22.7%
Bulgaria	5.9	5.2	163	161	74.0	67.2	21.5%
Czechia	10.4	8.5	170	165	82.2	68.5	34.0%
Denmark	35.0	30.2	130	122	79.0	74.5	23.7%
Germany	24.2	19.9	147	120	80.4	73.0	39.0%
Estonia	12.1	9.6	163	153	77.5	75.3	28.0%
Ireland	28.7	26.0	156	133	78.2	68.4	32.4%
Greece	10.0	8.6	150	146	70.3	51.2	38.7%
Spain	14.1	12.8	164	149	69.3	59.2	29.6%
France	21.4	18.7	147	137	70.8	65.6	24.7%
Croatia	8.5	7.8	170	168	69.7	60.8	20.4%
Italy	16.3	15.7	163	138	69.2	51.1	39.9%
Cyprus	13.7	12.0	172	165	79.1	69.5	25.8%
Latvia	10.2	8.3	151	146	72.5	70.2	24.1%
Lithuania	11.4	10.2	162	155	73.9	73.6	14.7%
Luxembourg (2)	30.5	30.7	169	150	73.0	67.1	17.8%
Hungary	7.8	6.5	164	158	79.0	70.0	29.6%
Malta	12.4	11.7	166	156	82.4	69.7	25.2%
Netherlands	22.5	19.4	145	110	85.4	78.1	40.3%
Austria	21.7	17.7	161	130	78.0	70.0	41.1%
Poland	9.0	8.3	166	154	77.4	65.5	27.6%
Portugal	9.0	8.5	170	162	73.9	68.9	16.7%
Romania	7.5	7.4	167	166	71.5	54.4	25.5%
Slovenia	12.9	12.0	167	162	76.2	69.8	17.1%
Slovakia	9.9	8.2	161	157	75.0	67.6	26.9%
Finland	24.1	20.3	159	150	74.7	73.9	21.6%
Sweden	22.7	20.4	165	151	79.2	74.6	22.8%
Iceland	29.5	26.9	157	135	85.2	81.2	25.4%
Norway	34.0	29.4	148	129	80.0	75.4	29.1%
Switzerland	48.3	40.1	164	129	83.9	76.1	40.7%

(1) The unadjusted gender pay gap slightly differs from the official number (12.2 %) the latter being calculated as the average of the national gender pay gaps weighted by the respective number of employees.

(2) The cross-border workers account for over 40 % of the workforce in Luxembourg. They are covered by the Structure of Earnings Survey (the source of data on the average hourly earnings and the average monthly hours paid) but not by the Labour Force Survey (the source of data on the employment rate) which are conducted in Luxembourg.

Source: Eurostat (online data codes: earn_ses_hourly, earn_ses_monthly, ifsa_ergaed,earn_gr_goeg)

eurostat 

Table 1: Gender overall earnings gap (GOEG) (%), 2022 Source: Eurostat (earn_ses_hourly), (earn_ses_monthly), (ifsa_ergaed) and (earn_gr_goeg)

Contributions to the gender overall earnings gap, 2022 (%)

	Contributions to the gender overall earnings gap			Gender overall earnings gap (%)
	Gender pay gap	Gender hours' gap	Gender employment gap	
EU	35.5	29.2	35.3	32.8
Belgium	2.7	58.6	38.6	22.7
Bulgaria	55.1	5.1	39.8	21.5
Czechia	48.9	7.2	43.9	34.0
Denmark	54.9	23.5	21.7	23.7
Germany	39.5	41.0	19.5	39.0
Estonia	72.0	19.2	8.7	28.0
Ireland	25.0	40.8	34.2	32.4
Greece	29.7	5.5	64.8	38.7
Spain	27.7	27.4	44.9	29.6
France	48.2	24.8	26.9	24.7
Croatia	34.9	5.2	59.9	20.4
Italy	7.7	32.7	59.6	39.9
Cyprus	42.7	13.9	43.4	25.8
Latvia	76.1	12.2	11.7	24.1
Lithuania	69.7	27.7	2.6	14.7
Luxembourg	-3.7	60.7	42.9	17.8
Hungary	54.9	10.6	34.5	29.6
Malta	20.9	21.4	57.7	25.2
Netherlands	29.2	53.5	17.3	40.3
Austria	39.2	40.4	20.4	41.1
Poland	25.2	23.2	51.6	27.6
Portugal	35.1	26.4	38.4	16.7
Romania	5.0	2.0	92.9	25.5
Slovenia	37.2	16.2	46.6	17.1
Slovakia	58.8	8.0	33.2	26.9
Finland	71.6	24.0	4.4	21.6
Sweden	42.6	34.3	23.1	22.8
Iceland	32.2	51.4	16.4	25.4
Norway	42.9	39.9	17.2	29.1
Switzerland	35.5	45.9	18.6	40.7

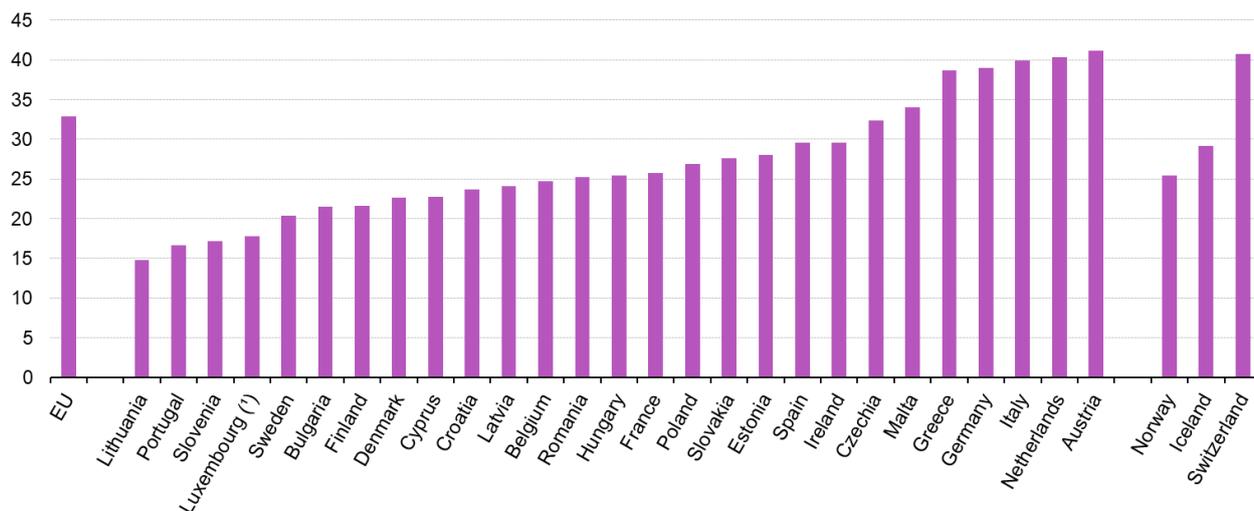
Note: The gaps of the components (gender pay gap - GPG, gender hours' gap - GHG and gender employment rate gap - GERG) do not add up to the gender overall earnings gap (GOEG). However, the following relationship holds:

$(1 - \text{GPG}/100) \times (1 - \text{GHG}/100) \times (1 - \text{GERG}/100) = (1 - \text{GOEG}/100)$ which can be transformed by the logarithm into the following additive relationship:

$\text{LN}(1 - \text{GPG}/100) + \text{LN}(1 - \text{GHG}/100) + \text{LN}(1 - \text{GERG}/100) = \text{LN}(1 - \text{GOEG}/100)$. This allows calculating contributions as follows (e.g. for GPG): $\text{LN}(1 - \text{GPG}/100) / \text{LN}(1 - \text{GOEG}/100) \times 100$.

Source: Eurostat (online data codes: earn_gr_gpgr2, earn_ses_monthly, lfsi_emp_a)

Gender overall earnings gap, 2022 (%)



(1) The cross-border workers account for over 40 % of the workforce in Luxembourg. They are covered by the Structure of Earnings Survey (the source of data on the average hourly earnings and the average monthly hours paid) but not by the Labour Force Survey (the source of data on the employment rate) which are conducted in Luxembourg.

Source: Eurostat (online data code: earn_gr_goeg)

eurostat 

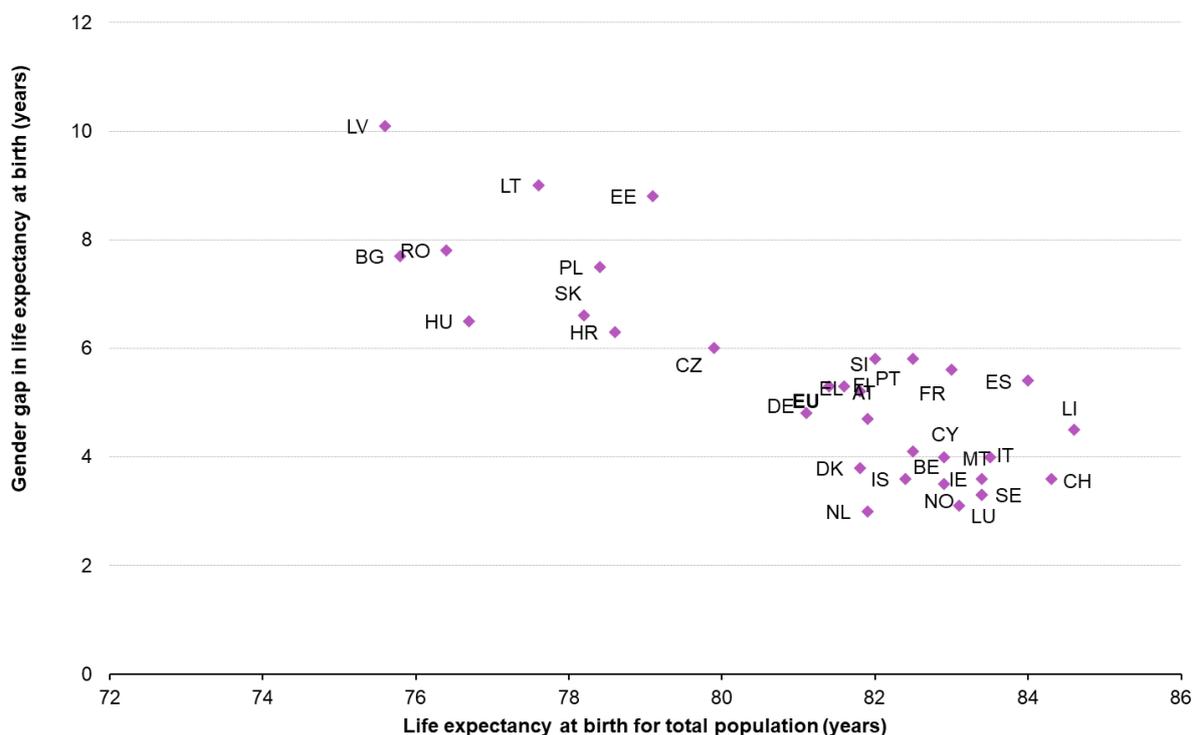
Figure 5: Gender overall earnings gap, 2022 Source: Eurostat (earn_gr_goeg)

Life expectancy

Life expectancy at birth is one of the most frequently used indicators to measure the health status of a population. From the 'life expectancy' indicator, the gender gap in life expectancy at birth can be derived. This is defined as the number of years that women can expect to live (at birth) minus the number of years that men can expect to live.

In 2023, the gender gap in life expectancy at birth was +5.3 years in the EU, meaning that life expectancy at birth was 5.3 years higher for women than for men. Life expectancy at birth was higher for women than for men in all EU countries, with the gender gap ranging from +3.0 years in the Netherlands, +3.3 years in both Sweden and Luxembourg, +3.5 in Ireland to +8.8 years in Estonia, +9.0 years in Lithuania to +10.1 years in Latvia (see Figure 6).

Life expectancy at birth and gender gap in life expectancy, 2023



Source: Eurostat (online data code: demo_mlexpec)



Figure 6: Life expectancy and gender gap in life expectancy, 2023 Source: Eurostat (demo_mlexpec)

As regards the population as a whole, life expectancy at birth varied across EU countries between 75.6 years in Latvia and 84.0 years in Spain. Among the countries with the largest gender gap in absolute terms (i.e. 8 years or more), life expectancy for the total population was 75.6 years in Latvia, 77.6 years in Lithuania, and 79.1 years in Estonia, much lower than the EU average of (81.4 years in 2023). Among the countries with the lowest gender gap in absolute terms (i.e. 4 years or below), life expectancy at birth for the total population was generally higher than the EU average - namely 81.8 years in Denmark, 83.4 years in Malta, 82.9 years in Ireland, 83.4 years in both Luxembourg and Sweden and 81.9 years in the Netherlands.

For a better view of gender issues concerning life expectancy, it is also useful to look at causes of death and hospital discharges by diagnosis, as well as healthy life years expectancy and lifestyle characteristics, e.g. smoking (see articles in Statistics Explained in the category [Health](#)).

Source data for tables and graphs

- [Gender statistics - excel file](#)

Data sources

Eurostat produces and disseminates a number of datasets that show how men and women compare in areas such as education, labour market, earnings, social inclusion and health in the EU. The most relevant and most frequently used datasets are listed in the [equality non-discrimination domain](#) . For more information on data sources and availability, see the metadata files linked to the multidimensional tables or in other relevant articles.

The **Gender overall earnings gap** is calculated as follows:

$$GOEG = \frac{(E_m \times H_m \times ER_m) - (E_w \times H_w \times ER_w)}{(E_m \times H_m \times ER_m)} \times 100$$

where GOEG means Gender overall earnings gap, E_m — Mean hourly earnings of men, H_m — Mean monthly hours paid to men, ER_m — Employment rate of men (aged 15-64 years), E_w — Mean hourly earnings of women, H_w — Mean monthly hours paid to women and ER_w — Employment rate of women (aged 15-64 years).

Context

Gender equality has been enshrined in the European treaties since 1957. The principle of 'Equal pay for male and female workers for equal work or equal value' is currently laid down in Article 157 of the [Treaty on the Functioning of the European Union](#). It is also a fundamental right (Article 23 of the [Charter of Fundamental Rights of the European Union](#)). The [Gender Equality Directive](#) is a key EU legislative act that promotes equal treatment between men and women in employment and occupation, aiming to eliminate gender-based discrimination and foster equal opportunities in the workplace.

Gender statistics are indispensable for identifying inequalities between women and men and are essential for developing, implementing and monitoring gender policies at global, European and national levels. [Four world conferences on women convened by the United Nations](#) between 1975 and 1995 have been crucial in putting the cause of gender equality at the very centre of the global agenda. In 1995, the Fourth World Conference on Women held in Beijing adopted the [Declaration and Beijing Platform for Action](#). This specified document identified several critical areas of concern considered to represent the main obstacles to women's advancement, requiring concrete action by governments and civil society. These areas are as follows: women and poverty, education and training of women, women and health, violence against women, women and armed conflict, women and the economy, women in power and decision-making, institutional mechanisms for the advancement of women, human rights of women, women and the media, women and the environment and the girl-child.

The United Nations set in 2015 as part of the [2030 Agenda for Sustainable Development](#) their Sustainable Development Goals and dedicated the fifth one ([SDG5](#)) to achieve gender equality and empower all women and girls.

The European Commission has confirmed that 'reducing the gender pay, earnings and pension gaps and thus fighting poverty among women' is among its top priorities. It has undertaken a number of initiatives in this field as part of the [Gender equality strategy 2020–2025](#). The Commission communication that outlines this strategy calls for an increased participation of women in the labour market and equal participation across different sectors of the economy and working-time patterns. Moreover, it stresses the need for affordable care services of sufficient quality and calls for a better sharing of unpaid working hours between women and men. In addition, it calls for policies and measures for those facing particular barriers to entry into the labour market, such as migrant women and single parents. The document also argues that the causes and consequences of the gender pension gap need to be addressed, as they are an obstacle to the economic independence of women in old age, when they face a higher risk of poverty than men do. The strategy will be updated and extended in accordance with [President Von der Leyen's political guidelines \(2024-2029\)](#).

In March 2025, the European Commission adopted the [EU Roadmap for Women's rights](#), which sets out long-term policy objectives for upholding and advancing key principles of women's rights and gender equality including equal pay and economic empowerment. The Roadmap will serve as a basis for developing specific legal and policy initiatives and measures in the Gender Equality Strategy post-2025.

Gender equality plays a central role within the [European Pillar of Social Rights](#), which was endorsed at the Social Summit for Fair Jobs and Growth, Gothenburg, Sweden, November 2017. At the Porto Social Summit of May 2021, EU leaders reaffirmed their commitment to the implementation of the European Pillar of Social Rights according to

the action plan set up by the Commission in March 2021. The EPSR emphasizes equal access to employment, education, and training for both women and men and it promotes equal pay for equal work. The unadjusted GPG (gender pay gap) belongs to the [social scoreboard indicators](#) used for the monitoring of the action plan.

In 2019, the European Union adopted the [directive on work-life balance for parents and carers](#) that sets out minimum requirements for parental leave, paternity leave and carers' leave. In 2022, the European Union adopted the [Gender Balance on Boards Directive](#) to ensure the application of the principle of equal opportunities between women and men. The directive aims to achieve a gender-balanced representation among top management positions by establishing a set of procedural requirements concerning the selection of candidates for appointment or election to director positions based on transparency and merit.

In May 2023, the European Union adopted the [directive](#) to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms.

The EU and its Member States are supported by the [European Institute for Gender Equality](#) in their efforts to promote gender equality and to raise awareness about gender equality issues. The Institute supports EU Presidencies in developing the [Beijing indicators](#) . It also developed the [Gender Equality Index](#) , which provides a synthetic measure of gender equality in EU Member States.

Footnotes

Explore further

Other articles

- [Employment - annual statistics](#)
- [Gender pay gap statistics](#)
- [Mortality and life expectancy statistics](#)
- [Living conditions in Europe - poverty and social exclusion](#)
- [Living conditions in Europe - income distribution and income inequality](#)
- [Gender equality](#)
- [Tertiary education statistics](#)
- [Equality and non-discrimination statistics - overview](#)

Database

- [Equality and non-discrimination](#)

Thematic section

- [Equality and non-discrimination overview](#)
- [Population and demography overview](#)

Publications

- [The life of women and men in Europe – 2022 interactive edition](#)
- [Gender pay gaps in the European Union — a statistical analysis \(2021 edition\)](#)
- [European social statistics, 2013 edition](#)
- [Demography of Europe 2025](#)

Methodology

- [Developing Gender Statistics: A Practical Tool, UNECE, 2010](#)

External links

- [European Commission - DG Justice and Consumers- Gender equality](#)
- [OECD - Gender Data Portal](#)
- [UN - Minimum set of gender indicators](#)
- [UNECE - Gender statistics](#)