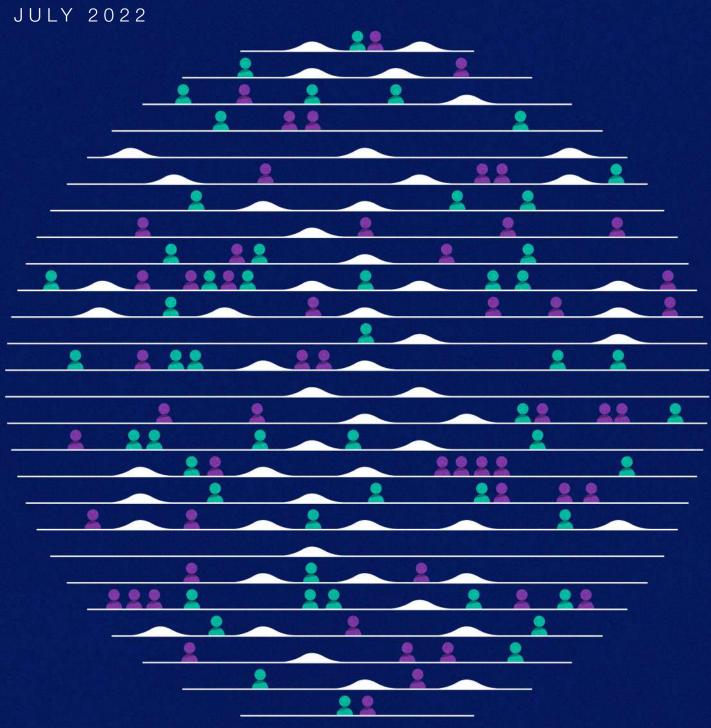
# Global Gender Gap Report 2022



INSIGHT REPORT



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The report and an interactive data platform are available at http://reports.weforum.org/globalgender-gap-report-2022.

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# **Preface**



Saadia Zahidi Managing Director

In 2022, amid multi-layered and compounding crises including the rising cost of living, the ongoing pandemic, the climate emergency and large-scale conflict and displacement, the progress towards gender parity is stalling. As leaders tackle a growing series of economic and political shocks, the risk of reversal is intensifying. Not only are millions of women and girls losing out on access and opportunity at present, this halt in progress towards parity is a catastrophe for the future of our economies, societies and communities. Accelerating parity must be a core part of the public and private agenda.

While more women have been moving into paid work over the last decades and, increasingly, into leadership positions in industry, there have been continued headwinds: societal expectations, employer policies, the legal environment and the availability of care infrastructure. This has continued to limit the educational opportunities women access as well as the career possibilities they can pursue. The economic and social consequences of the pandemic and geopolitical conflict have paused progress and worsened outcomes for women and girls around the world - and risk creating permanent scarring in the labour market. Conversely, the increasing representation of women in leadership in a number of industries, engagement in tertiary education overall and rebound in professional and technical roles are encouraging and may provide a basis for future efforts.

Collective, coordinated and comprehensive action will be needed to create sustained improvements and halt the risks of reversals. As a basis for action, close and constant monitoring of the gender gap is a critical first step. This year's Global Gender Gap Report findings serve as a tool for leaders to identify areas for individual and collection action. Widening work-related gender gaps increase the need for social and worker protection, reskilling and reintegration opportunities, strengthened care infrastructure, strengthening female leadership in industries where women are underrepresented, and a more proactive approach to preparing the ground for gender parity in the growing industries of the future.

At the World Economic Forum, the Centre for the New Economy and Society is complementing measurement of gender gaps with a growing portfolio of action initiatives and leadership communities dedicated to accelerating progress. The Gender Parity Accelerators aim to hardwire gender parity in the world of work. Currently present in 12 countries in Latin America and the Caribbean, the Middle East and North Africa, and East Asia and the Pacific, the Accelerators are implementing public-private action plans to advance women's economic empowerment in the labour force, through pay equity and with a focus on leadership representation. The Global Accelerators Learning Network promotes exchange between these countries and a wider network of leaders and their best practices. Finally, the Global Parity Alliance is a global, cross-industry group of organizations taking action to drive better and faster diversity, equity and inclusion outcomes through CEO leadership, and knowledge sharing on initiatives that have achieved significant, quantifiable and sustained impact for underrepresented groups.

This sixteenth edition of the report also provides new data on emerging trends in the labour market and society more widely. We are grateful to LinkedIn, Coursera, WTW and Hologic for their collaboration in providing unique data and new measures to track gender gaps. We thank the members of the Centre for the New Economy and Society Advisory Board for their leadership of this agenda, the over 150 partners of the Centre, and the expert guidance of Global Future Councils and the Community of Chief Diversity and Inclusion Officers, as well as a number of national ministries of economy, education and labour.

We would like to express our gratitude to Kusum Kali Pal, Kim Piaget, Silja Baller and Vesselina Ratcheva for their leadership of this project. We would also like to thank our colleagues Ricky Li, Eoin O'Cathasaigh and Gulipairi Maimaiti for their support.

We hope that this report will serve as a call to action to leaders to embed gender parity as a central goal of their policies and practices to build a sustained and robust recovery. The future of our economies, societies and communities depends on it.

# **Key Findings**

The Global Gender Gap Index benchmarks the current state and evolution of gender parity across four key dimensions (Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment). It is the longest-standing index which tracks progress towards closing these gaps over time since its inception in 2006.

This year, the Global Gender Gap Index benchmarks 146 countries, providing a basis for robust crosscountry analysis. Of these, a subset of 102 countries have been represented in every edition of the index since 2006, further providing a large constant sample for time series analysis. The Global Gender Gap Index measures scores on a 0 to 100 scale and scores can be interpreted as the distance covered towards parity (i.e. the percentage of the gender gap that has been closed). The cross-country comparisons aim to support the identification of the most effective policies to close gender gaps.

Key findings include the index results in 2022, trend analysis of the trajectory towards parity, and data deep dives through new metrics partnerships and contextual data.

### Global results and time to parity

In 2022, the global gender gap has been closed by 68.1%. At the current rate of progress, it will take 132 years to reach full parity. This represents a slight four-year improvement compared to the 2021 estimate (136 years to parity). However, it does not compensate for the generational loss which occurred between 2020 and 2021: according to trends leading up to 2020, the gender gap was set to close within 100 years.

- Across the 146 countries covered by the 2022 index, the Health and Survival gender gap has closed by 95.8%, Educational Attainment by 94.4%, Economic Participation and Opportunity by 60.3% and Political Empowerment by 22%.
- Although no country has yet achieved full gender parity, the top 10 economies have closed at least 80% of their gender gaps, with Iceland (90.8%) leading the global ranking. Iceland remains the only economy to have closed more than 90% of its gender gap. Other Scandinavian countries such as Finland (86%, 2nd), Norway (84.5%, 3rd) and Sweden (82.2%, 5th) feature in the top 5, with additional European countries such as Ireland (80.4%) and Germany (80.1%) in 9th and

10th positions, respectively. Sub-Saharan African countries Rwanda (81.1%, 6th) and Namibia (80.7%, 8th), along with one Latin American country, Nicaragua (81%, 7th), and one country from East Asia and the Pacific, New Zealand (84.1%, 4th), also take positions in the top 10. Nicaragua and Germany are the new entrants in the top 10 in 2022, while Lithuania (79.9%,11th) and Switzerland (79.5%, 13th) drop out this year.

- Based on the evolution of the global average scores for each subindex over the past 16 editions for the constant sample of 102 countries, at the current rates of progress, it will take 155 years to close the Political Empowerment gender gap, 151 years for the Economic Participation and Opportunity gender gap, and 22 years for the Educational Attainment gender gap. The time to close the Health and Survival gender gap remains undefined as its progress to parity has stalled.
- Comparing this year's results against last year's by examining the 145 countries covered in both the 2021 and 2022 editions shows that the overall gender parity score rose from 67.9% to 68.1%. The Economic Participation and Opportunity subindex also increased from 58.7% to 60.3%, as did the Health and Survival subindex from 95.7% to 95.8%. The Educational Attainment subindex fell from 95.2% to 94.4% while Political Empowerment remained the same, at 22%.
- An analysis of subindex evolution over time based on the constant sample of 102 countries included in the index since 2006 - reveals that gender parity overall and for three of the four subindexes has made progress since the first edition. During the sixteen-year period since the report's inception, each subindex has shown different trends. Economic Participation and Opportunity had one period of increasing parity between 2006 and 2013, and one long period of negative evolution after 2013 until 2017. The Educational Attainment subindex also improved steadily towards parity, with step-changes in 2008 and 2015. The Health and Survival subindex has varied only slightly over time, reaching its lowest point in 2018 and recovering marginally since then, though short of its 2006 level. The Political Empowerment subindex registered significant advances towards parity between 2006 and 2016, fluctuating until 2021, after which it stalled below its 2019 peak.

# Regional results and time to parity

North America leads all regions, having closed 76.9% of its gender gap. It is closely followed by Europe, which has closed 76.6% of its gap. In third place is Latin America and the Caribbean, having bridged 72.6% of its gender gap. Central Asia, along with East Asia and the Pacific, are towards the middle, at 69.1% and 69%, respectively, progress towards parity. In sixth spot, Sub-Saharan Africa stands at 67.9%. Further down in the ranking and trailing over four percentage points behind Sub-Saharan Africa, is the Middle East and North Africa, which has closed 63.4% of its gender gap. Lastly, South Asia reports the lowest performance, having closed 62.4% of its gender gap in 2022.

- North America is the most advanced region in terms of closing the gender gap. The populationweighted average score for the region is 76.9%, which reduces the number of years it will take to close the gap from 62 to 59 years. The improvements are due to a slight increase since last year in the gender gap score of the United States of America as well as a stable score in Canada.
- **Europe** has the second-highest level of gender parity, currently standing at 76.6%. Based on the constant set of 102 countries covered since 2006, the region has a 60-year wait to close the gap. Iceland, Finland and Norway hold the topmost ranks in the world and in the region.
- Latin America and the Caribbean ranks third of all regions, after North America and Europe. The region has bridged 72.6% of its gender gap. Based on the current pace of progress, Latin America and the Caribbean will close the gap in 67 years. However, within the region, only six of the 22 countries indexed in this edition improved their gender gap score by at least one percentage point since last year.
- In Central Asia, overall progress in closing the gender gap is unchanged from the last edition, at 69.1%. At this pace, it would take 152 years to close the regional gender gap. In 2022, Central Asia reports the fourth-highest regional score out of the eight regions, just after North America, Europe, and Latin America and the Caribbean.
- East Asia and the Pacific has closed 69% of its gender gap, marginally increasing its regional performance over the 2021 edition, with 13 of 19 countries improving their score. At this pace, the region will need 168 years to close the gender gap. However, within the region, there are important differences in countries' progress.
- Sub-Saharan Africa has the sixth-highest regional score and has bridged 67.9% of its gender gap. It ranks ahead of Middle East and

North Africa, and South Asia. The region registers its highest gender gap score in 16 years. At the present rate it would take 98 years to close the gender gap in the region.

- With an average population-weighted score of 63.4%, Middle East and North Africa has the second-largest gender gap yet to close, after South Asia. The region's progress remains similar to the last edition, which gives Middle East and North Africa a timeframe to close the gap of 115 years.
- Among the eight regions covered in the report, **South Asia** ranks the lowest, with only 62.3% of the gender gap closed in 2022. This lack of progress since the last edition extends the wait to close the gender gap to 197 years, due to a broad stagnation in gender parity scores across most countries in the region. Bangladesh and Nepal lead regional performance with over 69% of their gender gaps closed.

# Gender gaps in the workforce: an emerging crisis

Gender gaps in the workforce are driven and affected by many factors, including long-standing structural barriers, socioeconomic and technological transformation, as well as economic shocks. More women have been moving into paid work and, increasingly, leadership positions, yet globally societal expectations, employer policies, the legal environment and the availability of care continue to play an important role in the choice of educational tracks and career trajectories. The decade of austerity that followed the 2008 Global Financial Crisis constrained sectors that provide the core of social infrastructure, affecting outcomes for families and primary caregivers – often women - during the pandemic. Geopolitical conflict and climate change both impact women disproportionately. In addition, the projected deepening of the current cost-ofliving crisis is also likely to impact women more severely than men, as women continue to earn and accumulate wealth at lower levels.

Given the high risk of an enveloping crisis, the report explores the state of gender gaps in the workforce through complementary data available in the Economy Profiles and new metrics developed in collaboration with LinkedIn, Coursera, Hologic and WTW:

Gender gaps in labour-market recovery: A time-series analysis of gender parity in labourforce participation for a constant sample of 102 countries included in the Global Gender Gap Index shows that global gender parity for labourforce participation had been slowly declining since 2009. However, the trend was exacerbated in 2020, when gender parity scores decreased precipitously over two consecutive editions. As a result, in 2022, gender parity in the labour

force stands at 62.9%, the lowest level registered since the index was first compiled. Among workers who remained in the labour force, unemployment rates increased and has remained consistently higher for women.

- **Gender gaps in care work:** The disproportionately negative labour market impact of the pandemic can be explained partly through the sectoral composition of the shock and partly through the amount of care work that fell on women as childcare facilities and schools were closed a pattern of caregiving responsibility that was already pronounced before the pandemic. Based on an analysis of 2019 data from 33 countries, representing 54% of the global workingage population, men's share of time spent in unpaid work as a proportion spent in total work was 19%, while for women this was 55%. With rising childcare costs, there is a high risk that an asymmetric demand to provide unpaid care work will continue to be imposed on women.
- Gender gaps in leadership by industry: The share of women hired into leadership roles has seen a steady increase, from 33.3% in 2016 to 36.9% in 2022. Complementing Global Gender Gap Index statistics, high-frequency data from LinkedIn for 22 countries provides a snapshot of women's representation in leadership in 2022: only select industries have levels near gender parity in leadership, such as Non-Governmental and Membership Organizations (47%), Education (46%), and Personal Services and Wellbeing (45%). At the other end of the range are Energy (20%), Manufacturing (19%) and Infrastructure (16%). While the share of women in leadership has been increasing over time, women have not been hired at equal rates across industries. On average, more women have been hired into leadership in industries where women were already highly represented.
- Gender gaps in political representation: More women in political leadership tends to create a powerful role model effect as well as decisions that represent broader parts of the population. Data from the Global Gender Gap Index shows the progression of women in leadership in public office. Of all female heads of state globally, the longest serving ones have presided over Germany for 16.1 years, Iceland for 16 years, Dominica for 14.9 years and Ireland for 14 years. The global average share of women in ministerial positions nearly doubled between 2006 and 2022, increasing from 9.9% to 16.1%. Similarly, the global average share of women in parliament rose from 14.9% to 22.9%.
- Gender gaps in wealth accumulation: Skewed labour-market outcomes have an outsized impact on female wealth accumulation when calculated over a lifetime. In addition.

- unequal access and control over wealth-building resources - such as banking, investment, inheritance and property - can contribute to the wealth divide. According to an analysis carried out in collaboration with WTW looking at wealth equity for 39 countries, women are at a disadvantage with regards to wealth accumulation over the span of their working life. The most salient factors contributing to this gender-based wealth inequity are gender pay gaps, unequal career progression trajectories, gender gaps in financial literacy, and life events. For frontline operational roles, the overall gender wealth gap amounts to 11%; for professional and technical type roles, the gender wealth gap nearly triples to 31%; and for senior expert and leadership roles it expands further to 38%.
- Gender gaps in lifelong learning and skills prioritization: Women continue to be overrepresented in Education and Health and Welfare degree subjects compared to men, and underrepresented in STEM fields. The gender gap is most prevalent in two fields. Taking into account graduates from all fields, the percentage of women graduates in Information and Communication Technologies (ICT) is 1.7%, compared to 8.2% of men graduates. In Engineering and Manufacturing the same figures are 24.6% for men and 6.6% for women. While gender segmentation in degree choices continue in traditional education, highfrequency data from Coursera in this year's report finds that more women than ever are skilling, reskilling and upskilling online. Furthermore, gender gaps are substantially smaller in online enrolment than in traditional education. In ICT, for example, gender parity increased in online training between 2019 and 2021. However, enrolment behaviour shows that men and women's skilling preferences continue to respond to traditional patterns, creating skilling gender gaps for both men and women.
- Gender gaps in stress levels: Based on data by Hologic, the report finds that between 2021 and 2022, reported stress was 4% higher in women than in men. This adds to a growing global health burden of mental and emotional disorders, which is disproportionately affecting women's health and well-being.

The report's detailed Economy Profiles and online Data Explorer tool – available on the report website (https://www.weforum.org/reports/global-gendergap-report-2022) – allow users to understand how close each country is to gender equality across each of the four subindexes and provide a snapshot of each country's legal and social framework to date. The Global Gender Gap Report continues to aim to create a continuous assessment of gender disparities, support the case for closing gender gaps, encourage further research on policies and practices that are effective at promoting change, and promote public-private collaboration to close gender gaps.



# Benchmarking gender gaps 2022

The Global Gender Gap Index was first introduced by the World Economic Forum in 2006 to benchmark progress towards gender parity and compare countries' gender gaps across four dimensions: economic opportunities, education, health and political leadership.

The goal of the report is to offer a consistent annual metric for the assessment of progress over time. Using the methodology introduced in 2006, the index and the analysis focus on benchmarking parity between women and men across countries and regions.

As noted in previous editions, limitations on data

#### FIGURE 1.1

#### The Global Gender Gap Index Framework



**Economic Participation and Opportunity** 



**Educational Attainment** 



Health and Survival



Political Empowerment

#### Source

World Economic Forum, Global Gender Gap Index, 2022.

availability continue to prevent the index from reflecting gender gaps across the full spectrum of gender identities. The analysis thus remains focused on assessing gender gaps between women and men across the economic, educational, health and political outcomes (Figure 1.1). Through the Executive Opinion Survey, the World Economic Forum has sought to address data gaps by collecting information on differential outcomes depending on gender, sexual orientation, religion, ethnic and/or racial background, income level and disability. Further efforts will be required to capture the relationships between these intersecting categories.

For further information on the index methodology, please refer to Appendix B of the report.

#### 1.1 Country coverage

To ensure a global representation of the gender gap, the report aims to cover as many economies as possible. For a country to be included, it must report data for a minimum 12 of the 14 indicators that comprise the index. We also aim to include the latest data available, reported within the last 10 years.

The report this year covers 146 countries, including for the first time Comoros. On the other hand, Bahamas, Cuba, Croatia, Iraq, Mauritania, Papua New Guinea, Russian Federation, Syria, Trinidad and Tobago, Venezuela and Yemen are not covered in the 2022 index.

Among the 146 countries included this year, a constant set of 102 countries have been covered in all editions since the inaugural one in 2006. Scores based on this constant set of countries are used to compare regional and global aggregates across time.

It should be noted that there may be time lags in the data collection and validation process across the organizations from which the data is sourced, and that all results should be interpreted within a range of global, regional and national contextual factors. The Economy Profiles at the end of the report provide a large range of additional data.

# 1.2 Global results

The Global Gender Gap in 2022 is 68.1% closed. The overall gender parity score rose from 67.9% in 2021 to 68.1% in 2022, considering the constant sample of 145 countries covered in both the 2021 and 2022 editions.

Progress towards closing the gender gap has stalled in most countries. Only 30 of the 145 economies covered in both this edition and the previous one registered progress in closing the gender gap by at least 1 percentage point; 57 countries have made marginal progress, having closed their gender gaps by less than 1 percentage point. Twelve countries have reversed their gender gaps by more than 1 percentage point, while 46 countries saw a marginal decline – by less than 1 percentage point.

Vanuatu (score: 67%, +4.5 percentage points since the previous edition), Kenya (72.9%, +3.7 percentage points) and Saudi Arabia (63.6%, +3.3 percentage points) are 2022's most improved countries in closing their gender gap. Algeria (60.2%, -3 percentage points), Malawi (63.2%, -3.9 percentage points) and Benin (61.2%, -4.1 percentage points) have declined the most over the last year.

Table 1.1 presents the 2022 Global Gender Gap rankings and the scores for all 146 countries included in this year's report. Although no country has yet achieved full gender parity, the top 10 economies have closed at least 80% of their gaps, with Iceland (90.8%) leading the ranking table. Iceland is the only economy to have closed more than 90% of its gender gap. Other Scandinavian countries such as Finland (86%, 2nd), Norway (84.5%, 3rd) and Sweden (82.2%, 5th) feature in the top 5, with additional European countries such as Ireland (80.4%) and Germany (80.1%) in the 9th and 10th positions, respectively. Sub-Saharan African countries Rwanda (81.1%, 6th) and Namibia (80.7%, 8th), along with one Latin American country, Nicaragua (81%, 7th), and one East Asian and Pacific country, New Zealand (84.1%, 4th), also take positions in the top 10. Nicaragua and Germany are the new entrants in the top 10, while Lithuania (79.9%,11th) and Switzerland (79.5%, 13th) drop out of the top 10 in 2022.

TABLE 1.1 The Global Gender Gap Index 2022 rankings

1 2 3 4 5 6 7 8 9 10 11 12 13	Iceland Finland Norway New Zealand	0.908	2021			0–1	20
2 3 4 5 6 7 8 9 10 11	Finland Norway		10.010				
3 4 5 6 7 8 9 10 11	Norway	0.000	+0.016	74	Ethiopia	0.710	+0
4 5 6 7 8 9 10 11		0.860	-0.001	75	Colombia	0.710	-0
5 6 7 8 9 10 11 12	New Zealand	0.845	-0.004	76	Czech Republic	0.710	-0
5 6 7 8 9 10 11 12		0.841	+0.001	77	Poland	0.709	-0
6 7 8 9 10 11 12	Sweden	0.822	0.000	78	Liberia	0.709	+0
7 8 9 10 11 12	Rwanda	0.811	+0.006	79	Thailand	0.709	-C
8 9 10 11 12				-			
9 10 11 12	Nicaragua	0.810	+0.015	80	Paraguay	0.707	+(
10 11 12	Namibia	0.807	-0.002	81	Ukraine	0.707	-(
11 12	Ireland	0.804	+0.005	82	Honduras	0.705	-(
12	Germany	0.801	+0.005	83	Viet Nam	0.705	+(
	Lithuania	0.799	-0.004	84	Dominican Republic	0.703	+(
10	Costa Rica	0.796	+0.010	85	Malta	0.703	0
10	Switzerland	0.795	-0.003	86	Kyrgyz Republic	0.700	+1
14	Belgium	0.793	+0.004	87	Lesotho	0.700	+(
15	France	0.791	+0.007	88	Hungary	0.699	+1
16	Moldova	0.788	+0.02	-			
				89	Armenia	0.698	+(
17	Spain	0.788	0.000	90	Romania	0.698	-0
18	Albania	0.787	+0.017	91	Togo	0.697	+(
19	Philippines	0.783	-0.001	92	Indonesia	0.697	+(
20	South Africa	0.782	+0.001	93	Cyprus	0.696	-C
21	Austria	0.781	+0.004	94	Brazil	0.696	+(
22	United Kingdom	0.780	+0.005	95	Belize	0.695	-0
23	Serbia Serbia	0.779				0.692	
			-0.001	96	Nepal		+
24	Burundi	0.777	+0.008	97	Cameroon	0.692	0
25	Canada	0.772	0.000	98	Cambodia	0.690	+(
26	Latvia	0.771	-0.007	99	Korea, Republic of	0.689	+(
27	United States	0.769	+0.006	100	Greece	0.689	0
28	Netherlands	0.767	+0.005	101	Azerbaijan	0.687	-(
29	Portugal	0.766	-0.009	102	China	0.682	0
30	Barbados	0.765	-0.004	103	Malaysia	0.681	+(
31	Mexico	0.764	+0.007	104	Brunei Darussalam	0.680	+(
32	Denmark	0.764	-0.004	105	Mauritius	0.679	0
33	Argentina	0.756	+0.005	106	Myanmar	0.677	-0
34	Mozambique	0.752	-0.006	107	Fiji	0.676	+(
35	Guyana	0.752	+0.024	108	Ghana	0.672	+(
36	Belarus	0.750	-0.008	109	Sierra Leone	0.672	+(
37	Peru	0.749	_	110	Sri Lanka	0.670	0
			+0.028				
38	Jamaica	0.749	+0.007	111	Vanuatu	0.670	+(
39	Slovenia	0.744	+0.003	112	Senegal	0.668	-(
40	Panama	0.743	+0.006	113	Guatemala	0.664	+(
41	Ecuador	0.743	+0.003	114	Tajikistan	0.663	+(
42	Bulgaria	0.740	-0.006	115	Burkina Faso	0.659	+(
43	Australia	0.738	+0.006	116	Japan	0.650	-0
44				117			
	Suriname	0.737	+0.008	-	Maldives	0.648	+(
45	Cape Verde	0.736	+0.020	118	Guinea	0.647	-(
46	Luxembourg	0.736	+0.011	119	Lebanon	0.644	+(
47	Chile	0.736	+0.020	120	Tunisia	0.643	-(
48	Madagascar	0.735	+0.010	121	Gambia, The	0.641	-(
49	Singapore	0.734	+0.007	122	Jordan	0.639	+(
50	Zimbabwe	0.734	+0.002	123	Nigeria	0.639	+1
51	Bolivia	0.734	+0.002	124	Turkey	0.639	+(
				0			
52	Estonia	0.733	+0.001	125	Angola	0.638	-(
53	Lao PDR	0.733	-0.017	126	Bhutan	0.637	-(
54	Montenegro	0.732	0.000	127	Saudi Arabia	0.636	+(
55	Georgia	0.731	-0.001	128	Niger	0.635	+(
56	Timor-Leste	0.730	+0.01	129	Egypt	0.635	-(
57	Kenya	0.729	+0.037	130	Kuwait	0.632	+
58	Eswatini	0.728	-0.001	131	Bahrain	0.632	
59	El Salvador	0.727	-0.011	132	Malawi	0.632	-(
60	Israel	0.727	+0.003	133	Côte d'Ivoire	0.632	-(
61	Uganda	0.724	+0.007	134	Comoros*	0.631	C
62	Zambia	0.723	-0.002	135	India	0.629	+1
63	Italy	0.720	-0.001	136	Morocco	0.624	+
64	Tanzania	0.719	+0.012	137	Qatar	0.617	-(
						0.612	-(
65	Kazakhstan	0.719	+0.009	138	Benin		
66	Botswana	0.719	+0.003	139	Oman	0.609	0
67	Slovak Republic	0.717	+0.005	140	Algeria	0.602	-(
68	United Arab Emirates	0.716	+0.001	141	Mali	0.601	+1
69	North Macedonia	0.716	+0.001	142	Chad	0.579	-(
70	Mongolia	0.715	-0.001	143	Iran, Islamic Republic of	0.576	-(
				-			
71	Bangladesh	0.714	-0.005	144	Congo, Democratic Rep.	0.575	-(
72	Uruguay	0.711	+0.008	145	Pakistan	0.564	+(
73	Bosnia and Herzegovina	0.710	-0.003	146	Afghanistan	0.435	-0

<sup>&</sup>quot;n/a" indicates that the country was not covered in previous editions.

<sup>\*</sup> New to index in 2022

#### Performance by subindex 1.3

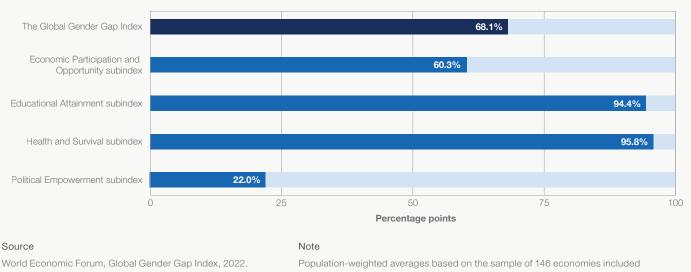
This section discusses the global gender gap scores across the four main components (subindexes) of the index: Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment. In doing so, it aims to shed light on which factors are contributing most prominently to the global gender gap.

Summarized in Figure 1.2, this year's results show that across the 146 countries covered by the 2022 index, the Health and Survival gender gap has closed by 95.8%, Educational Attainment by 94.4%, Economic Participation and Opportunity by 60.3% and Political Empowerment by 22%.

Comparing this year's results against last year's by examining only the set of 145 countries covered in both the 2021 and 2022 editions shows that the Economic Participation and Opportunity subindex increased from 58.7% to 60.3%, and the Health and Survival subindex rose from 95.7% to 95.8%. The Educational Attainment subindex fell from 95.2% to 94.4% while Political Empowerment remained the same, at 22%.

#### FIGURE 1.2 The state of gender gaps, by subindex

Percentage of the gender gap closed to date, 2022



in the index in 2022

The country score distributions across each subindex offer a more detailed picture of the biggest challenges to gender parity in 2022. Figure 1.3 marks the distribution of individual country scores attained at both overall and subindex levels, as well as the populationweighted average score for each subindex.

Overall, this year's results show that countries' performances are widely dispersed across the overall Gender Gap Index. Most countries are clustered around the 2022 average score (0.681), with two clear outliers: Afghanistan (146th, 0.435), which trails behind every country on almost every subindex, and Iceland (1st, 0.908), which leads this year's ranking. At a subindex level, the two dimensions with the least variation since 2006, Educational Attainment and Health and Survival, are also where country scores are the most highly concentrated.

The Economic Participation and Opportunity subindex has the second-widest dispersion. The subindex shows increased deviation from last year between economies, with the lowest standing at 18% (Afghanistan) and the highest at 88% (Lao PDR), suggesting that global economic parity is highly unequal between economies. Higher-income economies score at 0.69 on average, while uppermiddle-income economies score 0.68 and low-income economies register 0.66. The lowest-performing economies are lower-middle income, at 0.63.

Within the indicators that compose this subindex, performance is also varied. When it comes to income equality, in 2022 parity increased in part because women earn slightly more on average (+2%) than in 2021, but also because men earn less (-1.8%) on average than in 2021. Twenty-eight countries have closed less than 50% of the gender gap on this indicator, with the lowest levels of parity reported in Iran (16%), Afghanistan (18%) and Algeria (18%). Overall, Sub-Saharan African and Middle East and North Africa have the lowest levels of income parity, at approximately 23% and 24%, respectively.

When it comes to wage equality for similar work, only five countries achieved scores higher than 0.800 on this indicator: Albania (0.845), Burundi (0.840), Algeria (0.812), Iceland (0.812) and Singapore (0.805). Furthermore, no region attained higher levels of wage parity than North America (0.760).

In 2022, 129 countries reported a reduction of women's labour-force participation relative to men's, which negatively impacted their scores. Three countries saw no changes (Burundi, Rwanda and Sierra Leone) and 14 reported increased parity in workforce participation – the highest of which was Saudi Arabia, with a 0.097 increase in its gender parity score.

However, between 2021 and 2022 the share of women in professional and technical roles as well as in senior, legislative and managerial roles increased slightly (6.7 percentage points and 5.4 percentage points, respectively). Pakistan is the country where women have the smallest share of senior, managerial and legislative roles (4.5%), compared to Jamaica, where women represent 56.6% of workers in that category, or Togo, which has the highest share of women in senior roles, at 70.1%. Women were less than 18% of professional and technical workers in Chad, compared to 41% in Rwanda or 70% in Belarus.

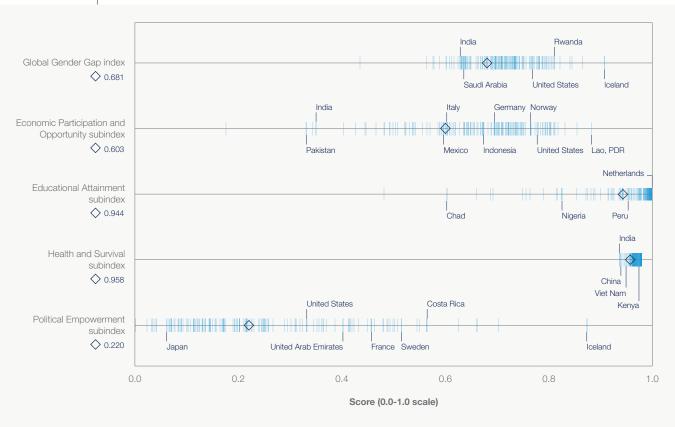
The Educational Attainment subindex shows most scores near parity but with increasing dispersion between countries towards the bottom of the range. On this dimension, country performances varied between rates ranging from 48% to 100%. On this subindex, 29 countries reported full gender parity. Among them are 17 high-income economies, three lower-middle-income economies, and nine upper-middle-income economies. On average, high-income and middle-income economies have an Educational Attainment parity score of 99%, compared to 95% of lower-middle income and 81% of low-income economies.

Forty-seven countries reported parity in literacy, and only 19 countries have a literacy gender gap of 25% or more. Gender parity in primary education is more prevalent across countries. Not only did 64 countries report full parity, but nearly 75% of countries included in this year's edition achieved a score of 0.900 or higher in primary education enrolment. Chad (0.785), Guinea (0.852), Niger (0.878) and Mali (0.899) are among the countries that failed to meet this threshold. However, at a global level, even as overall levels of education increased, there must be more focus on equitable schooling opportunities. In secondary education enrolment, 16 countries reported gender gaps larger than 10 percentage points – 13 of them in Sub-Saharan Africa, two in South Asia (Pakistan and Afghanistan), and one in East Asia and the Pacific (China). In tertiary education, 29 countries have closed less than 90% of the gender gap in enrolment - and these countries are concentrated in Sub-Saharan Africa, South Asia and East Asia and the Pacific. Of this year's sample, the only region where performances have moved further toward parity is Latin America and the Caribbean.

The **Health and Survival** subindex demonstrates the most egalitarian overall performance, with the least amount of dispersion and the smallest reported global gender gap. In this dimension, most countries are positioned near parity, with attainment levels between 93% and 98%. Across the entire index, 141 countries across all regions have closed at least 95% of their Health gender gaps, although no countries register parity in 2022. The five countries with gender gaps larger than 5% are Qatar, Pakistan, Azerbaijan, China and India.

Finally, the **Political Empowerment** subindex shows no overall progress against last year, with virtually no change in the three indicators that constitute it. This subindex also manifests the largest remaining gender gap of all subindexes with a global average score of 0.22, as well as the widest range of dispersion among countries. The lowest measure of progress on this subindex is 0%, Vanuatu, and the highest is 87%, Iceland.

In addition to Iceland, only 11 countries have closed more than 50% of their gap on this subindex: Finland (0.68), Norway (0.66), New Zealand (0.66), Nicaragua (0.63), Costa Rica (0.56), Rwanda (0.56), Germany (0.55), Bangladesh (0.55), Sweden (0.51), Ireland (0.50) and South Africa (0.50). The countries that have more than 95% of the gap to close are Vanuatu (100%), Kuwait (97.8%), Brunei (96.9%), Qatar (96.7%), Iran (96%) and Nigeria (95.9%). Approximately 39% of countries in the index performed above the subindex average (0.22), the same proportion as in 2021, implying a significant skew of the distribution towards the lower end of the subindex. However, the difference between the top score of 2022 and 2021 is +0.11, which causes a bigger divergence between scores.



Population-weighted average

Source

World Economic Forum, Global Gender Gap Index, 2022.

Note

Gender parity scores corresponding to the 146 economies included in the 2022 edition.

#### 1.4 **Progress over time**

By calculating how much the gap has been reduced each year since the report's first edition in 2006, using a constant sample of 102 countries, it is possible to project how many years it will take to close each of the gender gaps in each of the dimensions tracked: economic participation and opportunity, education, health and political empowerment. The sixteen-year trajectory of global gender gaps is charted accordingly in Figure 1.4.

Overall, gender parity has improved across three subindexes since the first edition. The 2022 results translate to an overall gain of 3.8 percentage points since the first edition of the report in 2006. If progress towards gender parity proceeds at the same pace observed between the 2006 and 2022 editions, the overall global gender gap is projected to close in 132 years. While the latest projection lowers the estimate reported in the 2021 edition, the positive change in economic participation is offset by stalling or deterioration in the other three subindexes.

The global Political Empowerment gender gap this year is still 77.6% – about 8.1 percentage points smaller than the first measure reported in 2006, but not the lowest in the history of the index.

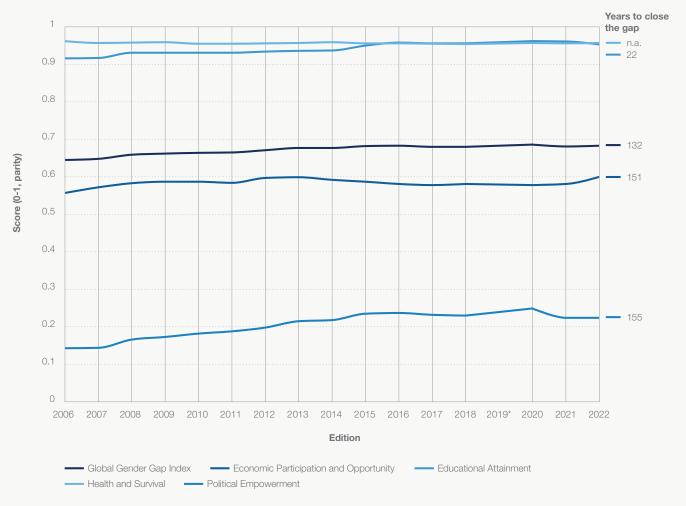
The Political Empowerment subindex registered significant advance towards parity between 2006 and 2016, fluctuating until 2021, after which it stalled below its 2019 peak. At this rate, it will take 155 years to close the Political Empowerment gap.

The second-longest challenge to global gender parity is **Economic Participation and Opportunity**. Based on the constant sample of 102 countries included in each edition since 2006, the gap that remains to be closed on this subindex is 40%. Compared to 2006, the gap has been reduced by 4.3 percentage points. The subindex had one long period of increasing parity between 2006 and 2013, and one period of negative evolution after 2013 until 2017, before recovering and reaching its highest level to date in 2022. In 2022, at the current rate of progress this gap will close in 151 years, representing multiple generations to parity.

The Educational Attainment gender gap in 2022 stands 4.7 percentage points away from full gender parity and is the area closest to achieving parity, in just 22 years. The subindex has improved steadily towards parity, with step-changes in 2008 and 2015. However, between 2021 and 2022, the distance

#### Evolution of the Global Gender Gap Index and subindxes over time

Evolution in scores, 2006-2022



Source

Note

World Economic Forum, Global Gender Gap Index, 2022

Population-weighted averages for the the 102 economies featured in all editions of the index, from 2006–2022. The fourteenth edition of the Global Gender Gap Index, titled *The Global Gender Gap* Report 2020, was released in December 2019. There is no corresponding edition for 2019.

between the highest and lowest gender gap score increased, reflecting widening disparities within this subindex.

In 2022, Health and Survival is still 4.3 percentage points below parity, and the time to close the gap will remain undefined unless efforts are increased or accelerated. The Health and Survival subindex has varied only slightly over time, reaching its lowest point in 2018 and recovering marginally since then, however still falling short of its 2006 level. While countries continue to register high overall scores compared to other subindexes, the gender gap has not been closed.

# **Economic Participation and Opportunity**

# **Educational Attainment**

Rank	Country	Score (0-1)	Rank	Country	Score (0-1)	Rank	Country	Score (0-1)	Rank	Country	Score (0-1
1	Lao PDR	0.883	74	Poland	0.695	1	Argentina	1.000	74	Cyprus	0.991
2	Burundi	0.855	75	Germany	0.695	1	Belgium	1.000	75	Portugal	0.990
3	Barbados	0.832	76	Cyprus	0.690	1	Brazil	1.000	76	North Macedonia	0.990
4	Belarus	0.818	77	Serbia	0.689	1	Canada	1.000	77	Belarus	0.990
5	Sweden	0.812	78	Paraguay	0.682	1	Colombia Czech Republic	1.000	78	Zimbabwe	0.989
6	Kenya	0.811 0.810	79	Netherlands	0.675	1	Estonia	1.000	79	Norway	0.989
8	Botswana Liberia	0.804	80	Indonesia	0.674	1	Finland	1.000	80	Sri Lanka	0.988
9	Latvia		81	Austria	0.673		France		81	Germany	0.988
10	Zambia	0.803	82	Niger	0.672	1	Honduras	1.000	82	Switzerland	0.988
11	Iceland	0.803	83	Greece	0.672		Ireland	1.000	83	Qatar	0.987
12		0.803	84	Armenia	0.669	1	Israel	1.000	84	Greece	0.986
13	Slovenia	0.798	85	Brazil	0.669	1	Jamaica	1.000	85	Lithuania	0.986
	Togo		86	Peru Dominican Republic	0.663				86	Eswatini	0.985
14	Jamaica Thailand	0.798 0.795	87		0.662	1	Japan Lesotho	1.000	87	Australia	0.985
		0.793	88	Malaysia	0.656	1		1.000	88	Viet Nam	0.985
16	Philippines Madagagagar	0.794	89	Malta	0.655	1	Malta	1.000	89	Maldives	0.984
17 18	Madagascar Finland	0.793	90	Mozambique	0.654	1	Nicaragua Netherlands	1.000	90	Lebanon	0.983
			91	Lesotho	0.650				91	Bolivia	0.980
19	Eswatini	0.789	92	South Africa	0.649	1	New Zealand	1.000	92	Thailand	0.979
20	Namibia	0.785	93	Colombia	0.649	1	Sweden	1.000	93	Saudi Arabia	0.979
21	Lithuania	0.781	94	Costa Rica	0.645	1	Uruguay	1.000	94	Madagascar	0.978
22	United States	0.778	95	Czech Republic	0.645	22	Botswana	1.000	95	Timor-Leste	0.977
23	Albania	0.774	96	Honduras	0.643	23	Dominican Republic	1.000	96	Myanmar	0.977
24	Zimbabwe	0.766	97	Bolivia	0.642	24	Slovak Republic	1.000	97	Korea, Republic of	0.976
25	Moldova	0.766	98	Nepal	0.641	25	Latvia	1.000	98	Guatemala	0.976
26	Mongolia	0.765	99	Angola	0.637	26	Slovenia	1.000	99	Cape Verde	0.975
27	Norway	0.765	100	Nicaragua	0.637	27	Kazakhstan	1.000	100	Bosnia and Herzegovina	0.974
28	Singapore	0.765	101	Myanmar	0.637	28	Armenia	1.000	101	Turkey	0.973
29	Kazakhstan	0.756	102	Argentina	0.635	29	Georgia	1.000	102	Indonesia	0.972
30	Cape Verde	0.752	103	El Salvador	0.628	30	Namibia	0.999	103	Egypt	0.971
31	Viet Nam	0.751	104	Malawi	0.620	31	Costa Rica	0.999	104	Ghana	0.968
32	Panama	0.750	105	Chile	0.616	32	Luxembourg	0.999	105	Cambodia	0.966
33	Rwanda	0.747	106	North Macedonia	0.613	33	United Kingdom	0.999	106	Iran, Islamic Republic of	0.963
34	Estonia	0.747	107	Tajikistan	0.609	34	Albania	0.999	107	India	0.961
35	Ireland	0.746	108	Ghana	0.608	35	Panama	0.998	108	Rwanda	0.960
36	Azerbaijan	0.744	109	Gambia, The	0.604	36	Spain	0.998	109	Lao PDR	0.958
37	China	0.741	110	Italy	0.603	37	Serbia	0.998	110	Tanzania	0.957
38	Australia	0.741	111	Mauritius	0.601	38	Paraguay	0.998	111	Bhutan	0.955
39	New Zealand	0.738	112	Ethiopia	0.600	39	Romania	0.998	112	Peru	0.954
40	France	0.737	113	Mexico	0.597	40	Denmark	0.998	113	Oman	0.950
41	Portugal	0.737	114	Benin	0.596	41	South Africa	0.998	114	Morocco	0.945
42	Bulgaria	0.737	115	Korea, Republic of	0.592	42	Hungary	0.998	115	Tunisia	0.943
43	Canada	0.736	116	Bosnia and Herzegovina	0.589	43	Montenegro	0.998	116	Comoros*	0.943
44	United Kingdom	0.733	117	Guatemala	0.589	44	Fiji	0.997	117	Tajikistan	0.942
45	Montenegro	0.733	118	Fiji	0.586	45	Belize	0.997	118	Kenya	0.939
46	Suriname	0.731	119	Côte d'Ivoire	0.570	46	Philippines	0.997	119	Zambia	0.938
47	Switzerland	0.729	120	Congo, Democratic Rep.	0.565	47	Kuwait	0.997	120	China	0.936
48	Belize	0.727			0.564	48	Brunei Darussalam	0.997			
49	Brunei Darussalam	0.726	121	Japan Sri Lanka		49	United Arab Emirates	0.997	121	Burundi	0.927
50	Nigeria	0.724	122		0.556	50	Kyrgyz Republic	0.996	122	Uganda	0.924
	-		123	Kuwait	0.542				123	Bangladesh	0.923
51	Luxembourg	0.724	124	Chad	0.539	51	United States	0.996	124	Sierra Leone	0.921
52	Belgium	0.723	125	Jordan	0.537	52	Moldova	0.996	125	Nepal	0.916
53	Guyana	0.722	126	Bhutan	0.537	53	Ukraine	0.995	126	Algeria	0.915
54	Denmark	0.722	127	Maldives	0.531	54	Bahrain	0.995	127	Senegal	0.901
55	Timor-Leste	0.721	128	Saudi Arabia	0.524	55	Azerbaijan	0.995	128	Côte d'Ivoire	0.890
56	Sierra Leone	0.718	129	Comoros*	0.523	56	Malaysia	0.995	129	Cameroon	0.887
57	Burkina Faso	0.718	130	Mali	0.521	57	Guyana	0.995	130	Mozambique	0.882
58	Uruguay	0.717	131	Bahrain	0.507	58	Bulgaria	0.995	131	Burkina Faso	0.876
59	Vanuatu	0.712	132	United Arab Emirates	0.503	59	Italy	0.995	132	Gambia, The	0.873
60	Guinea	0.712	133	Qatar	0.499	60	Mexico	0.994	133	Ethiopia	0.854
61	Cambodia	0.710	134	Turkey	0.493	61	Austria	0.994	134	Nigeria	0.826
62	Ukraine	0.710	135	Lebanon	0.492	62	Chile	0.994	135	Pakistan	0.825
63	Romania	0.710	136	Senegal	0.483	63	Mongolia	0.994	136	Togo	0.817
64	Spain	0.709	137	Oman	0.482	64	El Salvador	0.993	137	Liberia	0.815
65	Tanzania	0.705	138	Algeria	0.466	65	Singapore	0.993	138	Benin	0.790
66	Cameroon	0.704	139	Morocco	0.447	66	Jordan	0.993	139	Malawi	0.764
67	Hungary	0.703	140	Tunisia	0.445	67	Barbados	0.993	140	Mali	0.757
68	Kyrgyz Republic	0.702	141	Bangladesh	0.427	68	Iceland	0.993	141	Niger	0.750
69	Israel	0.701	142	Egypt	0.403	69	Suriname	0.992	142	Angola	0.693
70	Slovak Republic	0.699	143	India	0.350	70	Poland	0.992	143	Guinea	0.687
71	Ecuador	0.699	144	Iran, Islamic Republic of	0.343	71	Ecuador	0.991	144	Congo, Democratic Rep.	0.661
72	Georgia	0.697	145	Pakistan	0.343	72	Mauritius	0.991	145	Chad	0.603
12	Uganda	0.696	146	Afghanistan	0.331	73	Vanuatu	0.991		Afghanistan	0.603
73		0.050	140	ruguaniotati	0.170	13	· ai iuutu	0.001	140	rugiiailioldii	U.45Z

<sup>\*</sup> New countries in 2022

# Health and Survival

# **Political Empowerment**

ank	Country	Score (0-1)	Rank	Country	Score (0-1)	Rank	Country	Score (0-1)	Rank	Country	Score
1	Belize	0.980	74	Ethiopia	0.971	1	Iceland	0.874	74	Chad	0.20
1	Brazil	0.980	75	Lebanon	0.971	2	Finland	0.682	75	Madagascar	0.20
1	Botswana	0.980	76	Chile	0.970	3	Norway	0.662	76	Cameroon	0.20
1	Cape Verde	0.980	77	Indonesia	0.970	4	New Zealand	0.660	77	Zimbabwe	0.20
1	Dominican Republic	0.980	78	Finland	0.970	5	Nicaragua	0.626	78	Egypt	0.19
1	Guatemala	0.980	79	Chad	0.970	6	Costa Rica	0.565			0.19
									79	Slovenia	
1	Guyana	0.980	80	Tanzania	0.970	7	Rwanda	0.563	80	Togo	0.19
1	Hungary	0.980	81	France	0.970	8	Germany	0.550	81	Kenya	0.19
1	Kyrgyz Republic	0.980	82	Austria	0.970	9	Bangladesh	0.546	82	Malta	0.19
1	Sri Lanka	0.980	83	United States	0.970	10	Sweden	0.515	83	Slovak Republic	0.18
1	Lesotho	0.980	84	Tajikistan	0.969	11	Ireland	0.507	84	Paraguay	0.17
1	Lithuania	0.980	85	Tunisia	0.969	12	South Africa	0.502	85	Zambia	0.17
									-		
1	Moldova	0.980	86	Gambia, The	0.968	13	Switzerland	0.499	86	Dominican Republic	0.17
1	Myanmar	0.980	87	Comoros*	0.968	14	Mozambique	0.493	87	Poland	0.17
1	Mongolia	0.980	88	Ecuador	0.968	15	Mexico	0.490	88	Lesotho	0.17
1	Mozambique	0.980	89	Kuwait	0.968	16	Austria	0.487	89	Armenia	0.17
1	Mauritius	0.980	90	Australia	0.968	17	Spain	0.481	90	Indonesia	0.16
1	Malawi	0.980	91	Belgium	0.968	18	Belgium	0.480	91	Mali	0.16
4									2		
1	Namibia	0.980	92	Barbados	0.968	19	Namibia	0.463	92	Malawi	0.16
1	Poland	0.980	93	Egypt	0.968	20	France	0.457	93	Sri Lanka	0.15
1	Romania	0.980	94	Canada	0.968	21	Serbia	0.456	94	Eswatini	0.15
1	El Salvador	0.980	95	Jamaica	0.967	22	Lithuania	0.450	95	Pakistan	0.15
1	Slovak Republic	0.980	96	Senegal	0.967	23	Netherlands	0.432	96	Niger	0.15
1	Eswatini	0.980	97	Nigeria	0.967	24	United Kingdom	0.423	97	Fiji	0.15
1	Uganda	0.980	98	Greece	0.966	25	Albania	0.419	98		0.14
						-			-	Uruguay	
1	Uruguay	0.980	99	Turkey	0.966	26	Ethiopia	0.416	99	Morocco	0.14
1	Zambia	0.980	100	New Zealand	0.966	27	Peru	0.415	100	Ukraine	0.14
1	Zimbabwe	0.980	101	Guinea	0.966	28	Argentina	0.413	101	Cyprus	0.14
29	Burundi	0.979	102	Madagascar	0.966	29	Moldova	0.412	102	Mauritius	0.14
30	Bulgaria	0.979	103	Sierra Leone	0.966	30	United Arab Emirates	0.402	103	Kazakhstan	0.14
30	Philippines	0.979	104	Brunei Darussalam	0.966	31	Canada	0.386	104	Brazil	0.13
		0.979					Denmark				
32	South Africa		105	United Kingdom	0.965	32		0.370	105	Ghana	0.13
33	Togo	0.979	106	Malta	0.965	33	Portugal	0.364	106	Viet Nam	0.13
34	Latvia	0.979	107	Spain	0.965	34	Chile	0.363	107	Afghanistan	0.13
35	Côte d'Ivoire	0.978	108	Italy	0.965	35	Philippines	0.360	108	Greece	0.13
36	Nicaragua	0.978	109	Nepal	0.965	36	Bolivia	0.352	109	Tajikistan	0.13
37	Georgia	0.978	110	Luxembourg	0.965	37	Burundi	0.345	110	Lebanon	0.12
37	Thailand	0.978	111	Israel	0.964	38	United States	0.332	111	Kyrgyz Republic	0.12
37	Ukraine	0.978	112	Honduras	0.964	39	Senegal	0.324	112	Turkey	0.12
40	Ghana	0.978	113	Ireland	0.964	40	Italy	0.319	113	Mongolia	0.12
41	Czech Republic	0.978	114	Denmark	0.964	41	Ecuador	0.312	114	Maldives	0.12
42	Cambodia	0.978	115	Niger	0.964	42	Guyana	0.310	115	Gambia, The	0.11
43	Burkina Faso	0.978	116	Saudi Arabia	0.964	43	El Salvador	0.309	116	Lao PDR	0.11
44	Belarus	0.977	117	Switzerland	0.964	44	Bosnia and Herzegovina	0.302	117	Hungary	0.11
44	Kazakhstan	0.977	118	Iran, Islamic Republic of	0.964	45	Latvia	0.301	118	Myanmar	0.11
46	Argentina	0.977	119	Norway	0.964	46	Uganda	0.294	119	Guatemala	0.11
47	Estonia	0.977	120	Peru	0.964	47	North Macedonia	0.289	120	China	0.11
48	Slovenia	0.977	121	Iceland	0.964	48	India	0.267	121	Cambodia	0.10
19	Congo, Democratic Rep.	0.976	122	United Arab Emirates	0.963	49	Barbados	0.266	122	Romania	0.10
50	Angola	0.976	123	Singapore	0.963	50	Australia	0.258	123	Malaysia	0.10
	Vanuatu									,	
51		0.976	124	Sweden	0.963	51	Luxembourg	0.258	124	Congo, Democratic Rep.	0.09
52	Korea, Republic of	0.976	125	Bhutan	0.962	-	Liberia	0.255	125	Bhutan	0.09
53	Bosnia and Herzegovina	0.975	126	Liberia	0.962	53	Suriname	0.253	126	Benin	0.09
54	Mexico	0.975	127	Netherlands	0.962	54	Panama	0.252	127	Comoros*	0.09
55	Lao PDR	0.975	128	Bolivia	0.962	55	Timor-Leste	0.250	128	Côte d'Ivoire	0.08
56	Colombia	0.975	129	Bangladesh	0.962	56	Bulgaria	0.250	129	Botswana	0.08
		0.975									
57	Kenya		130	Oman	0.961	57	Georgia	0.248	130	Thailand	0.08
58	Paraguay	0.975	131	Morocco	0.961	58	Nepal	0.247	131	Sierra Leone	0.08
59	Rwanda	0.974	132	Cyprus	0.960	59	Angola	0.246	132	Saudi Arabia	0.07
30	Cameroon	0.973	133	Mali	0.959	60	Tanzania	0.245	133	Belize	0.0
61	Suriname	0.973	134	Bahrain	0.959	61	Israel	0.241	134	Algeria	0.0
32	Panama	0.973	135	Algeria	0.958	62	Cape Verde	0.238	135	Azerbaijan	0.0
33	Japan	0.973	136	Jordan	0.957	63	Jamaica	0.230	136	Jordan	0.06
34	Costa Rica	0.973	137	Albania	0.956	64	Montenegro	0.226	137	Bahrain	0.0
35	Benin	0.973	138	Maldives	0.956	65	Guinea	0.225	138	Burkina Faso	0.06
66	Timor-Leste	0.973	139	Armenia	0.954	66	Singapore	0.217	139	Japan	0.0
67	Portugal	0.973	140	Afghanistan	0.952	67	Czech Republic	0.216	140	Oman	0.0
88	Malaysia	0.972	141	Viet Nam	0.950	68	Tunisia	0.216	141	Nigeria	0.04
69	Fiji	0.972				69	Belarus	0.216			
			142	Qatar	0.947				142	Iran, Islamic Republic of	0.0
70	Germany	0.972	143	Pakistan	0.944	70	Colombia	0.215	143	Qatar	0.03
71	Serbia	0.972	144	Azerbaijan	0.941	71	Honduras	0.213	144	Brunei Darussalam	0.03
72	Montenegro	0.972	145	China	0.940	72	Korea, Republic of	0.212	145	Kuwait	0.02
73	North Macedonia	0.972	146	India	0.937	73	Estonia	0.210	146	Vanuatu	0.00

<sup>\*</sup> New countries in 2022

#### Performance by region 1.5

The Global Gender Gap Report 2022 categorizes countries into eight regions: Central Asia, East Asia and the Pacific, Europe, Latin American and the Caribbean, Middle East and North Africa, North America, South Asia and Sub-Saharan Africa.1 Countries in each regional group are listed in Appendix A.

Of all regions, North America has closed the largest proportion of its gender gap, at 76.9% (Figure 1.5). Countries in North America are closely followed by Europe, which has closed 76.6% of its gap, then Latin America and the Caribbean, which has bridged 72.6%. Central Asia along with East Asia and the Pacific follow at 69.1% and 69%, respectively. In the sixth spot, Sub-Saharan Africa reports a measure of 67.9% parity. Trailing over 4 percentage points behind Sub-Saharan Africa is Middle East and North Africa, which has closed 63.4% of its gender gap. Lastly, South Asia reports the lowest performance of all regions, with a gender parity measure of 62.4%.

The regional results presented in Figure 1.5 show the results for all 146 economies included in the 2022 edition.

More detailed insight into regional performance can be drawn from Figure 1.6, in which regional results across the four subindexes are depicted in the form of a heatmap. The most significant gaps can be seen in the colour scale, where less saturated cells

indicate the highest levels of gender disparity.

Against last year's results, overall regional progress has mostly stalled. On average, regions had little movement, with variations in score being lower than 1 percentage point. The sixteen-year evolution from 2006-2022 of regional gender parity scores is presented in Figure 1.7.

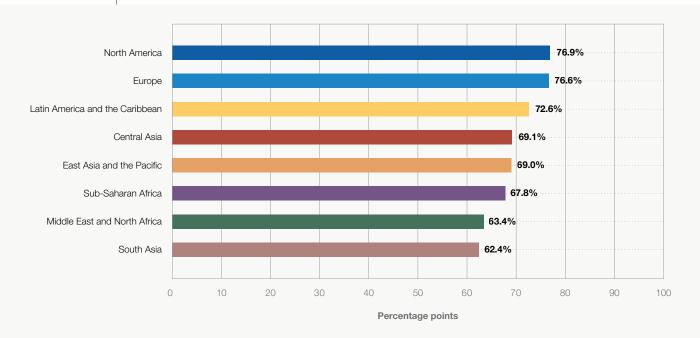
### Central Asia

In Central Asia, overall progress in closing the gender gap is stagnant at 69.1%, unchanged from the last edition. At this pace, it would take 151 years to close the gap. In 2022, Central Asia reported the fourthhighest regional score out of the eight regions, just after North America, Europe, and Latin America and the Caribbean.

Moldova (78.8%), Belarus (75%) and Georgia (73.1%) are the three top-ranked countries in this region. Azerbaijan (68.7%), Tajikistan (66.3%) and Turkey (63.9%) rank at the bottom. Six of the 10 countries in the region have seen an improvement in their scores compared to the previous edition. Armenia (69.8%, +2.5 percentage points), Moldova (78.8%, +2 percentage points) and Kyrgyzstan (70%, +1.9 percentage points) are the three most-improved countries in Central Asia.

#### FIGURE 1.5

#### Gender gap closed to date, by region



Source

World Economic Forum, Global Gender Gap Index, 2022.

Note

Population-weighted averages for the 146 economies featured in the Global Gender Gap Index 2022

		Subindexes					
	Overall Index	Economic Participation and Opportunity	Educational Attainment	Health and Survival	Political Empowerment		
Central Asia	69.1%	68.2%	98.8%	97.4%	11.8%		
East Asia and the Pacific	69.0%	72.2%	95.4%	95.2%	13.3%		
Europe	76.6%	70.2%	99.5%	97.0%	39.8%		
Latin America and the Caribbean	72.6%	64.5%	99.5%	97.6%	28.7%		
Middle East and North Africa	63.4%	46.0%	96.2%	96.4%	15.1%		
North America	76.9%	77.4%	99.7%	96.9%	33.7%		
South Asia	62.3%	35.7%	93.2%	94.2%	26.2%		
Sub-Saharan Africa	67.9%	67.7%	85.3%	97.2%	21.3%		
Global average	68.1%	60.3%	94.4%	95.8%	22.0%		

imparity (0%) parity (100%)

Source

Note

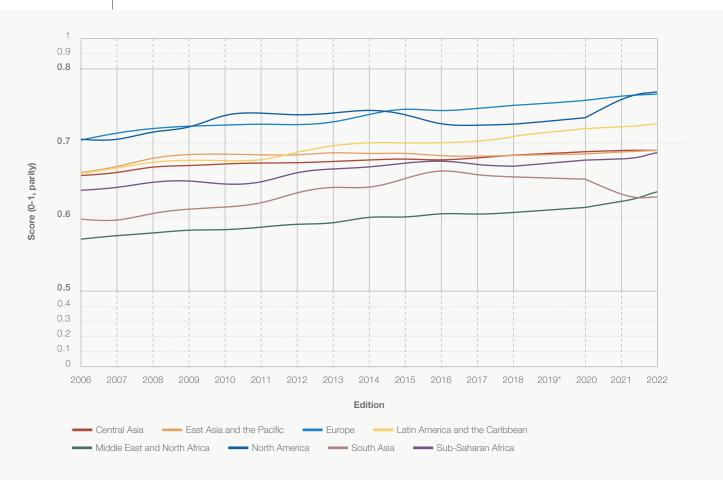
World Economic Forum, Global Gender Gap Index, 2022.

Population-weighted averages for the 146 economies featured in the Global Gender Gap Index 2022. The percentages are indicative of the gender gap that has been closed.

FIGURE 1.7

### Regional gender gaps

Evolution in scores, 2006-2022



#### Source

Note

World Economic Forum, Global Gender Gap Index, 2022.

Population-weighted averages for the 102 economies featured in all editions of the Global Gender Gap Index, from 2006–2022. The fourteenth edition of the Global Gender Gap Index, titled The Global Gender Gap Report 2020, was released in December 2019. There is no corresponding edition for 2019.

On the Economic Participation and Opportunity subindex, Central Asia has achieved 68.2% parity, making it the fourth-most advanced region on this specific dimension, behind North America, East Asia and the Pacific and Europe. The overall subindex results do not differ largely from last year's edition; however, in this year's edition the region presented a wide dispersal of gender parity scores. Belarus (81.8%), Moldova (76.6%) and Kazakhstan (75.6%) lead the rankings for the region, while Armenia (66.9%), Tajikistan (60.9%) and Turkey (49.3%) are at the bottom. At the indicator level, Central Asia reported significant developments in economic parity. The first is an increase in the share of women in senior positions (legislators, senior officials and managers) for five of the 10 countries, including Kyrgyzstan, Kazakhstan and Armenia. Furthermore, eight of the 10 countries have achieved parity in the share of women in technical roles, with Turkey having made steady progress of 12 percentage points on this indicator. There is, however, a growing gender gap in the labour-force participation rate across all Central Asian economies with the exception of Tajikistan. Additionally, the gender gap in estimated earned income also grew in five countries: Belarus, Georgia, Kyrgyzstan, Turkey and Moldova.

Central Asia stands near gender parity, at 98.8%, on the Educational Attainment subindex. Central Asian countries are relatively advanced in closing the gender gap across all indicators of the subindex: literacy rate and enrolment in primary, secondary and tertiary levels of education. In fact, eight of the 10 countries have closed 99% or more of the gender gap on this subindex: Kazakhstan (100%), Armenia (100%) and Georgia (100%) are the region's top three performers for Educational Attainment. Tajikistan (94.2%), where gender gaps remain to be closed on enrolment in secondary education and tertiary education, trails other countries.

In 2022, there is little movement across the indicators constituting the Health and Survival subindex: sex ratio at birth and healthy life expectancy. There has been marginal improvement in the sex ratio at birth for Armenia and Kazakhstan. However, in Armenia as well as Azerbaijan, the sex ratio at birth remains comparably lower than in countries of the region that have achieved parity in this indicator, namely Kyrgyzstan, Moldova and Turkey. Gender parity in this subindex reached 97.4%, and the top-performing countries are Kyrgyzstan (98%), Moldova (98%), Georgia (97.8%) and Ukraine (97.8%).

The widest gender gap for all regions is on the Political Empowerment subindex, and Central Asia is no exception. It has only closed 11.8% of its gender gap on this dimension, having made little progress since last year. Countries in the region that have a relatively higher rate of gender parity are Moldova (41.2%), Georgia (24.8%) and Belarus (21.6%), while Kyrgyzstan (12.4%), Turkey (12.3%) and Azerbaijan (6.9%) are below the regional average. However, Moldova and Armenia have made significant strides in increasing the share of women in parliamentary positions. Moldova and

Georgia also have incrementally increased the share of women's leadership as head of state between 1972 and 2022, but five of the 10 countries in the region have not elected or appointed a woman to that role during this 50-year period.

#### East Asia and The Pacific

East Asia and the Pacific has closed 69% of its overall gender gap, marginally increasing the regional performance from the 2021 edition, with 13 of 19 countries improving their gender gap score. At this pace, the region will need 168 years to close the gender gap. However, within the region, there are important differences in countries' progress. The countries registering the highest level of gender parity in the region are New Zealand (84.1%), Philippines (78.3%) and Australia (73.8%), while Fiji (67.6%), Vanuatu (67%) and Japan (65%) have more progress to make. Vanuatu (67%, +4.5 percentage points) and Timor-Leste (73%, +1 percentage points) are the most-improved countries in this region since 2021. This region has the fifthhighest regional score of the eight regions in the index - higher than Sub-Saharan Africa, Middle East and North Africa, and South Asia.

At the subindex level, East Asia and the Pacific is the second-most advanced region on Economic Participation and Opportunity, after North America. The region has closed 72.2% of its gender gap, an improvement of 2.6 percentage points over the 2021 edition. Within the subindex, there is significant intraregional disparity: Lao PDR (88.3%), Thailand (79.5%) and Philippines (79.4%) rank the highest, while Korea (59.2%), Fiji (58.6%) and Japan (56.4%) rank lowest.

Further, over half of the countries in the region, 10 out of the 19, improved their gender parity scores on Economic Participation and Opportunity. They include Australia (+4.1 percentage points), China (+4 percentage points), Indonesia (+2.8 percentage points) and Malaysia (+1.8 percentage points), which, due to their population size, have contributed to an improved regional score. One of the indicators in which there is notable regional progress is estimated earned income. The region has also seen an increase in the share of women in senior positions (legislators, senior officials and managers) in 10 of the 19 countries, including Vanuatu, Mongolia, Cambodia, Thailand and Australia. However, the labour-force participation rate of women decreased for all 19 countries between 2020 and 2021. In addition, wage equality for similar work was also perceived to be lower than in 2021 in seven countries, including Mongolia, China and Cambodia.

On the Educational Attainment subindex, 95.4% of the gender gap is closed. Japan, New Zealand and Fiji lead on this subindex whereas Cambodia, Lao PDR and China lag behind. Gender gaps are narrow across most indicators, as well over half of the countries in the region have closed more than

99% of the gender gap in the following levels of enrolment: 11 of 19 countries in primary enrolment, 14 countries in secondary enrolment, and 14 countries in tertiary enrolment.

The Health and Survival subindex has a slightly lower level of parity across the region, at 95.2%. Myanmar, Mongolia and Philippines lead scores on this subindex, while Singapore, Viet Nam and China have the most progress still to make. Marginal improvements in sex ratio at birth in Viet Nam and China have led to an average improvement of the region's subindex gender gap score of 0.3 percentage points, although 11 of the 19 countries have already achieved gender parity in sex ratio at birth. Only five countries in this region have achieved gender parity in healthy life expectancy: Mongolia, Viet Nam, Thailand, Myanmar and Philippines.

Relative to other regions, East Asia and the Pacific registered the second-lowest measure of progress on Political Empowerment, ahead only of Central Asia. The region achieved a 13.3% in gender parity on this subindex, which is marginally lower than last edition. Only four countries have closed the gender gap on the share of women in parliamentary positions by at least one percentage point: in order of magnitude of improvement, Viet Nam, Timor-Leste, New Zealand and Indonesia. New Zealand, Singapore and Myanmar have increased their share of years with a female head of state.

# Europe

Europe has the second-highest level of gender parity, at 76.6%. Based on the constant set of 102 countries covered in the index since 2006, the region recorded a marginal improvement of 0.2 percentage points compared to last year, resulting in a 60-year wait to close the gap. Iceland, Finland and Norway hold the top ranks globally and in the region, while Romania, Cyprus and Greece come last in the regional rankings. Albania, Iceland and Luxembourg are the region's three most-improved countries.

Europe ranks third on the Economic Participation and Opportunity subindex, after North America and East Asia and the Pacific. It has closed 70.2% of the gender gap on this subindex, showing little variation in scores since the last edition, but positive variations at the indicator level. In this edition, nine of the 35 countries in the region – led by Hungary, Luxembourg and France - have improved their score by at least 1 percentage point. The countries that lead performance on this subindex are Sweden, Latvia and Iceland, while North Macedonia, Italy and Bosnia and Herzegovina are at the bottom of the regional ranking. At the indicator level, 15 of the 35 countries increased their gender parity score by at least 1 percentage point in terms of the share of women in senior positions. Among them, Bulgaria, Sweden and Cyprus made the most improvements. Most countries (30 of 35) are on the verge of closing their gender gaps in the share of women in technical

roles, with a level of parity of 99% or more, and 22 countries - including Hungary, France and the United Kingdom – have improved their scores for perceived wage equality for similar work. Twenty-two of the 35 countries have closed at least 80% of their gender gap in labour-force participation rate. However, Italy, Romania, North Macedonia and Bosnia and Herzegovina have closed less than 70% of their gender gap on this indicator.

Europe's gender gap on Educational Attainment is nearly closed, with only 0.5 percentage points remaining. All countries in the region have closed more than 97% of their gender gap on this dimension, and 12 of 35 countries are at parity. Similarly, Europe has closed 97% of the gender gap on the Health and Survival subindex, with eight countries having attained gender parity in healthy life expectancy. And while 20 of 35 countries have reached parity in sex ratio at birth, the sex ratios of countries like Albania, Montenegro and Cyprus continue to be skewed in detriment to the region's overall gender parity on this indicator.

While it has the index's highest level of parity on Political Empowerment, at 39.8%, Europe, like all other regions, has its widest gender gap on this subindex relative to the other dimensions. Nonetheless, there has been an improvement of 2.8 percentage points on the subindex score since 2021, driven by positive variation in the scores of 23 of the 35 countries. The gender gap in the share of women in parliamentary positions improved by at least 1 percentage point in 17 countries, with Iceland, Netherlands and Albania making the most progress. In addition, 10 countries increased their share of years in leadership by women as heads of state in the last 50 years, although nine of the region's 35 countries have never had a female head of state in the last 50 years.

### Latin America and the Caribbean

Latin America and the Caribbean ranks third of all regions, after North America and Europe, on the overall index. The region has bridged 72.6% of the gender gap, an increase of almost 0.4 percentage points since the previous edition. Based on the current pace of progress, Latin America and the Caribbean will close its gender gap in 67 years. Six of the 22 indexed countries in this edition improved their gender gap score by at least 1 percentage point. Among them, Peru, Guyana and Chile have improved their gender parity scores the most. By contrast, more populous countries such as Brazil, Mexico and Argentina showed mild stagnation in scores. At the lower end of regional performance, Barbados, Belize, El Salvador, Honduras and Colombia decreased their scores. This divergence in performance then informs the overall regional ranking, where Nicaragua, Costa Rica and Barbados hold the top three spots in the region, while Brazil, Belize and Guatemala occupy the lowest ranks.

On the Economic Participation and Opportunity subindex, Latin America and the Caribbean fares better than two regions: Middle East and North Africa and South Asia. Gender parity on this subindex has reached only 64.5% in this region, virtually unchanged from the previous edition, even as 13 of the 22 countries have improved their subindex scores by at least 1 percentage point. In terms of regional rankings on this dimension, Barbados, Jamaica and Panama take the first three spots, while Chile, Mexico and Guatemala rank the lowest. At the indicator level. 16 countries report improved gender parity scores on estimated earned income by at least 1 percentage point. However, this measure masks a loss of estimated earned income for women in 13 countries, and for men in 19 countries. In Barbados, Belize, Chile and Honduras, the decline in levels of estimated earned income for both men and women is further compounded by a decrease in gender parity on this indicator, meaning women's estimated earned income dropped in greater proportion than men's. Even so, positive variation emerges in other indicators. For example, there is an overall improvement in the perception of wage equality for similar work in 15 countries. Broadly, there have been gains in the share of women in senior positions and share of women in technical roles in most countries. In Guyana, Guatemala and Uruguay parity has increased among workers in senior roles by at least 10 percentage points. Further, the gender gap among workers in technical roles is narrow in most countries in this region, with 13 countries already reporting parity, and countries like Bolivia and Chile making strides of over 10 percentage points towards parity or near parity on this indicator.

Countries in Latin America and the Caribbean showed high levels of gender parity on the Educational Attainment subindex, where, as of 2022, there is less than 0.5% of the educational gender gap to close. Individual country gender parity scores are also high, with 19 of the 22 countries in this region having closed at least 99% of their gaps. By education level, we see that nine countries have closed their gender gap in primary education, 17 countries in secondary education and 18 countries in tertiary education. However, the absolute levels of enrolment in all three levels of education in countries like El Salvador. Honduras and Guatemala for both genders remain relatively lower than their neighboring countries.

On Health and Survival, Latin America and the Caribbean has closed 97.6% of its gender gap, and all countries in the region have closed at least 96% of their gender gap. All countries except Suriname have attained parity in sex ratio at birth. A further seven countries have attained parity in life expectancy at birth, while Honduras, Peru and Bolivia still need to close this gap.

The widest gender gap for Latin America and the Caribbean is still on the Political Empowerment subindex. The region improved its gender parity score by 1.8 percentage points since last year, resulting in 28.7% of the gender gap closed, placing it as the third-best performer on this subindex, after Europe and North America. However, there are significant country

disparities in gender gap scores, with the highest being 0.625 for Nicaragua and the lowest 0.075 for Belize. Overall, the three most-improved countries on this dimension in the region are Peru, Chile and Honduras, while eight countries saw negative or no variance against last year. At the indicator level, 10 countries - led by Peru, Chile and Barbados - increased the share of parliamentary positions held by women. Peru and Honduras also increased their share of years in leadership by a female head of state. This results in a regional ranking for this subindex are led by Nicaragua, Costa Rica and Mexico, while Brazil, Guatemala and Belize rank in the bottom.

### Middle East and North Africa

With an average population-weighted score of 63.4% Middle East and North Africa has the secondlargest gender gap to close, after South Asia. The region's gender score remains similar to the last edition, which gives Middle East and North Africa a timeframe to close the gap of 115 years. Israel, United Arab Emirates and Lebanon are the bestperforming countries, while Qatar, Oman and Algeria are the worst-performing countries. This year's most improved countries in the region, compared to 2021, are Saudi Arabia, Morocco and Kuwait.

There is a marked improvement on the Economic Participation and Opportunity subindex, which raised the level of progress in closing the gender gap from 44% to 46% in 2022. At the subindex level, Israel, Kuwait and Jordan lead the regional rankings, while Morocco, Tunisia and Egypt rank at the bottom for economic parity. There was broad improvement across key economic indicators, except for labourforce participation rate. Six countries, led by Kuwait, Oman and United Arab Emirates, increased their share of women in technical roles; however, only Oman increased the share of women in senior roles. Saudi Arabia, Morocco and Tunisia had a positive increase in the gender gap scores for labour-force participation between last year and 2022, while most countries in the region saw a decline. Overall, over half of the 13 countries in the region improved their subindex scores, with Saudi Arabia, Kuwait and Morocco registering the most progress, while six countries saw their subindex score decline, with the most negative variation in Bahrain and Egypt.

On Educational Attainment, the Middle East and North Africa region achieved 96.2% of gender parity. Israel is the best-performing country on this region, with full parity. Oman, Morocco, Tunisia and Algeria are the only countries in the region that have closed less than 95% of the gender gap on this subindex. Among countries for which data is available, Saudi Arabia, United Arab Emirates, Egypt, Kuwait and Qatar have closed their gender gaps in primary education. While Jordan's primary enrolment gender gap is at 98%, the share of enrolment for both girls and boys is considerably lower than in other countries. In secondary education, Algeria, United Arab Emirates, Bahrain, Israel, Jordan, Kuwait, Lebanon and Tunisia have all achieved parity -

although the overall share of enrolment in Jordan and Lebanon is considerably lower than in other countries. All countries in the region have closed their gender gaps in tertiary education; however, in four countries the shares of enrolment for women are below 50% for this level of education.

Middle East and North Africa has closed 96.4% of its gender gap for Health and Survival. Of all countries in the region, only Qatar has more than 5% of the gender gap to close. Lebanon, Tunisia and Kuwait are the best-performing countries on this subindex, with 96% or more of the gender gap closed. At the indicator level, gender parity for sex ratio at birth has been attained by 11 of the 13 countries in the region. Only Egypt and Morocco trail behind. However, the region is behind the curve on closing the gender gap in healthy life expectancy. Here, Bahrain, Algeria, Jordan and Qatar are among the weakest performers globally.

Across the Political Empowerment subindex, the region has closed 15.2% of its gender gap, which represents a slight decrease from last year of 1 percentage point (based on constant countries). This places Middle East and North Africa as the thirdlowest regional score on this subindex, ahead of East Asia and the Pacific and Central Asia. The diverging degrees of participation women have in political life across the region is evident in the subindex as well as indicator scores. The region's highest subindex score is that of United Arab Emirates, at 0.402. The lowest is Kuwait at 0.023. Only United Arab Emirates has achieved parity at the parliamentary level, while Saudi Arabia remains at 0%. Lebanon has the highest level of parity for ministerial positions, with the share of women at that level amounting to 32% of seats. By contrast, Saudi Arabia has the lowest, at 0%. Notably, in 2021 Tunisia named its first woman as head of government, becoming the second economy in the region, alongside Israel, to have a female head of state in the past 50 years.

### North America

North America is the most advanced region in terms of closing the gender gap. The population-weighted average score for the region in 2022 is 76.9%, a marginal improvement of 0.5 percentage points since the last edition, reducing the number of years it will take to close the gap from 62 to 59 years. The improvements are due to a slight increase in the gender gap score of the United States and a stable score in Canada.

North America leads on closing the gender gap on the Economic Participation and Opportunity subindex, reporting a value of 77.4% in 2022, 2.1 percentage points more than the previous edition. What contributed to this gain in gender parity at the indicator level was a substantive improvement in perceived wage equality for similar work in the United States (+10.4 percentage points). There was also an increase in parity in estimated earned income, amounting to 1.2 percentage points in the United

States and to 4.1 percentage points in Canada. Both countries have also closed their gender gaps on the share of women in technical roles. However, economic parity is lagging in two indicators. The first is the rate of labour-force participation, where progress has stalled for both countries. The second is the share of women in senior roles, where the United States widened its gender gap by 2.4 percentage points.

On Educational Attainment, North America reported 99.7% of the gender gap closed. Both countries have attained parity in literacy rate and tertiary education. Furthermore, the United States has closed its gender gap for enrolment in primary education and is on the verge of closing the gender gap on secondary education. For Health and Survival, both countries reported parity for sex ratio at birth and near parity for healthy life expectancy. This positions North America merely 3.1 percentage points away from achieving parity on this subindex.

Despite leading across other subindexes, North America has the third- widest regional gap on Political Empowerment, only ahead of East Asia and the Pacific and South Asia. While women occupy an equal or near equal share of ministerial roles in both countries, the progress has not been sufficient to improve the overall levels of parity at parliamentary level. In both countries, women occupy less than 31% of seats. Furthermore, to date the United States has never elected a female head of state.

#### South Asia

Among the eight regions covered in the report, South Asia ranks the lowest, with only 62.4% based on no constant sample of the gender gap closed. The lack of progress since last edition extends the wait in South Asia to close the gender gap to 197 years, with broad stagnation across the gender parity scores of most countries. Bangladesh and Nepal lead regional performance, with over 69% of their gender gaps closed, while Afghanistan registered the region's and world's lowest level of overall gender parity, with a score of 43.5%.

South Asia has the widest gender gap on Economic Participation and Opportunity, having closed only 35.7% of this gender gap. While the subindex score is an improvement of 1.8 percentage points from last year, there are considerable country divergences that anchor the result as the lowest among all regions. Afghanistan has only attained 17.6% parity on this subindex, well below the highest score of Nepal, at 64.1%. Highly populated countries are for the most part driving variation within this subindex. For example, increases in the share of women in professional and technical roles were most notable in Nepal, Bangladesh and India. On the other hand, the shares in Iran, Pakistan and Maldives regressed, with less impact on overall regional performance. India and Sri Lanka have progressed on closing the gender gap in the share of women in senior positions as well, while Iran has regressed. Estimated earned oncome only improved significantly in the Maldives, while labour-force participation has largely stalled across most countries, regressing significantly in Iran, Bhutan and Afghanistan.

In comparison to other regions, South Asia ranks second lowest on the Educational Attainment subindex, above Sub-Saharan Africa. Literacy rate, one of the core indicators for education, saw no change in five countries. However, there were losses in literacy parity in Afghanistan (10.3 percentage points) and in lesser measure, in Bangladesh (-0.3 percentage points). One indicator with positive results across the board is tertiary education, where one more country achieved parity this year (Bhutan), bringing the regional total to five. Finally, all countries for which data is available have closed more than 98% of their gender gap in enrolment in primary education.

South Asia has one of the lowest regional gender parity scores for Health and Survival, at 94.2%. In this subindex, only Sri Lanka has closed its gender gap, while Afghanistan, Pakistan and India are among the worst-performing countries globally. Sex ratio at birth remains relatively low in large, populated countries such as India and Pakistan, whereas Bangladesh, Bhutan, Iran and Sri Lanka have reached parity. In terms of healthy life expectancy, no country is at parity apart from Sri Lanka, and countries in the region are among the lowest-ranked performers overall on this dimension.

South Asia has the fourth-highest regional performance on the Political Empowerment subindex, having achieved 26.3% of gender parity, 0.7 percentage points lower than the last edition. The movement stems in part from the reduction of gender gap scores in countries where women's share of years in political leadership for the past 50 years is reduced, for example in India. Another source of movement emerges from Bhutan and Nepal improving parity in parliamentary seats by an additional percentage point. South Asia still ranks ahead of Middle East and North Africa, East Asia and the Pacific, and Central Asia on this subindex. The highest-ranking countries in the region within this dimension are Bangladesh, India and Nepal, where women have held the highest office in the country or participate more widely in government. The lowest-ranking countries on this subindex are Bhutan and Iran.

# Sub-Saharan Africa

Sub-Saharan Africa has the sixth-highest regional score and has bridged 67.9% of its gender gap in 2022. It ranks ahead of Middle East and North Africa as well as South Asia. Among the countries included in the regional grouping, Rwanda, Namibia and South Africa rank highest, and Mali, Chad and Democratic Republic of the Congo rank lowest.

Based on scores of 102 countries constantly covered since 2006, Sub-Saharan Africa registers its highest gender gap score in sixteen years (67.7%), improving its performance from last year by 1.1 percentage points. While the region has steadily improved its overall performance, this year's results reflect positive changes in relatively populated countries such as Nigeria, Ethiopia, Democratic Republic of Congo and Kenya, where gender parity has increased along the Economic Participation and Opportunity subindex. At the present rate, it would take 98 years to close the gender gap in the region.

Based on the constant set of countries included in the report, Sub-Saharan Africa reports an impressive 4.4 percentage point increase from last year's gender gap score on Economic Participation and Opportunity, reaching a score of 68.4%. This is the fifth-highest regional score among the eight regions, ahead of Latin America and the Caribbean, Middle East and North Africa, and South Asia. The countries that lead parity scores within this dimension are Burundi, Kenya and Botswana, while Comoros, Mali and Senegal rank at the bottom. Improvement stems in part from Kenya, Nigeria, Zambia and Rwanda closing their gender gaps for workers in senior positions, as well as to an improvement in parity for estimated earned income in 18 of the region's 36 countries. Finally, unlike in other regions, the gender gap in labour-force participation decreased significantly.

On Educational Attainment, Sub-Saharan Africa ranks lowest globally, with an enduring gender gap of 85.3%. While the region registered a marginal improvement of 0.9 percentage points on the subindex score, there are persistent barriers that are keeping the region from achieving parity. In compulsory education, only 23 of 36 countries have closed at least 97% of their gender gap in primary education. The level of parity drops to 17 countries having closed at least 95% of their gender gap in secondary education enrolment. At the same time, relatively populated countries show important improvements in scores. For example, Cote d'Ivoire, Nigeria and Tanzania have improved parity in tertiary education. This results in a subindex ranking where Lesotho, Botswana and Namibia are the highestranked countries, with Guinea, Democratic Republic of Congo and Chad at the bottom.

In terms of Health and Survival, Sub-Saharan Africa has closed 97.1% of its gender gap, the thirdhighest regional score, just behind Latin America and the Caribbean and Central Asia. It counts 11 countries at full parity for healthy life expectancy, and all countries in the region have achieved gender parity in sex ratio at birth.

The level of parity in Political Empowerment in Sub-Saharan Africa is 21.3%, which, based on the constant set of countries that have appeared in the index since 2006, also shows a substantive improvement of 3.3 percentage points from last year. The subindex is headed by Rwanda, South Africa and Mozambique, with Sierra Leonne, Burkina Faso and Nigeria towards the bottom. The increase in score derives from the growing share of women

assuming parliamentary seats across the region. In 12 of the 36 countries, more women became parliamentarians, including, by order of magnitude: Chad, Guinea, Cape Verde and Cote d'Ivoire.

Women were also elected or appointed heads of state in the past year in Ethiopia, Togo, Tanzania and Uganda, improving the corresponding indicator's gender parity score.

#### TABLE 1.3 The Global Gender Gap Index rankings by region, 2022

#### **Central Asia**

Country	Ra	Score	
	Regional	Global	
Moldova	1	16	0.788
Belarus	2	36	0.750
Georgia	3	55	0.731
Kazakhstan	4	65	0.719
Ukraine	5	81	0.707
Kyrgyz Republic	6	86	0.700
Armenia	7	89	0.698
Azerbaijan	8	101	0.687
Tajikistan	9	114	0.663
Turkey	10	124	0.639

#### East Asia and the Pacific

Country	Ra	nk	Score
	Regional	Global	
New Zealand	1	4	0.841
Philippines	2	19	0.783
Australia	3	43	0.738
Singapore	4	49	0.734
Lao PDR	5	53	0.733
Timor-Leste	6	56	0.730
Mongolia	7	70	0.715
Thailand	8	79	0.709
Viet Nam	9	83	0.705
Indonesia	10	92	0.697
Cambodia	11	98	0.690
Korea, Republic of	12	99	0.689
China	13	102	0.682
Malaysia	14	103	0.681
Brunei Darussalam	15	104	0.680
Myanmar	16	106	0.677
Fiji	17	107	0.676
Vanuatu	18	111	0.670
Japan	19	116	0.650

#### **Europe**

Country	Ra	nk	Score
	Regional	Global	
Iceland	1	1	0.908
Finland	2	2	0.860
Norway	3	3	0.845
Sweden	4	5	0.822
Ireland	5	9	0.804
Germany	6	10	0.801
Lithuania	7	11	0.799
Switzerland	8	13	0.795
Belgium	9	14	0.793
France	10	15	0.791
Spain	11	17	0.788
Albania	12	18	0.787
Austria	13	21	0.781
United Kingdom	14	22	0.780
Serbia	15	23	0.779
Latvia	16	26	0.771
Netherlands	17	28	0.767
Portugal	18	29	0.766
Denmark	19	32	0.764
Slovenia	20	39	0.744
Bulgaria	21	42	0.740
Luxembourg	22	46	0.736
Estonia	23	52	0.733
Montenegro	24	54	0.732
Italy	25	63	0.720
Slovak Republic	26	67	0.717
North Macedonia	27	69	0.716
Bosnia and Herzegovina	28	73	0.710
Czech Republic	29	76	0.710
Poland	30	77	0.709
Malta	31	85	0.703
Hungary	32	88	0.699
Romania	33	90	0.698
Cyprus	34	93	0.696
Greece	35	100	0.689

#### Middle East and North Africa

Country	Ra	Score	
	Regional	Global	
Israel	1	60	0.727
United Arab Emirates	2	68	0.716
Lebanon	3	119	0.644
Tunisia	4	120	0.643
Jordan	5	122	0.639
Saudi Arabia	6	127	0.636
Egypt	7	129	0.635
Kuwait	8	130	0.632
Bahrain	9	131	0.632
Morocco	10	136	0.624
Qatar	11	137	0.617
Oman	12	139	0.609
Algeria	13	140	0.602

#### South Asia

Country	Ra	Score	
	Regional	Global	
Bangladesh	1	71	0.714
Nepal	2	96	0.692
Sri Lanka	3	110	0.670
Maldives	4	117	0.648
Bhutan	5	126	0.637
India	6	135	0.629
Iran, Islamic Republic of	7	143	0.576
Pakistan	8	145	0.564
Afghanistan	9	146	0.435

#### Latin America and the Carribean

Regional         Global           Nicaragua         1         7         0.810           Costa Rica         2         12         0.796           Barbados         3         30         0.765           Mexico         4         31         0.764           Argentina         5         33         0.756           Guyana         6         35         0.752           Peru         7         37         0.749           Jamaica         8         38         0.749           Jamaica         8         38         0.749           Panama         9         40         0.743           Ecuador         10         41         0.743           Suriname         11         44         0.737           Chile         12         47         0.736           Bolivia         13         51         0.734           El Salvador         14         59         0.727           Uruguay         15         72         0.711           Colombia         16         75         0.710           Paraguay         17         80         0.707           Honduras         18 <th>Country</th> <th>Ra</th> <th>nk</th> <th>Score</th>	Country	Ra	nk	Score
Costa Rica         2         12         0.796           Barbados         3         30         0.765           Mexico         4         31         0.764           Argentina         5         33         0.756           Guyana         6         35         0.752           Peru         7         37         0.749           Jamaica         8         38         0.749           Panama         9         40         0.743           Ecuador         10         41         0.743           Suriname         11         44         0.737           Chile         12         47         0.736           Bolivia         13         51         0.734           El Salvador         14         59         0.727           Uruguay         15         72         0.711           Colombia         16         75         0.710           Paraguay         17         80         0.707           Honduras         18         82         0.705           Dominican Republic         19         84         0.703           Brazil         20         94         0.696		Regional	Global	
Barbados       3       30       0.765         Mexico       4       31       0.764         Argentina       5       33       0.756         Guyana       6       35       0.752         Peru       7       37       0.749         Jamaica       8       38       0.749         Panama       9       40       0.743         Ecuador       10       41       0.743         Suriname       11       44       0.737         Chile       12       47       0.736         Bolivia       13       51       0.734         El Salvador       14       59       0.727         Uruguay       15       72       0.711         Colombia       16       75       0.710         Paraguay       17       80       0.707         Honduras       18       82       0.705         Dominican Republic       19       84       0.703         Brazil       20       94       0.696         Belize       21       95       0.695	Nicaragua	1	7	0.810
Mexico         4         31         0.764           Argentina         5         33         0.756           Guyana         6         35         0.752           Peru         7         37         0.749           Jamaica         8         38         0.749           Panama         9         40         0.743           Ecuador         10         41         0.743           Suriname         11         44         0.737           Chile         12         47         0.736           Bolivia         13         51         0.734           El Salvador         14         59         0.727           Uruguay         15         72         0.711           Colombia         16         75         0.710           Paraguay         17         80         0.707           Honduras         18         82         0.705           Dominican Republic         19         84         0.703           Brazil         20         94         0.696           Belize         21         95         0.695	Costa Rica	2	12	0.796
Argentina 5 33 0.756 Guyana 6 35 0.752 Peru 7 37 0.749 Jamaica 8 38 0.749 Panama 9 40 0.743 Ecuador 10 41 0.743 Suriname 11 44 0.737 Chile 12 47 0.736 Bolivia 13 51 0.734 El Salvador 14 59 0.727 Uruguay 15 72 0.711 Colombia 16 75 0.710 Paraguay 17 80 0.707 Honduras 18 82 0.705 Dominican Republic 19 84 0.703 Brazil 20 94 0.696 Belize 21 95 0.695	Barbados	3	30	0.765
Guyana         6         35         0.752           Peru         7         37         0.749           Jamaica         8         38         0.749           Panama         9         40         0.743           Ecuador         10         41         0.743           Suriname         11         44         0.737           Chile         12         47         0.736           Bolivia         13         51         0.734           El Salvador         14         59         0.727           Uruguay         15         72         0.711           Colombia         16         75         0.710           Paraguay         17         80         0.707           Honduras         18         82         0.705           Dominican Republic         19         84         0.703           Brazil         20         94         0.696           Belize         21         95         0.695	Mexico	4	31	0.764
Peru         7         37         0.749           Jamaica         8         38         0.749           Panama         9         40         0.743           Ecuador         10         41         0.743           Suriname         11         44         0.737           Chile         12         47         0.736           Bolivia         13         51         0.734           El Salvador         14         59         0.727           Uruguay         15         72         0.711           Colombia         16         75         0.710           Paraguay         17         80         0.707           Honduras         18         82         0.705           Dominican Republic         19         84         0.703           Brazil         20         94         0.696           Belize         21         95         0.695	Argentina	5	33	0.756
Jamaica     8     38     0.749       Panama     9     40     0.743       Ecuador     10     41     0.743       Suriname     11     44     0.737       Chile     12     47     0.736       Bolivia     13     51     0.734       El Salvador     14     59     0.727       Uruguay     15     72     0.711       Colombia     16     75     0.710       Paraguay     17     80     0.707       Honduras     18     82     0.705       Dominican Republic     19     84     0.703       Brazil     20     94     0.696       Belize     21     95     0.695	Guyana	6	35	0.752
Panama       9       40       0.743         Ecuador       10       41       0.743         Suriname       11       44       0.737         Chile       12       47       0.736         Bolivia       13       51       0.734         El Salvador       14       59       0.727         Uruguay       15       72       0.711         Colombia       16       75       0.710         Paraguay       17       80       0.707         Honduras       18       82       0.705         Dominican Republic       19       84       0.703         Brazil       20       94       0.696         Belize       21       95       0.695	Peru	7	37	0.749
Ecuador         10         41         0.743           Suriname         11         44         0.737           Chile         12         47         0.736           Bolivia         13         51         0.734           El Salvador         14         59         0.727           Uruguay         15         72         0.711           Colombia         16         75         0.710           Paraguay         17         80         0.707           Honduras         18         82         0.705           Dominican Republic         19         84         0.703           Brazil         20         94         0.696           Belize         21         95         0.695	Jamaica	8	38	0.749
Suriname       11       44       0.737         Chile       12       47       0.736         Bolivia       13       51       0.734         El Salvador       14       59       0.727         Uruguay       15       72       0.711         Colombia       16       75       0.710         Paraguay       17       80       0.707         Honduras       18       82       0.705         Dominican Republic       19       84       0.703         Brazil       20       94       0.696         Belize       21       95       0.695	Panama	9	40	0.743
Chile         12         47         0.736           Bolivia         13         51         0.734           El Salvador         14         59         0.727           Uruguay         15         72         0.711           Colombia         16         75         0.710           Paraguay         17         80         0.707           Honduras         18         82         0.705           Dominican Republic         19         84         0.703           Brazil         20         94         0.696           Belize         21         95         0.695	Ecuador	10	41	0.743
Bolivia       13       51       0.734         El Salvador       14       59       0.727         Uruguay       15       72       0.711         Colombia       16       75       0.710         Paraguay       17       80       0.707         Honduras       18       82       0.705         Dominican Republic       19       84       0.703         Brazil       20       94       0.696         Belize       21       95       0.695	Suriname	11	44	0.737
El Salvador 14 59 0.727 Uruguay 15 72 0.711 Colombia 16 75 0.710 Paraguay 17 80 0.707 Honduras 18 82 0.705 Dominican Republic 19 84 0.703 Brazil 20 94 0.696 Belize 21 95 0.695	Chile	12	47	0.736
Uruguay     15     72     0.711       Colombia     16     75     0.710       Paraguay     17     80     0.707       Honduras     18     82     0.705       Dominican Republic     19     84     0.703       Brazil     20     94     0.696       Belize     21     95     0.695	Bolivia	13	51	0.734
Colombia         16         75         0.710           Paraguay         17         80         0.707           Honduras         18         82         0.705           Dominican Republic         19         84         0.703           Brazil         20         94         0.696           Belize         21         95         0.695	El Salvador	14	59	0.727
Paraguay         17         80         0.707           Honduras         18         82         0.705           Dominican Republic         19         84         0.703           Brazil         20         94         0.696           Belize         21         95         0.695	Uruguay	15	72	0.711
Honduras         18         82         0.705           Dominican Republic         19         84         0.703           Brazil         20         94         0.696           Belize         21         95         0.695	Colombia	16	75	0.710
Dominican Republic         19         84         0.703           Brazil         20         94         0.696           Belize         21         95         0.695	Paraguay	17	80	0.707
Brazil         20         94         0.696           Belize         21         95         0.695	Honduras	18	82	0.705
Belize 21 95 0.695	Dominican Republic	19	84	0.703
	Brazil	20	94	0.696
Guatemala 22 113 0.664	Belize	21	95	0.695
	Guatemala	22	113	0.664

#### **North America**

Country	Ra	Rank			
	Regional	Global			
Canada	1	25	0.772		
United States	2	27	0.769		

#### Sub-Saharan Africa

Country	Rank		Score
	Regional	Global	
Rwanda	1	6	0.811
Namibia	2	8	0.807
South Africa	3	20	0.782
Burundi	4	24	0.777
Mozambique	5	34	0.752
Cape Verde	6	45	0.736
Madagascar	7	48	0.735
Zimbabwe	8	50	0.734
Kenya	9	57	0.729
Eswatini	10	58	0.728
Uganda	11	61	0.724
Zambia	12	62	0.723
Tanzania	13	64	0.719
Botswana	14	66	0.719
Ethiopia	15	74	0.710
Liberia	16	78	0.709
Lesotho	17	87	0.700
Togo	18	91	0.697
Cameroon	19	97	0.692
Mauritius	20	105	0.679
Ghana	21	108	0.672
Sierra Leone	22	109	0.672
Senegal	23	112	0.668
Burkina Faso	24	115	0.659
Guinea	25	118	0.647
Gambia, The	26	121	0.641
Nigeria	27	123	0.639
Angola	28	125	0.638
Niger	29	128	0.635
Malawi	30	132	0.632
Côte d'Ivoire	31	133	0.632
Comoros	32	134	0.631
Benin	33	138	0.612
Mali	34	141	0.601
Chad	35	142	0.579
Congo, Democratic Rep.	36	144	0.575

#### 1.6 In-Focus country performances

This section provides a short descriptive analysis of selected country performances, grouped into two categories. The first includes the 10 best performers of the Global Gender Gap Index, listed in rank order. The second includes the 15 most populous countries in the world,<sup>2</sup> listed in alphabetical order, and which are home to approximately 2.5 billion women, accounting for nearly 66% of the world's female population.

#### **Top 10**

For the 13th consecutive year, Iceland (1st) tops the index with an overall score of 0.908 and high scoring performances in all subindexes. Iceland's strongest performance is on the Educational Attainment subindex, where it reports virtual parity with a score of 0.993. The country's second-highest score is on the Health and Survival subindex. While it ranks 121st here due to minor differences in score, it is among the 90% of countries in the index with a score over 0.96. On the Political Empowerment subindex, Iceland scores the highest of the entire index on account of having a higher share than other countries of women serving as head of state over the past 50 years,

as well as by having a comparatively high share of women represented in parliament. Finally, when it comes to Economic Participation and Opportunity, Iceland reports a score of 0.803. It registers full parity in the participation of professional and technical workers, with lower female participation in senior and managerial roles as well as estimated earned income.

Finland (2nd) sits in second place, having covered 86% of its overall gender gap to date. At a subindex level, Finland reports full parity on Educational Attainment and near parity (0.97) on Health and Survival, where it maintains the scores for both subindexes that were achieved in 2021. Finland's 2022 score on Economic Participation and Opportunity (0.789) is lower than last year (0.806). This is caused by a decrease in parity for labour-force participation, as well as a decrease in gender parity for wage equality. However, Finland retained full parity in the participation of women as professional and technical workers and increased by 0.6 percentage points the share of women in legislative, senior and managerial positions. Finally, in terms of Political Empowerment, Finland has closed 68% of its gap.

Finland reports full ministerial parity and an increased share of the time women have held leadership as head of state in the past 50 years.

Norway (3rd) has reached third place on this year's index, with an overall score of 0.845, which is slightly lower than its highest achieved in 2021. Norway's highest subindex score is on Educational Attainment, where it approaches full parity (0.989). Its second-strongest performance is on Health and Survival, where it ranks 119th and maintains the level of parity registered in 2021. On Economic Participation and Opportunity, Norway's score (0.765) decreased by three percentage points this year to levels registered in 2007. This year's numbers reflect lower proportions of women participating in the workforce, and in roles as legislators, senior officials and managers. Estimated earned income also went down, while parity was maintained for women's participation in professional and technical roles. Norway's score on the Political Empowerment subindex improved slightly in 2022 from last year. Increases in the share of time women have served as heads of state and in the number of women in parliament are in line with the upwards tick in score.

New Zealand (4th) ranks fourth on the 2022 index, registering its highest scores on the Education and Health subindexes. In fact, New Zealand achieved parity across the board in education. On Health and Survival, New Zealand maintained parity in its sex ratio and improved its ranking in healthy life expectancy. As with other countries in 2022, the level of parity New Zealand reaches this year on the Economic Participation and Opportunity subindex is lower than last year, which translates to both a negative rank and score change. The rate at which women participate in the workforce decreased compared to 2021, although wage equality for similar work did increase. On the Political Empowerment subindex, New Zealand marginally improved its score from last year. The score reflects that the share of female leadership as head of state over the past 50 years has increased 11 percentage points, as did the share of women in parliament. The share of women in ministerial positions remains the same.

Sweden (5th) ranks fifth this year, with an overall score of 0.82. Despite ranking highly since the report's first edition in 2006, Sweden has only reported a 2.4 percentage point improvement over the past 16 years. This year, Sweden's highest performance is on Educational Attainment, where it reports a closed gender gap. Its second-highest score is on the Health and Survival subindex (0.963), where the gains reported in 2021 are maintained. And while Sweden registers its third-highest subindex score (0.812) on Economic Participation and Opportunity, the country has the fifth-highest subindex performance globally in the category and first in the European region. The score reflects a high level of female workforce

participation, parity in the participation of women in professional and technical roles, and a level of parity in estimated earned income that is higher than 137 other countries. On the Political Empowerment subindex, Sweden's score slipped slightly. While continuing to have parity at ministerial level, the parity score for women in parliament decreased 0.022, resulting in a loss of one rank on the subindex.

Since its first inclusion in 2014, Rwanda (6th) has featured in the Top 10. This year, Rwanda improved its 2021 rank by one, and is the leader in both rank and score for Sub-Saharan Africa. On both Educational Attainment and Health and Survival, Rwanda registers its highest subindex scores: 0.96 and 0.974, respectively. Rwanda has made progress in 2022 by reducing its gender gap in tertiary education by 2.9 percentage points while maintaining parity in compulsory education. On Health and Survival, Rwanda has maintained stable and slightly improving scores since 2015, increasing its rank by four places against countries unable to sustain prior progress. On Economic Participation and Opportunity, Rwanda is one of just three economies that registered parity in labour-force participation in 2022 (alongside Sierra Leone and Burundi). It also improved its score in other elements of the subindex – such as women's participation in professional and technical roles as well as legislator, senior officials and managerial roles - which has contributed to a rise in subindex rank of 15. Finally, on Political Empowerment, Rwanda has achieved parity at ministerial and parliamentary levels, but fell by one place in the ranking, overtaken by countries where the share of women serving as head of state has increased.

With an overall gender gap score of 0.81, Nicaragua (7th) shows progress from last year and improves its ranking position five places, landing seventh in the Top 10. Nicaragua continues to achieve a parity score of 1 on the Educational Attainment subindex, and across all its indicators. On the Political Empowerment subindex, Nicaragua remains in the 5th spot, after registering continued parity in ministerial positions from 2021, and raising its score for parliamentary parity from 0.938 in 2021 to 1 in 2022. On Economic Participation and Opportunity, gender gaps have widened since 2017. This year, the gaps are evident in women's labour-force participation, where the 2021 score fell by -0.032, and in wage equality, with a gender parity score of 0.547, the lowest registered since 2012. However, Nicaragua has maintained 2021 levels of women's participation in professional and technical roles as well as for legislators, officials and senior managers. The country's score on the estimated earned income indicator also increased from 0.456 to 0.682.

Namibia (8th) is one of the two countries in the Top 10 facing reversal in its overall performance. After continued positive progress since 2006,

Namibia dropped two places in the ranking and slightly reopened its overall gender gap, reaching a score of 0.807 compared to 0.809 in 2021. Namibia's performance on the Health and Survival subindex has remained unchanged since 2014. On Economic Participation and Opportunity, Namibia reported lower levels of parity in three indicators than in 2021: women's labour-force participation (-0.014), wage equality (-0.017) and estimated earned income (-0.005). Although it has achieved parity across all levels of education as well as a high literacy score (0.998), Namibia's ranking on the Educational Attainment subindex has not gained ground since slipping from parity in 2016. On the Political Empowerment subindex, the only change registered in 2022 was a small reduction in the gender gap score for women in ministerial positions (-0.001).

One of the six countries in the Top 10 that did not report significant changes in their overall gender gap score or rank between 2021 and 2022 is Ireland (9th). However, Ireland does recover ground lost since posting its highest score in 2016 (0.806). The Health and Survival subindex reports no changes. On the Political Empowerment subindex, Ireland's score remains similar to last year, maintaining the country's upwards progress. Ireland registered small improvements on the Educational Attainment subindex, where the score improved (by +0.002) to 1, as well as the Economic Participation and Opportunity subindex. Its overall Economic Participation score rose by +0.013, bolstered by continued parity in women's participation as professional and technical workers, and by a reduction of gender gaps in estimated earned income, wage equality, and participation of legislators, senior officials and managers. However, these improvements are countered by a reduced score in women's labourforce participation (-0.026).

Germany (10th) returns to the top 10 this year, having occupied ranks between 10 and 14 since the 2008 edition. Its 2022 gender gap score is the highest the country has registered in the history of the index, signaling Germany's continued and progressive advancement since 2006. Across subindexes, Germany ranks highest on Political Empowerment, which is also the subindex where it has the highest level of improvement over time. Its 2022 subindex score (0.55) is higher than 94% of countries in the index, and its score for share of women in leadership over the past 50 years is the fourth highest in Europe. In Educational Attainment, Germany maintains high levels of parity despite a slightly widened gender gap in secondary education (-0.039 score change). On Economic Participation and Opportunity, Germany reduced scores across indicators compared to 2021, bringing its subindex score (0.695) down to lower levels, and back to the scores registered in 2009. Finally, on Health and Survival, Germany has experienced no variation over the last year, although its score (0.972) is slightly lower than in 2006.

#### Top 15 most populous countries

The state of gender outcomes can be better assessed using a wealth of valid qualitative and detailed data reported to official international datacollection bodies. The share of the global female population represented by the following countries is both statistically and strategically significant to monitoring and benchmarking efforts like this index. Based on the data that was officially reported for the period included in this edition, the following trends and shifts were observed in the index's 15 most populous countries, which, combined, represent two-thirds of the world's female population.

In Bangladesh (71st) women this year experienced a decline in overall gender parity, as reflected in a lower gender gap score and index ranking compared to 2021. The change is in part the product of slightly lower country performance on Educational Attainment (-0.028 decrease in score), a subindex with high concentration of scores near parity. A small drop in the gender gap score for literacy and the absence of recent data in primary education overshadow a slim increase of gender parity in tertiary education (+0.065 score change). Bangladesh reported no changes on Political Empowerment (9th) and Health and Survival (129th) indexes. On the Economic Participation and Opportunity subindex (141st), there was a reduction in both men and women's workforce participation, by 3.6 and 5.45 percentage points, respectively. However, the proportional impact was higher for women. The negative impact of this shortfall was nonetheless counteracted by a 5.3 percentage point increase in the share of women who are professional and technical workers, as well a 13% increase in women's estimated earned income (compared to men's 11% increase), that raised parity outcomes overall.

Brazil (94th) is the home of approximately 108.1 million women. To date, the country has closed 69.6% of its overall gender gap, a minor improvement from 2021. The most significant changes Brazil registered this year were on the Economic Participation and Opportunity subindex, where it improves its ranking from last year by four places. The share of women in legislator, senior official and managerial roles decreased by 1%, while the share of male workers in the same category increased proportionally, and the share of women in technical and professional roles remained at full parity. Estimated earned income parity improved slightly (+0.052), but mainly because men's income decreased: in 2022, women earn 1% more than they did in 2021 while men earn 7% less. Wage equality for similar work also improved, with a score increase of +0.017. The one subindex where Brazil reports lower performance is Political Empowerment, because of a contraction in the share of women in parliament (-0.4% percentage points), where 12 of 81 seats are currently held by women (14.8%). Brazil has voluntary quotas in its bicameral parliament (Senate), and legislated quotas requiring a minimum of 30% of candidates of one sex be presented in electoral lists for the Chamber of Deputies (lower house).

China (102nd) improves its overall ranking in the index by five places in 2022 and is home to approximately 689 million women.3 Since the last edition, China's gender gap scores went up on two dimensions of the index: economics and health. On Economic Participation and Opportunity, labour-force participation decreased for women and men alike, therefore gender parity gap remained steady. The second area of improvement was Health and Survival, where the estimated sex ratio at birth increased slightly (+0.006). In Educational Attainment, China registered a lower parity score for secondary education enrolment. However, it is worth noting that the overall subindex score for China has ranged between 93.6% and 98% over the past 16 years. On Political Empowerment, the negative change in score (-0.006) derives from women's waning share of years in leadership at the executive level for the past 50 years.

#### The Democratic Republic of Congo (144th)

improves its position within the index by seven places, having closed 57.5% of its gender gap. Compared to last year, Congo reports improved results on Educational Attainment (144th), and no change on Health and Survival nor Political Empowerment. On Educational Attainment, a smallstep change in secondary education enrolment (+0.006) was enough to increase its subindex score to 0.661, which is higher than those of the past two editions, and places Congo slightly under the level of educational parity that the country first registered in 2018 (0.674). On Economic Participation and Opportunity (120th), Congo sees a slight score reduction (-0.005), driven by a decline in gender parity in labour-force participation. The driver of improved economic outcomes is an increase of 6.5 percentage points in the share of women as professional and technical workers, which improved the indicator score from 0.217 to 0.322.

With a population of approximately 50.6 million women, Egypt (129th) remains steady within the index, but with a marginally lower score in 2022 (0.635) than last year. The subindex that reported improvement is Political Empowerment. In 2021, parliamentarians elected in 2020 took office, and women achieved the highest level of representation at that level to date (27.7%). It is worth noting that Egypt has a gender quota that reserves 25% of parliamentary seats for women. The subindexes pulling Egypt's score down are Economic Participation and Opportunity and Educational Attainment. As to the first, Egypt is another country impacted by an asymmetrical reduction of women's labour-force participation. Their share of both legislators, senior officials and managers as well as professional and technical workers also decreased. On Educational Attainment, the gender gap score in secondary education enrolment has decreased slightly.

While the share of women as a total of the population has been declining in Ethiopia (74th), it stood at 57 million in 2020. In this year's edition of the index, Ethiopia drastically improves its position, climbing from 97th to 74th. It also improves its

gender gap score by +0.19, reporting a 71% closure of the gap to date. Ethiopia reports better scores across all subindexes except Health and Survival, which remains static. On Economic Participation and Opportunity, even though the country has a lower rate of workforce participation for women, there was an upturn of 2.7 percentage points in the share of women in the category of professional and technical workers. In turn, the share of men among professional and technical workers, while still twice as large as women's, reported negative growth of 3.8 percentage points over last year. Women's estimated earned income surged 36% while men's increased by 33%. On Political Empowerment, women's share of parliamentary seats rose by 2.7% compared to last year, while women's share of years in leadership as head of state continues to grow.

India's (135th) global gender gap score has oscillated between 0.593 and 0.683 since the index was first compiled. In 2022, India scores 0.629, which is its seventh-highest score in the last 16 years. With a female population of approximately 662 million, India's level of attainment weighs heavily on regional rankings. Recovering ground since 2021, India registers the most significant and positive change to its performance on Economic Participation and Opportunity. Labour-force participation shrunk for both men (by -9.5 percentage points) and women (-3 percentage points) since 2021. However, in every other indicator India has gained in parity relative to the weighting of other indicators on the subindex. The share of women legislators, senior officials and managers increased from 14.6% to 17.6%, and the share of women as professional and technical workers grew from 29.2% to 32.9%. The gender parity score for estimated earned income improved; while values for both men and women diminished, they declined more for men. The Educational Attainment and Health and Survival subindexes report small, insignificant changes. However, Political Empowerment records a declining score (-0.010) due to the diminishing share of years women have served as head of state for the past 50 years.

Compared to last year, Indonesia (92nd) records improvements to its rank (+9) as well as to its gender gap score. Indonesia, like most countries, saw a reduction of labour-force participation: the share of women who left the workforce in Indonesia was 2.3%. However, in a country of 135 million women with a 56% female participation rate (ages 15-64), this still impacts roughly over 1.3 million women. Both men and women saw a reduction in estimated earned income, although men's values dropped disproportionately, increasing parity. In addition, the share of women in professional and technical workers has reached parity, while the share of women in legislative, senior and managerial roles also increased from 29.7% to 32.4%. On Educational Attainment, the scores for literacy and primary education enrolment increased slightly, pushing the subindex score up +0.002. Finally, it is noted that while the Health and Survival subindex presents the least amount of variability, Indonesia is among the few

countries where healthy life expectancy showed a negative development (-0.001).

Japan's (116th) female share of the total population has been increasing since 2010 while the total population has been declining. In 2020, it was estimated to include 64 million women. In this year's edition, Japan's rank improves despite a lower gender gap score (0.650). On two subindexes Japan reports the same scores as last year: Health and Survival and Political Empowerment. On Educational Attainment, Japan reached parity on three core indicators: literacy and primary and secondary education enrolment. On Economic Participation and Opportunity Japan's performance declined, with its subindex score dropping to 0.564, comparable to levels posted in 2016. The drop was caused by a disproportionate decrease in women's workforce participation (-19.5, compared to men's -15.6), one of the index's 10 lowest performances registered for the indicator. The share of women in legislative, senior and managerial positions also decreased (by 9.8%) while men's share increased (by +2.6%).

Mexico (31st), a country of 65 million women, has closed 76.4% of its gap in 2022 and has posted its highest parity score to date. In doing so, the country climbs three positions in the global ranking. The subindex driving Mexico's results is chiefly Political Empowerment, and, specifically, parity at the level of parliament. The Health and Survival subindex shows no changes, although data was not available for one of the two indicators considered. On Educational Attainment, Mexico's subindex score has fallen since 2016, despite recent editions reporting parity in secondary and tertiary education enrolments. Lastly, on Economic Participation and Opportunity Mexico scored 0.597, continuing an upwards trend in gender parity since 2018. In 2022, women represented a slightly smaller share of professional and technical workers, which remains nonetheless close to parity at 0.988. The share of women legislators, senior officials and managers increased by 2.5 percentage points. Estimated earned income dropped for both men (-10.3%) and women (-8.1%), reducing the gender gap on this indicator by -1.2 percentage points, but on account of overall reduced earnings. However, it is important to note that women's earnings represent only one-half of men's estimated earnings in 2022, meaning there are still important economic barriers to gender parity.

In covering 63.9% of its gender gap, Nigeria (123rd) returns to higher and earlier levels of parity (2013, 2016) registered in the 16-year period covered by the report. It also ascends 16 ranks on the overall index, with positive changes recorded on the economic and educational subindexes. After dipping in 2021, overall workforce parity recovered in Nigeria, although the rates of participation decreased for both men and women. While parity in professional and technical workers declined from 1 to 0.628 over the past year, parity in legislators, senior officials and managers increased from 0.434 to 1, as women now make up a majority in 2022. On Educational Attainment, Nigeria records

higher levels of parity in secondary education and tertiary education enrolments. However, both shares of men and women in secondary education 2022 were lower than in 2021, while both shares increased in tertiary education. The subindex where Nigeria has the widest gap to close is Political Empowerment, which has been widening since 2012 and currently stands at 96%.

Pakistan (145th) has a population of 107 million women, and in 2022 has closed 56.4% of the gender gap that affects them. This is the highest overall level of parity Pakistan has posted since the report launched. Pakistan registers significant improvement across three subindexes, with the highest positive variation on Economic Participation and Opportunity. While wage equality carries the highest gender gap score among economic indicators (0.620), advances were also reported in estimated earned income, where women's earnings increased 4% compared to 2021. However, it is worth noting that women's labour-force participation declined by 1.9 percentage points in 2022, while both shares of men and women workers in senior and professional categories saw a downturn. On Educational Attainment, gender parity scores for literacy, secondary and tertiary education enrolment all rose. However, the shares of male and female students in secondary and tertiary education both increased from 2021, while a drop in parity in literacy correlates to a reduction of the population of men that are literate.

Philippines (19th) is the home of roughly 54 million women. While the country has improved upon its first gender parity score by 4.2 percentage points, since 2013 progress has hovered between 0.783 and 0.799. In 2022 the Philippines records a gender gap of 21.7%, similar to last year. As a result, Philippines dropped two spots in the general ranking, from 17th to 19th, with minor variations across subindexes. No significant changes, positive or negative, occurred on Health and Survival or Political Empowerment. However, on Educational Attainment, gender parity decreased at the level of enrolment in primary education, with a notably larger share of boys than girls in growing enrolment numbers overall. On the Economic Participation and Opportunity subindex, while the entire labour force was impacted, in 2022 the share of women participating in the workforce was still 24.5 percentage points lower than the share of men. Gender parity for legislative, senior officers and managers, as well as for professional and technical workers, remains constant.

United States (27th) climbs 3 positions in the ranking compared to last year. Its gender gap score improves slightly, resulting in 167 million women facing a remaining gender gap of 23.1%. The two subindexes detailing higher levels of parity in 2022 are Political Empowerment and Economic Participation and Opportunity, while Educational Attainment and Health and Survival remain virtually unchanged. Similarly, the share of women legislators, senior officials and managers fell from last year. The share of women as professional and technical workers remains at parity and the perception of wage equality increased compared to last year. In addition, estimated earned income for women increased in 2022, but declined for men, improving parity. After the legislative election of 2020, women also increased their share of seats in parliament as well as the years parliament has been headed by a woman.

Viet Nam (83rd) improves its placing by four ranks, supported by mild improvements in three of the four subindexes. On Political Empowerment, Viet Nam saw a 3.6 percentage points increase in the share of women in parliament, although men continue to hold 100% of ministerial roles. On Health and Survival, sex ratio at birth increased from 0.894 to 0.902, while healthy life expectancy remained the same.

On Educational Attainment, the literacy rate increased by +0.005, which, in the absence of data for compulsory education enrolment, raised the subindex score slightly. Viet Nam posted negative changes on Economic Participation and Opportunity. Indicators at this level reveal that lower workforce participation and lower parity in workforce participation have both contributed to poorer gender outcomes. While parity in technical and professional workers has been maintained, the share of women in legislator, senior and manager roles decreased approximately 1 percentage point. Finally, estimated earned income also fell, in higher proportion for women (-20.7%) than for men (-18.3%).

# **Endnotes**

- 1. The regional grouping has been revised in this edition of the report to align with regional groupings in other flagship reports published by the World Economic Forum and other International Organizations.
- 2. With the exception of Russian Federation, which is not featured in the 2022 edition.
- 3. National Bureau of Statistics of China. Communiqué of the Seventh National Population Census (No. 4) [Press release], accessed 23 May 2022, http://www. stats.gov.cn/english/PressRelease/202105/t20210510\_1817189.html.



# Gender gaps in the workforce: an emerging crisis

The 2022 index results point to a sustained stalling of gender parity alongside the continued knock-on effects of the pandemic and broader disruptions to the labour market. Gender gaps in the workforce are driven and affected by many factors, including longstanding structural barriers, socioeconomic and technological transformation, as well as economic shocks. More women have been moving into paid work and, increasingly, leadership positions, yet globally societal expectations, employer policies, the legal environment and the availability of care continue to play an important role in the choice of educational tracks and career trajectories. The decade of austerity that followed the 2008 Global Financial Crisis constrained sectors that provide the core of social infrastructure, affecting

outcomes for families and primary caregivers often women – during the pandemic. Geopolitical conflict and climate change both impact women disproportionately. In addition, the projected deepening of the current cost-of-living crisis is also likely to impact women who continue to earn and accumulate wealth at lower levels.

To illuminate important aspects of underlying and emerging trends impacting gender parity trajectories, and given the high risk of an enveloping crisis, this chapter explores the state of gender gaps in the workforce, through complementary data available in the Economy Profiles and new metrics developed in collaboration with LinkedIn, Coursera, Hologic and WTW.

#### 2.1 Gender gaps in the labour-force recovery

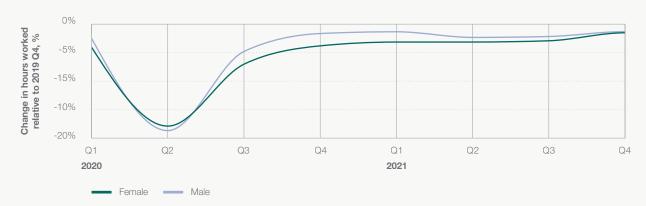
Employment losses due to the COVID-19 pandemic have been significantly worse for women than for men, unlike other recessions in recent history which have tended to affect male workers relatively more than female workers.1

At the peak of the pandemic in Q2 of 2020, men's working hours declined by 18.8% while women's working hours declined by 18.1%. However, since then women have suffered a significantly higher loss of working hours than men have globally, as shown in Figure 2.1.

#### FIGURE 2.1

# Working hours lost globally, 2020-2022, by gender

Change relative to Q4 2019



#### Source

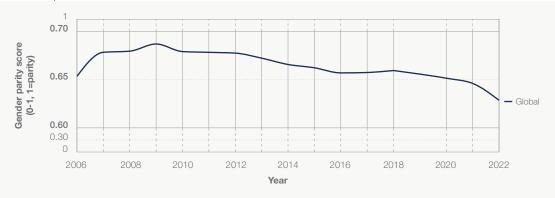
ILO, Monitor on the World of Work, Ninth Edition.

#### Note

This indicator represents the percentage of hours lost compared to the baseline (the latest pre-crisis quarter, i.e. the 4th quarter of 2019, seasonally adjusted), adjusting for population aged 15-64.

#### FIGURE 2.2

### Labour-force participation gender gap, 2006-2022



#### Source

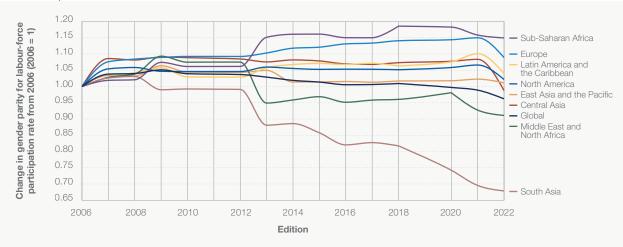
Global Gender Gap Index data, based on International Labour Organization data.

#### Note

Calculations on the basis of global averages for 102 countries included in the constant sample since 2006. The 2006-2021 editions use LFPR data for the 15-64 age group. The 2022 edition uses the data series for the 15+ age group due to the unavailability of 15-64 age group aggregates for the November 2021 release of the modeled estimates and projections.

#### FIGURE 2.3

# Change in gender parity for labour-force participation rate, from 2006



#### Source

Global Gender Gap Index data, based on International Labour Organization data.

#### Note

Calculations on the basis of global averages for 102 countries included in the constant sample since 2006

A time-series analysis of gender parity in labour-force participation for a constant sample of 102 countries included in every edition since the inception of the Gender Gap Index shows that global gender parity for labour-force participation had been slowly declining since 2009. The trend however was exacerbated in 2020, when gender parity scores decreased precipitously over two consecutive editions. As a result, in 2022, gender parity stands at 62.9%, the lowest score registered since the Index was first compiled (Figure 2.2).

At a regional level, gender parity in labour-force participation had been evolving on different trajectories since 2013, before dropping markedly in 2021. As can be observed from Figure 2.3, a negative trend is clearer in South Asia as well as Middle East and North Africa, where gender parity in labour-force participation has been declining at a faster pace than in other regions since 2013. In contrast, Sub-Saharan Africa, North America

and Europe has seen gender parity in labour-force participation moderately improving, or steadily holding, since 2012.

With the exception of Latin America and the Caribbean and Sub-Saharan Africa, every region had a lower gender parity score in 2022 than in 2012. Central Asia, South Asia, and Middle East and North Africa registered their lowest gender parity scores in 16 years.

Overall, the pandemic has reversed progress on gender parity in labour-force participation, registering the lowest parity score since the index began. This gendered labour-market scarring risks becoming long term. Furthermore, the reduction of women's labour-force participation has important consequences for other dimensions of employment and in the distribution of unpaid work, which affect how women access opportunities in the economic domain, as well as other spheres of life.

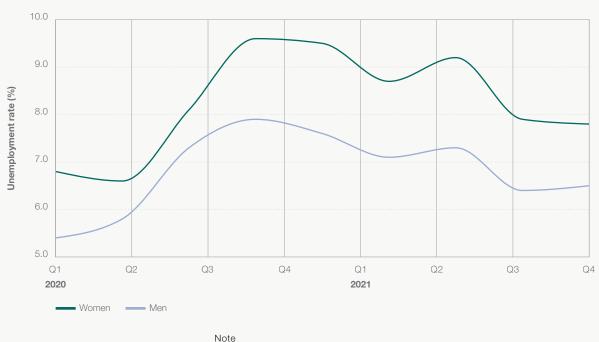
Among those workers who continued in the labour force during the pandemic, unemployment rates increased. According to ILO data, at the global level, unemployment rates spiked from 5.4% in quater 4 of 2019 to 7.9% in quarter 3 of 2020 for men, and 6.8% in 2019 to 9.6% in 2020 in the same quarter for women. While the current unemployment rates for both men and women

are higher than pre-pandemic levels, women's unemployment rate in quarter 4 of 2021 (7.8%) was higher than that of men (6.5%), as seen in Figure 2.4. Only a partial recovery is expected by 2023.

#### FIGURE 2.4

#### Unemployment rate, by gender

2020-2021



International Labour Organization.

Source

The analysis is based on the 102 countries included in the constant sample.

#### Gender gaps in care work 2.2

The disproportionately negative labour market developments for women can be explained partly through sectoral composition of the shock and also by the care burden that fell disproportionately on women as childcare facilities and schools were closed during the pandemic. Lockdowns more strongly affected service-sector jobs - such as in retail, hospitality and food service - that are predominantly held by women.<sup>2</sup> High-income countries that had increased vaccine availability, among other pandemic recovery strategies, were able to reopen the service sector more quickly and have experienced a relatively speedier recovery of working hours for women since the first quarter of 2021.3

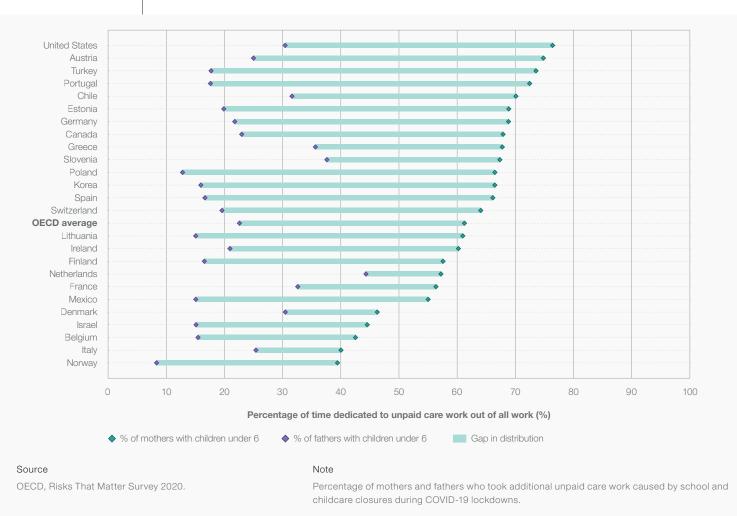
The other determining factor has been the distribution of care work during the pandemic. Time-use surveys carried out in the United Kingdom, United States and Germany show that women disproportionately carried the burden of home-schooling and additional childcare.4 A US study suggests that during the first COVID-19 wave in June 2020, 12.7% of mothers

versus only 2.8% of fathers were not working due to virus-related childcare issues.<sup>5</sup> Since then, research suggests there are multiple trends emerging in mothers' vs fathers' labour market outcomes as a consequence of the pandemic. As a result, the last two years have seen a relatively greater reduction for mothers in working hours, an increase in unemployment, as well as relatively greater drops in labour-force participation. According to the ILO, more than 2 million mothers globally left the labour force over the course of 2020.6 While both fathers and mothers saw reductions in labour-force participation during the peak of the pandemic, in the United States fathers had effectively made up the ground lost during the pandemic by November 2020, while US mothers' labour-force participation rate was 2.8 percentage points below where it was in November 2019.7 This represented a minimal 0.1 percentage point recovery for mothers in the United States, compared to the initial 2.9 percentage point drop recorded in April 2020.

#### FIGURE 2.5

Unpaid care work gender distribution, parents with children under 6 years of age, selected countries

2020



The difference in unpaid care work distribution between men and women had been significant well before the pandemic. Based on an analysis of 33 countries representing 54% of the global workingage population, we find that men's share of time spent in unpaid work as a proportion of time spent in total work is 19%. This is one-third the share of time women spent in unpaid work (as a proportion of total work), which is 55%.8 Recent data collected during the pandemic shows that the reported increases in care work caused by school and care infrastructure closures created pronounced disparities. Women with children under six years of age, for example, absorbed a disproportionate amount of unpaid care work compared to men, as represented in Figure 2.5.

#### 2.3 Gender gaps in founding businesses

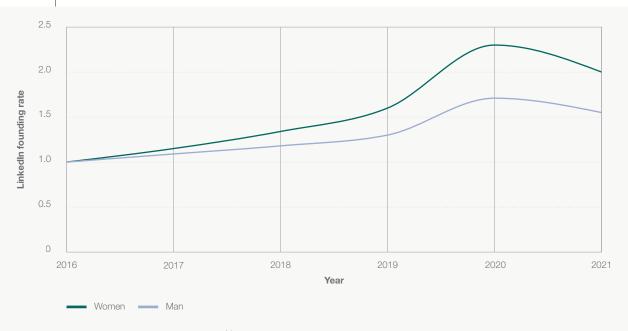
High-frequency LinkedIn data for 22 countries shows that in recent years women have been establishing businesses at a slightly higher average rate than men. The share of women founders has doubled in the past five years, while the share of men founders has increased by 55%. As illustrated by Figure 2.6, the trend has continued during and since the pandemic started and included a 43% jump in the founding rate for women between 2019 and 2020. Some portion of this number includes "necessity founders" emerging from the pandemic, with one of the reported drivers of self-employment during this period being job scarcity.9 At the same time, evidence suggests that not all founding activity

was driven by necessity. During the pandemic, the number of unicorn companies owned by women increased nearly five-fold, from 18 in 2020 to 83 in 2021. This represents 14% of the 595 companies that joined the Crunchbase Unicorn Board in 2021.10 However, this upwards shift manifests in a context where the dollar investment in women-owned businesses still represents a minor share of the amount directed towards men-founded businesses. In 2019, the percentage of total investment in allfemale businesses was 3%, having dropped 4% from 2018. In 2020, that number decreased further to 2% and remained at 2% in 2021. In contrast. the volume of deals involving all-female businesses

#### FIGURE 2.6

### Business founding rate, by gender

2016-2021



Source

LinkedIn Economic Graph

#### Note

Founding rate measures the number of LinkedIn members who added a new founder position to their profile in a year, as a share of members of that gender in the same year. The result is indexed to the 2016 rate.

remained steady at 6%, as did the share of seed investment (also at 6%), over the course of the first year of the pandemic.

#### 2.4 Gender gaps in leadership, by industry

The broader labour-force participation data encompasses wider sectoral trends. The Global Gender Gap Index data measures the share of women and men who occupy professional and technical roles as well as senior official and manager roles. Women's share of senior and leadership roles has seen a steady global increase over the past five years (2017-2022). In 2022, global gender parity for this category reached 42.7%, the highest gender parity score yet.

Complementing these statistics, high-frequency data from LinkedIn for 155 countries explores women's representation in leadership, providing a snapshot of gender parity in business leadership in 2022. Overall, the global share of women in leadership roles as illustrated in this data is 31%, although shares vary by industry. In 2022, only select industries have levels near gender parity in leadership, such as Non-Governmental and Membership Organizations (47%), Education (46%), and Personal Services and Wellbeing (45%). At the other end of the range are Energy (20%), Manufacturing (19%) and Infrastructure (16%). The industry breakdown is shown in Figure 2.7.

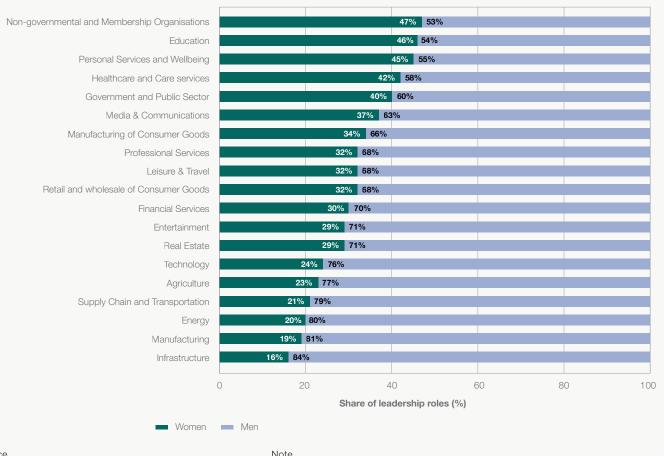
However, the share of women in leadership has been increasing over time. As presented in Figure 2.8, women have been hired into leadership roles in increasing numbers since 2016. While the share of women hired into leadership was 33.3% in 2016 in this set of countries, it increased to 36.9% in 2022. Progress stalled during the pandemic, with the annual share of women hired into leadership positions holding at 35% between 2019 and 2020 but then increasing to 36% in 2021.

There is significant variation across industries in the rates of hiring women into leadership. On average, more women were hired into leadership in industries where women were already highly represented. Similarly, more men were higher into leadership positions in industries over-represented by men. Among the industries that hired the highest share of women into leadership positions in 2021 are Non-governmental and Membership Organizations (54%), Education (49%), Government and Public Sector (46%), Personal Services and Wellbeing (46%), Healthcare and Care Services (46%), and Media and Communications (46%). The first five are industries in which women's representation is

#### FIGURE 2.7

# Women in leadership roles, by industry (%)

2022



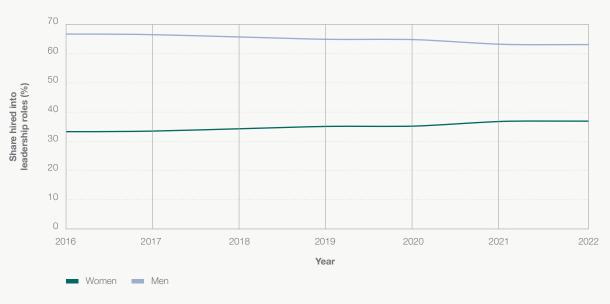
Source LinkedIn Economic Graph

#### Note

Leadership roles included in the sample are Director, VP, CXO, Partner. The sample includes data

# FIGURE 2.8

# Share of women hired into leadership, by year



Source

LinkedIn Economic Graph.

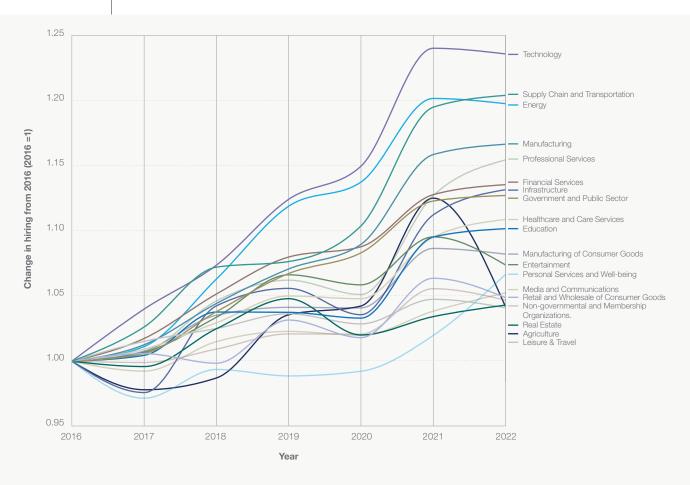
Note

Leadership roles included in the sample are Director, VP, CXO, Partner. The sample includes data from 155 countries.

#### FIGURE 2.9

# Change in the share of women hired to leadership since 2016

2016-2022



Source LinkedIn Economic Graph.

generally higher than men's overall. In contrast, six industries hired significantly more men than women into leadership positions in 2021: Technology (30%), Agriculture (28%), Energy (25%), Supply Chain and Transportation (25%), Manufacturing (22%) and Infrastructure (21%). These are also the industries with the lowest share of female representation in the overall makeup of the industry.

Nonetheless, some industries are seeing an acceleration in their hiring of women into leadership. Relative to 2016, the industries showing the biggest improvement in their hiring rate for women into leadership are Technology, Energy, and Supply Chain and Transportation, as shown in Figure 2.9.

Industries with already high female representation still show a gender gap between the overall female representation across all roles and the representation of women in leadership. For example, women make up 62% of total workforce share in the Personal Services and Wellbeing industry, but only 45% of leadership share. This trend is mirrored in the Real Estate and Healthcare industries, which see a 16-percentage point difference between female representation in the industry and in leadership. While hiring more women at the entry level is an important component of closing gender gaps in leadership, it is not fully sufficient.

#### 2.5 Gender gaps in political representation

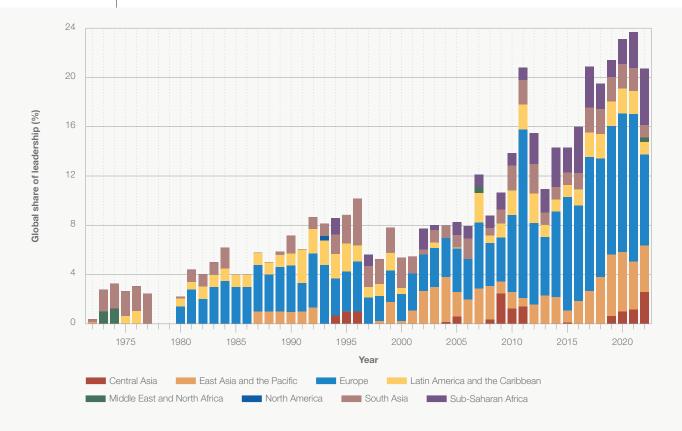
The private sector is not the only one where women's leadership has been on the rise. Longitudinal data from the Global Gender Gap Index shows that the global average share of women in ministerial positions nearly doubled between 2006 and 2022, increasing from 9.9% to 16.1%. In 2022, the countries that have the highest shares of women ministers are Belgium (57.1%), Nicaragua (58.8%) and Sweden (57.1%). Similarly, the global average share of women in parliament rose from 14.9% to 22.9%, with Mexico (50%), Nicaragua (50.6%) and Rwanda (61.3%) having the highest shares of women in parliament.

Furthermore, the highest level of public office, head of state, has been held in increasing numbers by women over the past 50 years, as can be observed in Figure 2.10. As the figure shows, women's top political leadership has not increased at a constant rate, nor has it risen equally across regions.

Regions that had a comparatively larger share of representation in the early 70s - such as South Asia and the Middle East and North Africa - have since seen a waning share of women as heads of state. In contrast, women's (share of time in) leadership in Europe, Sub-Saharan Africa, and East Asia and the Pacific has been growing. In North America there was only one female head of state in the past 50 years. Of all female heads of state in the past 50 years, the longest-serving ones have presided over Germany for 16.1 years, Iceland for 16 years, Dominica for 14.9 years and Ireland for 14 years.

## FIGURE 2.10

## Women's share of time in power as heads of state, 1972-2022



Source

World Economic Forum calculations 2022

Note

The graph charts the aggregate share of time women held as heads of state, by year and by region.

#### 2.6 Gender gaps in wealth accumulation

Skewed labour-market outcomes, including those described in the previous sections, can have an outsized impact on female wealth accumulation when projected over the course of a working trajectory for men and women. In addition, unequal access and control over wealth-building resources - such as banking, investment, inheritance and property - can contribute to the wealth divide.

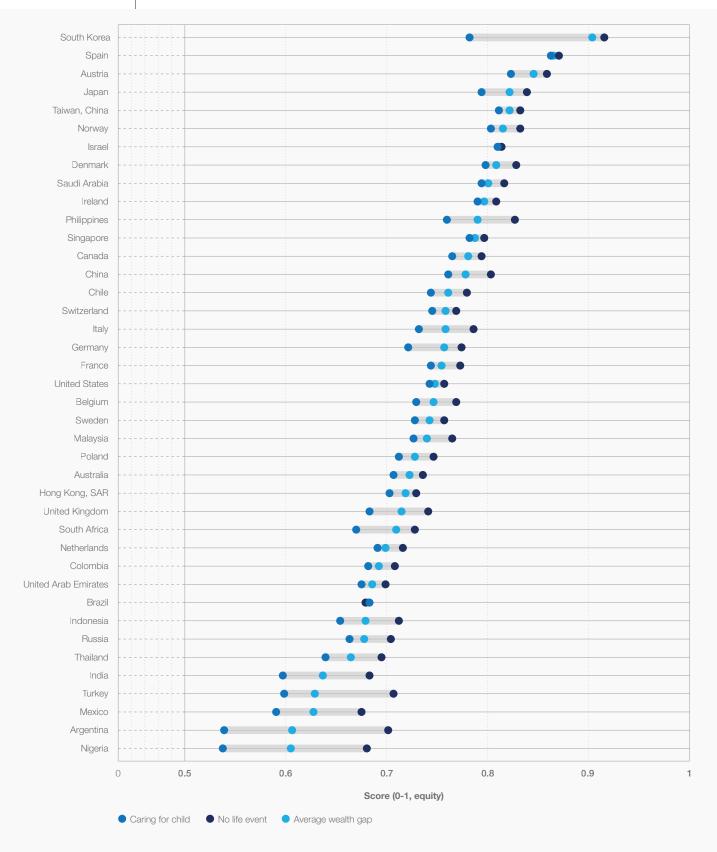
A World Economic Forum collaboration with WTW analysed wealth equity across 39 countries and found that women are at a disadvantage with regards to wealth accumulation over the span of their working life. For frontline operational roles, the overall gender wealth gap amounts to 11%; for professional and technical type roles, the gender wealth gap nearly triples, to 31%; and for senior expert and leadership roles it expands further to 38% in the countries considered by WTW. The most salient factors contributing to gender-based wealth inequity are gender pay gaps, unequal career progression trajectories, gender gaps in financial literacy, and life events that typically influence women's participation in paid work and their ability to contribute to wealth accumulation. 12

As women are under-represented in higher paid positions, the amount they can direct towards savings and investments, and the corresponding earning-based contributions to wealth, is often lower than that of men. In addition, specific life events related to care responsibilities, part-time work and career breaks affect women disproportionately compared to men, as they lower the rate of workforce participation and/or time spent in employment - also affecting their employment-based contributions accordingly.

Life events relating to care had the most significant impact on gender wealth equity across nearly all the 39 countries included in the analysis. For example, as presented in Figure 2.11, caring for a child has a large impact on women's capacity to build wealth in Argentina, Nigeria and Mexico. These findings mirror in part the asymmetry of unpaid care work that persists in these countries. For example, in Argentina women spend 28% of their day doing unpaid care work, whereas men only dedicate 9% to it. In Mexico, men spend 11% of their day doing care work compared to women, who devote 28%.13 However, when considering the combined impact of all factors on gender-based wealth gaps, some of the most equal economies with wealth equity above 80% are South Korea, Spain, Austria, Japan, Taiwan (China), Norway, Israel and Denmark while the most unequal economies with less than 65% of wealth equity are Nigeria, Argentina, Mexico, Turkey and India.

Further, in the absence of adequate care infrastructure and with with persisting gender differences in leave provisions, the disproportionate share of unpaid care work that women assume can add to the challenges of generating wealth. This raises an important question relating to the role that purpose-driven leadership and programs, equitable total rewards (pay, benefits, careers), good work standards,14 comprehensive social infrastructure, expanded and equitable provisions for care-related events, and accessible financial instruments can play as gender equalizing and redistributive instruments for workers in standard and non-standard employment.

## Gender gap in wealth equity, selected economies



Source WTW.

#### Note

Scale of 0-1, where 1 = ratio of wealth at retirement between men and women. For example, a score of 0.8 means that women accumulate 80% of the wealth of men at retirement, on average. A total of 39 countries were included in the sample: Argentina, Australia, Austria, Belgium, Brazil, Canada, Chile, China, Colombia, Denmark, France, Germany, Hong Kong (SAR China), India, Indonesia, Ireland, Israel, Italy, Japan, Malaysia, Mexico, Netherlands, Nigeria, Norway, Philippines, Poland, Saudi Arabia, Singapore, South Africa, South Korea, Spain, Sweden, Switzerland, Taiwan (China), Thailand, Turkey, United Arab Emirates, United Kingdom, United States.

# 27

# Gender gaps in tertiary education, lifelong learning and skills prioritization

In the last five years, women worldwide have been enrolling in and graduating from tertiary education degrees at increasing rates. In addition, the distribution of learners by field in 2019 showed that tertiary education continued to be segregated by gender. For example, between 2013 and 2019, the gender gap in ICT and Engineering and Manufacturing remained mostly intact. Women's participation in Health and Welfare fields decreased, in contrast to Education.

As illustrated in Figure 2.12, the fields where women continue to be overrepresented compared to men include Education and Health and Welfare. In contrast, women are underrepresented in STEM fields, and the gender gap is most prevalent in two fields: Information and Communication Technologies and Engineering and Manufacturing.

The digitalization of the global economy, further accelerated by the pandemic, has allowed distance learning solutions to multiply and provide a range of options for basic, higher and lifelong education. However, only economies with the infrastructure, internet access, computer literacy and time availability have been able to support the transition of a broad learner base into online courses. 15

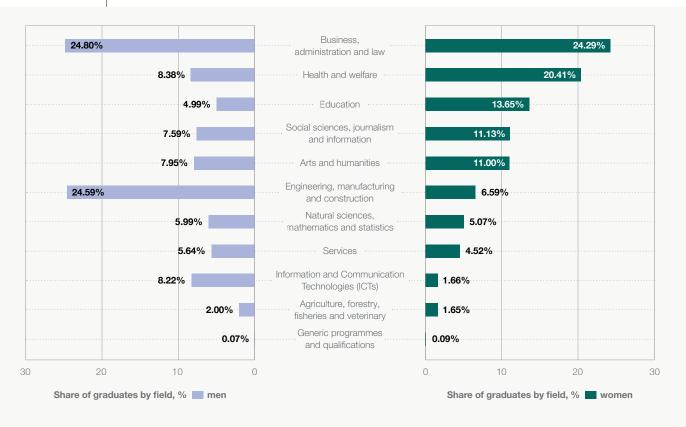
Nonetheless, online learning is more widespread since the start of the pandemic, particularly among adult learners seeking to complete, complement or supplement training.<sup>16</sup> Women increased their participation in this space significantly, according to high frequency data from Coursera.

As illustrated in Figures 2.13.A-D, gender gaps are substantially smaller in online enrolment than in traditional tertiary education for selected countries, when comparing online Coursera enrollment with traditional tertiary education data from the OECD. However, in both online and traditional formats, men continue to be overrepresented in fields typically characterized as "male-dominated", with two STEM fields reporting the highest gender gaps: Information and Communication Technologies (ICT) and Engineering, Manufacturing, and Construction. However, in economies like India and Saudi Arabia, the ICT STEM gap is wider in online education than in traditional education.

The data further reveals that gender parity increased in online training in ICT in several economies between 2019 and 2021 (Figures 2.13.c and 2.13.d). Online ICT enrolments for women increased from 9.2% of total enrolments to 16.1% in Saudi

### FIGURE 2.12

# Share of graduates, by field and gender, OECD average



Source OECD Stat. Note

Fields are taken from UNESCO's International Standard Classification of Education.

Arabia and had slight increases in India, from 23.8 to 24.8%. The share of women enrolled in ICT in Greece almost doubled, from 8.6 to 15.8%. Similarly, the share of women enrolled in ICT in Hungary rose almost seven percentage points, from 12.0 to 18.7%. In Canada, Chile, Finland and Brazil,

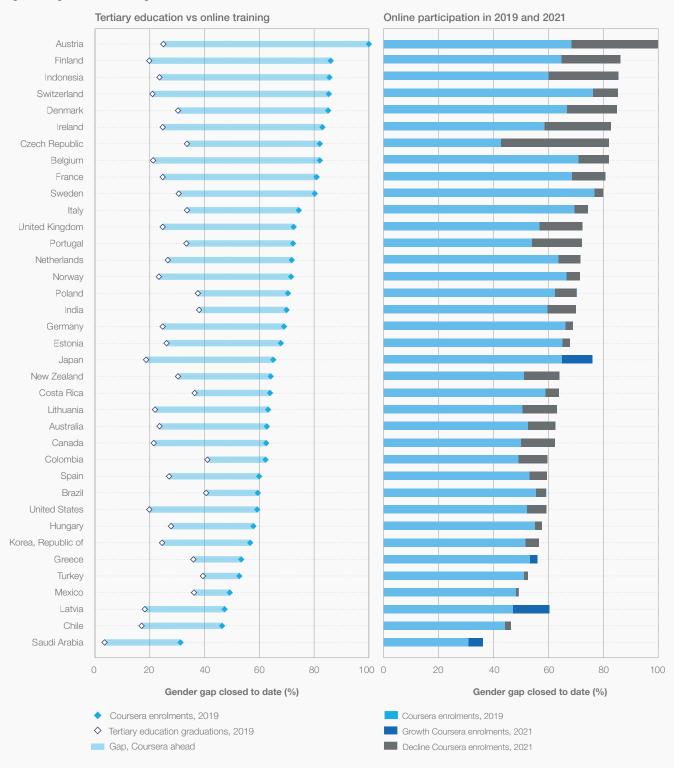
however, the gender gap in ICT in online education increased from 2019 to 2021.

Conversely, the overall gender gap for online training in Engineering, Manufacturing and Construction increased across most economies

# FIGURE 2.13

Gender gaps in tertiary education and online training, selected STEM degrees, selected countries

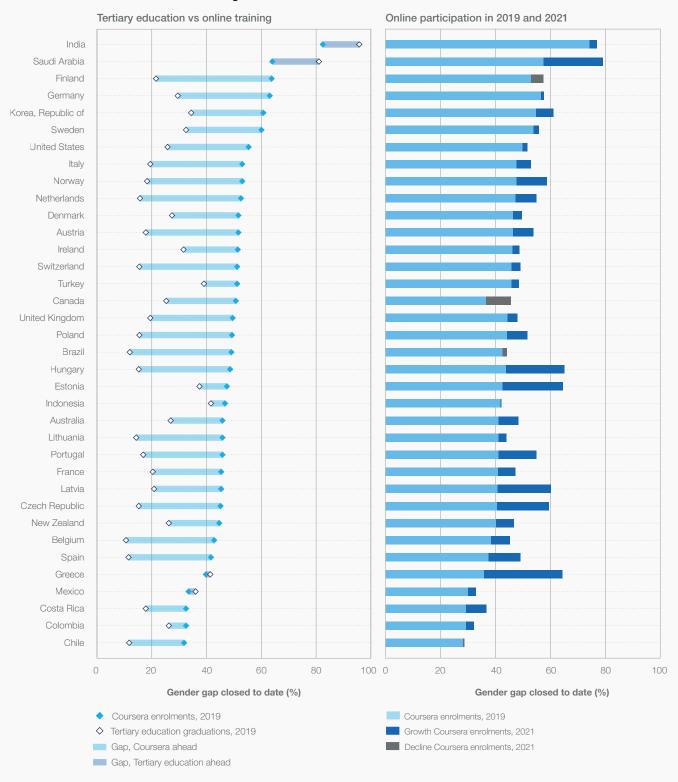
#### A. Engineering, Manufacturing, and Construction



Source

Coursera.

#### B. Information and Communication Technologies



Source Coursera.

> between 2019 and 2021 (Figures 2.13.a and 2.13.b), with two exceptions. In Japan, the female share remained stable at 2.2% but the male share decreased from 3.5 to 2.9%. In Latvia, the female share fell from 2.1 to 1.5% while the male share dipped from 4.5 to 2.6%. In Saudi Arabia, the converse was true - female share of enrolments rose in higher proportion than the male share, from

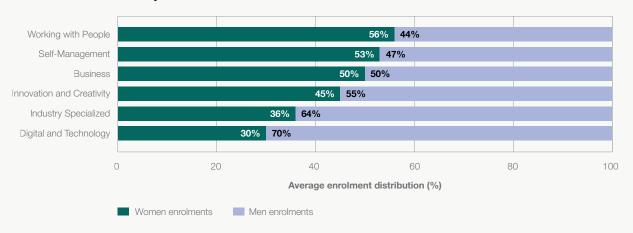
1.9 to 2.2% compared to 6.1 to 6.3% for men.

However, even as women in many countries have begun to match men's participation in online learning since the pandemic, a significant gender gap remains in the distribution of enrolment preferences across skills. While both men and women upskill in valuable areas of competency -

## Gender gaps in online training

Q1 2021- Q2 2021

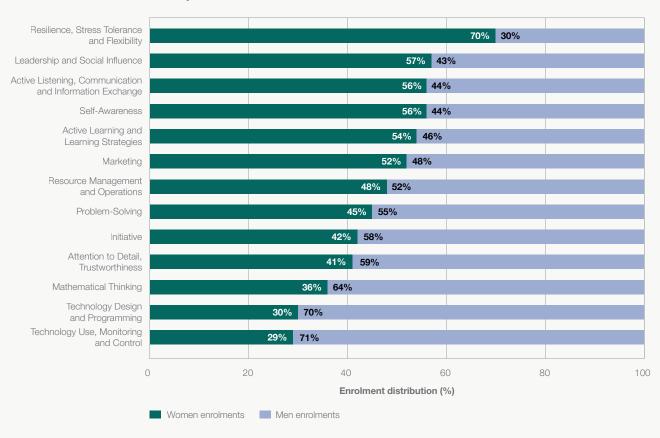
#### A. Level 2 of the Global Skills Taxonomy



Source

Coursera.

#### B. Level 3 of the Global Skills Taxonomy



Source

Coursera.

such as Problem Solving, Resource Management and Marketing – for the future job market, they nonetheless emerge with gendered learning profiles. Broadly speaking, men are more likely to invest in Digital and Innovation skills and women are more likely to choose to upskill in Working with People and Self-Management skills (Figure 2.14a). The picture comes into sharper focus at

the more granular level 3 of Coursera's Global Skills Taxonomy: women are substantially more likely to upskill in Resilience, Stress Tolerance, and Flexibility, and men are twice as likely to choose to upskill in Technology Use, Technology Design, and Mathematical Thinking (Figure 2.14b).

Enrolment data from Coursera suggests that increasing diversity of instructors may engage more women learners. Women learners enroll more than men in courses taught by women instructors: 49% of enrollments from women learners were in courses with women instructors, compared to 38% for men learners.

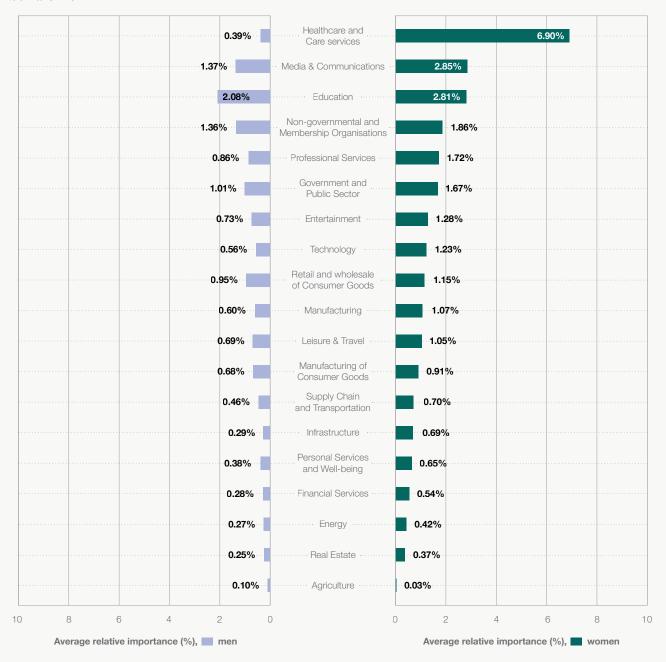
There are also gender gaps when it comes to reported skills among those in leadership roles. LinkedIn data for skills displayed by those in

leadership roles such as Director, VP, CXO and Partner in the 155 countries included in the data sample shows that, on average, both men and women attribute the highest relative importance to industry-specific skills by an almost equal measure. However, women tend to back up their industry knowledge with business skills, to which they attribute higher relative importance than men. Men tend to rely more on technology skills and disruptive technology skills than women to demonstrate leadership (Figure 2.15b). Lastly,

#### FIGURE 2.15

#### Relative importance of skills, by industry and gender

#### A. Attitudinal skills



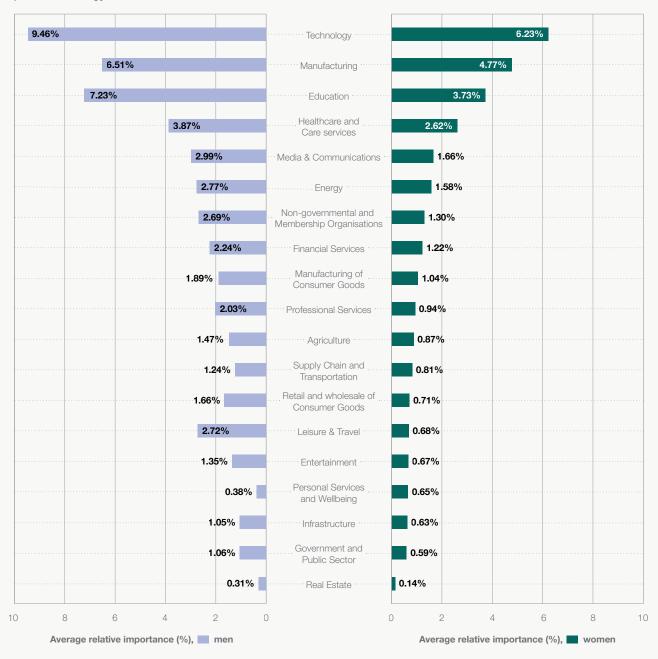
#### Source

LinkedIn Economic Graph.

#### Source

Leadership roles included in the sample are Director, VP, CXO, Partner. The sample includes data from 155 countries. Top skills for LinkedIn users holding positions of Director and higher. Skill importance is weighted based on how frequently a skill appears in an entity, divided by how often the skill appears in other entities. Relative importance is weighted based their importance score, divided over the sum of importance across all skills.

#### B. Disruptive technology skills



Source LinkedIn Economic Graph.

#### Source

Leadership roles included in the sample are Director, VP, CXO, Partner. The sample includes data from 155 countries. Top skills for LinkedIn users holding positions of Director and higher. Skill importance is weighted based on how frequently a skill appears in an entity, divided by how often the skill appears in other entities. Relative importance is weighted based their importance score, divided over the sum of importance across all skills.

the skills that are least displayed by women and men leaders on their profiles are attitudinal skills. However, attitudinal skills have higher relative importance as a leadership quality in women's skills profiles than they do in men's, regardless of the industry (Figure 2.15a).

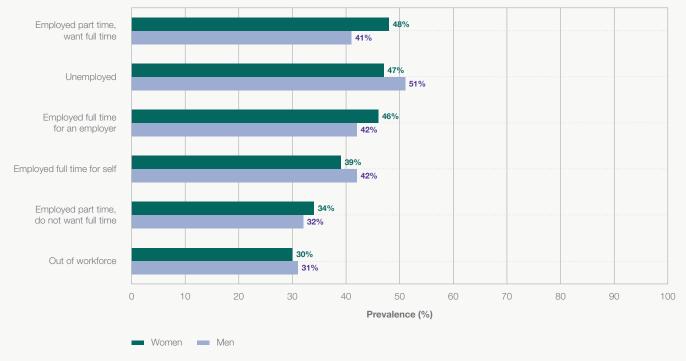
#### Gender gaps in stress levels 2.8

Between 1990 and 2019, the global prevalence of mental, anxiety and depressive disorders in women increased in higher proportion than it did for men, which is having a disproportionately larger impact on girls as young as 15-19. In 2019, mental disorders became the seventh-leading cause of disability-adjusted life-years, which has increased the proportion and gender disparity in

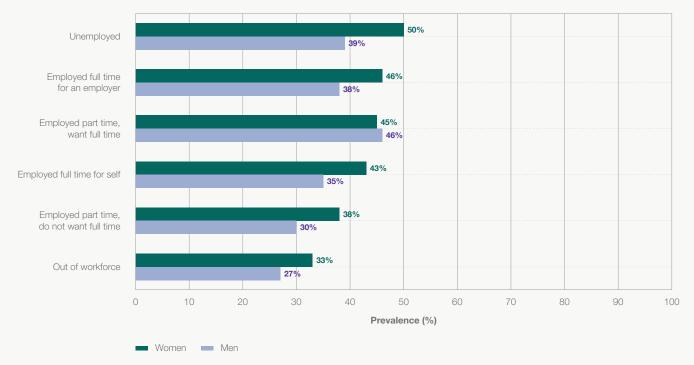
#### FIGURE 2.16

## Prevalence of stress, by year and employment status (%)

#### A. 2020



# B. 2021



#### Source

Hollogic & Gallup Global Women's Health Index 2020-2021 data.

Note

The 2020 survey was carried out in 116 countries & territories representing over 93% of the world's population over the age of 15 years.

the global disease burden derived from mental conditions.17

Data from Hologic documented the levels of negative emotions - stress, sadness, worry and anger - that men and women were experiencing in 2020 and 2021 as a proportion of their overall health. The data shows that between 2020 and 2021, overall levels of stress, sadness, worry and anger increased by 1% among women, and were 4% higher in women than in men.

Data in Figure 2.16 shows that in 2021, high levels of stress were reported by men and women who

were unemployed. Between 2020 and 2021 stress increased for most women regardless of employment status: self-employed women (+4 percentagepoints), women in part-time employment not seeking full-time employment (+4 percentage-points), as well as women who are out of the workforce and unemployed (+3 percentage points). The one category in which stress among women decreased was among those employed part-time and seeking full-time work. Conversely, that was the only category of men whose stress increased between 2020 and 2021. For men in all other categories of employment, stress decreased in 2021.

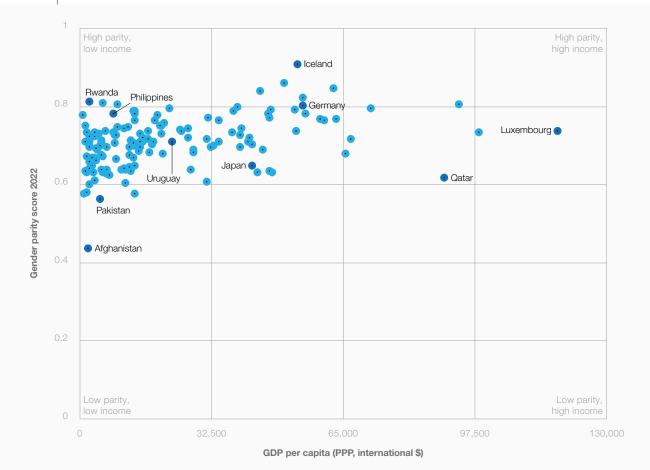
#### 2.9 Gender gaps and income

Closing gender gaps remains a critical driver of national prosperity. Countries that invest in all of their human capital and make it easier for their populations to balance work and family life tend to be more prosperous. We find a positive relationship between gender parity and per capita income when comparing the Global Gender Gap Index and GDP per capita (see Figure 2.17).

While the relationship does not show causality, regardless of current income level, countries should invest in closing gender gaps in access, resources and opportunities. With an increasingly uncertain economic outlook, unleashing the creativity and dynamism of a country's entire human capital is critical to overcoming the current crises and accelerating a recovery.

#### FIGURE 2.17

### Relationship between gender parity and GDP per capita (PPP, international \$)



Source World Economic Forum calculations using 2020 World

Bank data.

Note

Plot features values for the 146 countries included in the 2022 edition.

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- 4. Adams-Prassl, et al, 2020.
- 5. Russell and Sun, 2020.
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- 8. OECD (Organisation of Economic Co-operation and Development), Employment database. Countries included in the sample are: Australia, Austria, Belgium, Canada, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Japan, Korea, Latvia, Lithuania, Luxembourg, Mexico, Netherlands, New Zealand, Norway, Poland, Portugal, Slovenia, Spain, Sweden, Turkey, United Kingdom, United States, China, India and South Africa. Accessed June 2022.
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- Teare, 2022. 10.
- 11. Teare, 2020.
- 12. The analysis covered 39 countries. The analysis projected wealth accumulation through the length of a career cycle starting from age 22 to a common state retirement age - based on the male state retirement age in the country, to enhance comparability. Wealth arising from state and mandatory retirement benefits, private retirement plans, real estate and personal savings were considered. There are numerous exogenous variables that directly or indirectly impact relative wealth (for example, inherited wealth, differences in the application of taxes between men and women, and educational access and attainment) that were not modelled in this study. As a result, the analysis offers a baseline for wealth projections across different countries that can be enriched and expanded by accounting for the factors that contribute to wealth creation in each context.
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- 14. World Economic Forum, 2022.
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# Appendix A

# Regional Classifications

# TABLE A.1

Regional classification of countries covered by the Global Gender Gap Index, 2022

The following regional classifications are used for creating the regional performance tables and figures in Chapter 1.

Malta Montenegro Netherlands North Macedonia Norway Poland	Canada United States  South Asia
Netherlands North Macedonia Norway	United States
Netherlands North Macedonia Norway	
North Macedonia Norway	South Asia
	South Asia
	Afghanistan
Portugal	Bangladesh
Romania	Bhutan
Serbia	India
	Iran, Islamic Republic of
	Sri Lanka
	Maldives
	Nepal
	Pakistan
Office Hingdom	
	Sub-Saharan Africa
Latin America and the Caribbean	
Argontina	Angola
	Burundi
	Benin
	Burkina Faso
	Botswana
	Côte d'Ivoire
	Cameroon
	Congo, Democratic Rep.
Costa Rica	Comoros*
Dominican Republic	Cape Verde
Ecuador	Chad
Guatemala	Eswatini
Guyana	Ethiopia
Honduras	Ghana
Jamaica	Guinea
Mexico	Gambia, The
Nicaragua	Kenya
Panama	Liberia
Peru	Lesotho
Paraguay	Madagascar
El Salvador	Mali
Suriname	Mozambique
Uruguay	Mauritius
	Malawi
Middle Feet and Neuth Africa	Namibia
Middle East and North Africa	Niger
Bahrain	Nigeria
Algeria	Rwanda
Egypt	Senegal
Israel	Sierra Leone
Jordan	South Africa
Kuwait	Tanzania
Lebanon	Togo
Morocco	Uganda
Oman	Zambia
Qatar	Zimbabwe
Saudi Arabia	ZiiiDaDwe
	Argentina Belize Bolivia Brazil Barbados Chile Colombia Costa Rica Dominican Republic Ecuador Guatemala Guyana Honduras Jamaica Mexico Nicaragua Panama Peru Paraguay El Salvador Suriname Uruguay  Middle East and North Africa Bahrain Algeria Egypt Israel Jordan Kuwait Lebanon Morocco Oman Qatar

<sup>\*</sup>New to index in 2022

# Appendix B

# Data and methodology

# **Section A: Computation** and Composition of the Global Gender Gap Index

The methodology of the index has remained stable since its original conception in 2006, providing a basis for robust cross-country and time-series analysis. This year's edition introduces a minor but required update to an indicator under the Educational Attainment subindex. The change is explored in detail in Section B.

#### Three underlying concepts

There are three basic concepts underlying the Global Gender Gap Index, forming the basis of how indicators were chosen, how the data is treated and how the scale can be used. First, the index focuses on measuring gaps rather than levels. Second, it captures gaps in outcome variables rather than gaps in input variables. Third, it ranks countries according to gender equality rather than women's empowerment.

#### Gaps vs. levels

The index is designed to measure gender-based gaps in access to resources and opportunities in countries, rather than the actual levels of the available resources and opportunities in those countries. We do this to disassociate the Global Gender Gap Index from countries' levels of development. In other words, the index is constructed to rank countries on their gender gaps not on their development level. For example, advanced economies, generally speaking, are able to offer more education and health opportunities to all members of society, although this is quite independent of the gender-related gaps that may exist within those higher levels of health or education. The Global Gender Gap Index rewards countries for smaller gaps in access to these resources, regardless of the overall level of resources. Thus, in the case of education, for example, the index penalizes or rewards countries based on the size of the gap between male and female enrolment rates, but not for the overall levels of education in the country.

#### Outcomes versus inputs

The second basic concept underlying the Global Gender Gap Index is that it evaluates countries based on outcomes rather than inputs or means. Our aim is to provide a snapshot of where men and women stand with regard to some fundamental outcome indicators related to basic rights such as health, education, economic participation and political empowerment. Indicators related to country specific policies, rights, culture or customs – factors that we consider "input" or "means" indicators are not included in the index but are discussed further in the analytic sections of this chapter, as well as featured in the report's Country Profiles. For example, the index includes an indicator comparing the gap between men and women in high-skilled jobs such as legislators, senior officials and managers (an outcome indicator) but does not include data on the length of maternity leave (a policy indicator). This approach has contributed significantly to the index's distinctiveness over the years and, we believe, continues to provide the most objective basis for discussing underlying contextual factors.1

#### Gender equality vs. women's empowerment

The third distinguishing feature of the Global Gender Gap Index is that it ranks countries according to their proximity to gender equality rather than to women's empowerment. Our aim is to focus on whether the gap between women and men in the chosen indicators has declined, rather than whether women are winning the so-called "battle of the sexes". Hence, the index rewards countries that reach the point where outcomes for women equal those for men, but it neither rewards nor penalizes cases in which women are outperforming men in particular indicators in some countries. Thus, a country that has higher enrolment for girls rather than boys in secondary school will score equal to a country where boys' and girls' enrolment is the same.

#### The four subindexes

The Global Gender Gap Index examines the gap between men and women across four fundamental categories (subindexes): Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment. Table B1 displays all four of these subindexes and the 14 indicators that compose them, along with the sources of data used for each.

Subindex	Indicator	Source
Economic Participation and Opportunity	Labour-force participation rate	International Labour Organization (ILO), ILOSTAT database, modelled estimates
Economic Participation and Opportunity	Wage equality for similar work	World Economic Forum, Executive Opinion Survey (EOS)
Economic Participation and Opportunity	Estimated earned income	International Labour Organization (ILO), ILOSTAT database (accessed March 2022); International Monetary Fund (IMF), World Economic Outlook (October 2020); World Bank, World Development Indicators database (accessed March 2022)
Economic Participation and Opportunity	Legislators, senior officials and managers	International Labour Organization (ILO), ILOSTAT database (accessed March 2022)
Economic Participation and Opportunity	Professional and technical workers	International Labour Organization (ILO), ILOSTAT database (accessed March 2022)
Educational Attainment	Literacy rate	UNESCO, <i>UIS.Stat</i> Education statistics data portal. When not available, data is sourced from United Nations Development Programme, Human Development Reports, most recent year available between 2012 and 2022.
Educational Attainment	Enrolment in primary education	UNESCO, UIS. Stat Education statistics data portal
Educational Attainment	Enrolment in secondary education	UNESCO, UIS.Stat Education statistics data portal
Educational Attainment	Enrolment in tertiary education	UNESCO, UIS.Stat Education statistics data portal
Health and Survival	Sex ratio at birth	World Bank, World Development Indicators database
Health and Survival	Healthy life expectancy	World Health Organization (WHO), Global Health Observatory database
Political Empowerment	Women in parliament	Inter-parliamentary Union
Political Empowerment	Women in ministerial positions	Inter-parliamentary Union
Political Empowerment	Years with female/male head of state (last 50)	World Economic Forum's calculations

## Source

World Economic Forum, Global Gender Gap Index 2022.

#### **Economic Participation and Opportunity**

This subindex contains three concepts: the participation gap, the remuneration gap and the advancement gap. The participation gap is captured using the difference between women and men in labour-force participation rates. The remuneration gap is captured through a hard data indicator (ratio of estimated female-to-male earned income)2 and a qualitative indicator gathered through the World Economic Forum's annual Executive Opinion Survey (wage equality for similar work).3 Finally, the gap between the advancement of women and men is captured through two hard data statistics (the ratio of women to men among legislators, senior officials and managers, and the ratio of women to men among technical and professional workers).

#### **Educational Attainment**

This subindex captures the gap between women's and men's current access to education through the enrolment ratios of women to men in primary-, secondary- and tertiary-level education. A longerterm view of the country's ability to educate women and men in equal numbers is captured through the ratio of women's literacy rate to men's literacy rate.

#### Health and Survival

This subindex provides an overview of the differences between women's and men's health using two indicators. The first is the sex ratio at birth, which aims specifically to capture the phenomenon of "missing women", prevalent in countries with a strong son preference.4 Second, we use the gap between women's and men's healthy life expectancy. This measure provides an estimate of the number of years that women and men can expect to live in good health by accounting for the years lost to violence, disease, malnutrition and other factors.

# **Political Empowerment**

This subindex measures the gap between men and women at the highest level of political decisionmaking through the ratio of women to men in ministerial positions and the ratio of women to men in parliamentary positions. In addition, we've included the ratio of women to men in terms of years in executive office (prime minister or president) for the last 50 years. A clear drawback in this category is the absence of any indicators capturing differences between the participation of women and men at local levels of government. Should such data become available at a globally comparative level in future years, it will be considered for inclusion in the index.

#### Construction of the index

The overall Global Gender Gap Index is constructed using a four-step process, outlined below. Some of the indicators listed in Table B1 require specific standardization or modification to be used in the index. For further information on the indicatorspecific calculations, please refer to Section B of this appendix.

Step 1. Convert to ratios: Initially, all data is converted to female-to-male ratios. For example, a country with 20% of women in ministerial positions is assigned a ratio of 20 women to 80 men, thus a value of 0.25. This is to ensure that the index is capturing gaps between women and men's attainment levels, rather than the levels themselves.

#### Step 2. Data truncation at parity benchmark:

The ratios obtained above are truncated at the "equality benchmark". For all indicators, except the two health indicators, this equality benchmark is considered to be 1, meaning equal numbers of women and men. In the case of sex ratio at birth, the equality benchmark is set at 0.944,5 and in the case of healthy life expectancy the equality benchmark is set at 1.06 to capture that fact that women tend to naturally live longer than men. As such, parity is considered as achieved if, on average, women live five years longer than men.6

Truncating the data at the equality benchmarks for each assigns the same score to a country that has reached parity between women and men and one where women have surpassed men. The type of rating scale chosen determines whether the index is rewarding women's empowerment or gender equality. To capture gender equality, two possible scales were considered. One was a negative-positive scale capturing the size and direction of the gender gap. This scale penalizes either men's advantage over women or women's advantage over men and gives the highest points to absolute equality. The second choice was a one-sided scale that measures how close women are to reaching parity with men but does not reward or penalize countries for having a gender gap in the other direction. We find the one-sided scale more appropriate for our purposes, as it does not reward countries for having exceeded the parity benchmark. However, disparities in either direction are recorded in the Economy Profiles.

#### Step 3. Calculation of subindex scores:

Each of the four subindexes is computed as the weighted average of the underlying individual indicators. Averaging the different indicators would implicitly give more weight to the measure that exhibits the largest variability or standard deviation. We therefore first normalize the indicators by equalizing their standard deviations. For example, within the Educational Attainment subindex, standard deviations for each of the four indicators are calculated. Then we determine what a 1%-point change would translate to in terms of standard deviations by dividing 0.01 by the standard deviation for each indicator. These four values are then used as weights to calculate the weighted average of the four indicators. This way of weighting indicators allows us to make sure that each indicator has the same relative impact on the subindex. For example, an indicator with a small variability or standard deviation gets a larger weight within the subindex than an indicator with a larger variability. Therefore, a country with a large gender gap in the first indicator will be more heavily penalized. Another example is the case of the sex ratio at birth indicator (within the Health and Survival subindex): where most countries

have a very high sex ratio and the spread of the data is small, the larger weight will penalize more heavily those countries that deviate from this value. Table B2 displays the values of the weights used.8

Step 4. Calculation of final scores: For all subindexes, the highest possible score is 1 (gender parity) and the lowest possible score is 0 (imparity).9 A simple average of each subindex score is used to calculate the overall Global Gender Gap Index score – a final value that, like subindex scores,

ranges between 1 (parity) and 0 (imparity). The parity and imparity benchmarks have remained fixed through report editions to allow for the comparison and relative ranking of countries<sup>10</sup> in a given year, and across time. This allows readers to track individual country progress. Furthermore, the option of roughly interpreting the final index scores as a percentage value that reveals how a country has reduced its gender gap should help make the index more intuitively appealing to readers.11

#### TABLE B.2

#### Calculation of weights within each subindex

#### **Economic Participation and Opportunity**

Ratio	Standard deviation	Standard deviation per 1% point change	Weight
Labour-force participation rate, % (females-to-males ratio)	0.160	0.063	0.199
Wage equality for similar work (survey), 1-7 scale (females-to-males ratio)	0.103	0.097	0.310
Estimated earned income, PPP, int.\$ (females-to-males ratio)	0.144	0.069	0.221
Legislators, senior officials and managers, % (females-to-males ratio)	0.214	0.047	0.149
Professional and technical workers, % (females-to-males ratio)	0.262	0.038	0.121

#### **Educational Attainment**

Ratio	Standard deviation	Standard deviation per 1% point change	Weight
Literacy rate, % (females-to-males ratio)	0.145	0.069	0.191
Enrolment in primary education, % (females-to-males ratio)	0.060	0.167	0.459
Enrolment in secondary education, % (females-to-males ratio)	0.120	0.083	0.230
Enrolment in tertiary education, % (females-to-males ratio)	0.228	0.044	0.121

#### Health and Survival

Ratio	Standard deviation	Standard deviation per 1% point change	
Sex ratio at birth, % (females-to-males ratio)	0.010	0.998	0.693
Healthy life expectancy, years (females-to-males ratio)	0.023	0.441	0.307

#### **Political Empowerment**

Ratio	Standard deviation	Standard deviation per 1% point change	Weight
Women in parliament, % (females-to-males ratio)	0.166	0.06	0.31
Women in ministerial positions, % (females-to-males ratio)	0.208	0.048	0.247
Years with female head of state (last 50), Share of tenure years (females-to-males ratio)	0.116	0.086	0.443

Population-weighted averages, including the 102 economies featured throughout all the 2006-2022 editions of the Global Gender Gap Index.

# Section B: Update of the enrolment in secondary education indicator

The last fifteen editions (2006-2021) of the Global Gender Gap Report have used the 'Net Enrolment Ratio in secondary education' (NER) indicator in the calculation of the Educational Attainment subindex score of the index. The ratio of femaleto-male NER provided an indicator for economies' gender gaps in access to secondary education for the population in the official age group for secondary education.<sup>12</sup>

In 2015, resulting from a UNESCO-UIS review of global reporting indicators, the Education 2030 Framework for Action was adopted by 184 countries to monitor inclusive and equitable education. 13 The framework features targets for sex-disaggregated metrics and gender parity indices (GPI) on enrolment, transition and completion rates, as well as learning outcomes. This process led to subsequent changes to core SDG 4 indicators, 14 including the discontinuation of NER.

The Global Gender Gap Index has responded to the change in UNESCO indicators by adopting Gross Enrolment Ratio (GER)<sup>15</sup> in secondary education after a thorough examination of another alternative age-bound indicator: Total Net Enrolment Rate (NERT), which is disaggregated by lower and upper secondary education.

Previously, the report assessed substitutions based on conceptual proximity, empirical proximity and indicator quality and availability. Due to the reduced coverage of official and recent data points under NERT, this year's edition had no option but to adopt GER to support data validity and comparability across its time series. However the report stresses the absolute necessity of continued and consecutive participation in schooling as a condition determinant to the attainment of agebound gender parity outcomes.

The results showed that the gender gap in secondary enrolment widens by 0.8% when based on gross enrolment rate instead of net enrolment rate. Using gross enrolment improves the scores of 7 economies: Togo, Mali, Azerbaijan, Kyrgyzstan, Pakistan, Niger and Moldova, in order of magnitude. Conversely, the substitution simulated in this way decreases the scores of 37 economies, namely Australia, Morocco, Germany, Lao PDR, Norway, Greece, Austria, Lithuania, Poland, United Arab Emirates, Russian Federation, Sierra Leone, Bolivia, Turkey, Portugal, Malawi, Peru, Cyprus, Oman, Ghana, Belarus, Egypt, Iran, Afghanistan, Saudi Arabia, Switzerland, Guatemala, Singapore, Iceland, Latvia, Italy, El Salvador, United States of America, Côte d'Ivoire, Republic of Korea, Malta and Bulgaria.

# **Section C: Indicator** definitions and sources

#### Indicators composing the Global Gender Gap Index

#### Labour-force participation rate, %

Proportion of a country's working-age (15+) female population that engages actively in the labour market, either by working or looking for work. (i.e. ratio of the number of women participating in the labour force to total labour force). Labour-force data does not take into account workers employed abroad. It includes ILO estimates for missing data.

Period: 2021.

Source: International Labour Organization (ILO),

ILOSTAT.

#### Wage equality for similar work, 1-7 (best)

Response to the survey question, "In your country, for similar work, to what extent are wages for women equal to those of men?" (1 = not at all, significantly below those of men; 7 = fully, equal to those of men).

Period: Moving average 2020-2021 or most recent vear available.

Source: World Economic Forum, Executive Opinion Survey (EOS).

#### Estimated earned income, int'l \$1,000s

The estimated female earned income is a proxy for how much command women have over a country's economic resources. For each country, it is computed using female and male shares of the economically active population, the ratio of the female to male wages (both indicators are sourced from the ILO), gross domestic product valued at constant 2017 international dollars (IMF), and female and male shares of population (World Bank). The methodology used to compute this indicator is adapted from the methodology developed by the United Nations Development Programme's Human Development Report Office for computing the Gender Development Index (UNDP, 2020, pages 6-7). Female and male wage measures used in the computation of the gender wage ratio correspond to the mean nominal monthly earnings of female and male employees, respectively. In the absence of wage data, a gender wage ratio of 0.75 is used in the computation of the wage bill. ILO's measure of earning corresponds to the mean of monthly earnings of all employees in nominal terms. The earnings of employees relate to the gross remuneration in cash and in kind paid to employees, as a rule at regular intervals, for time worked or work done together with remuneration for time not worked, such as annual vacation, other type of paid leave or holidays. Earnings

exclude employers' contributions in respect of their employees paid to social security and pension schemes and also the benefits received by employees under these schemes. Earnings also exclude severance and termination pay. Statistics of earnings relate to the gross remuneration of employees, i.e. the total before any deductions are made by the employer. The measurement period of this indicator corresponds to that of the wage data. In the Country Profiles, the values reported are the estimated average annual earned income per capita in constant 2017 international dollars for women and men, respectively, and the ratio of the two values.

Period: 2020 or most recent year available. Source: International Labour Organization (ILO), ILOSTAT; International Monetary Fund (IMF), World Economic Outlook; World Bank, World Development Indicators.

#### Legislators, senior officials and managers, %

Ratio of women to men employed in senior roles, defined by the International Labour Organization as those who plan, direct, coordinate and evaluate the overall activities of enterprises, governments and other organizations, or of organizational units within them, and formulate and review their policies, laws, rules and regulations. It corresponds to Major Group 1 of the International Standard Classification of Occupations (ISCO-08).16

Period: 2021 or most recent year available. Source: International Labour Organization (ILO), ILOSTAT.

#### Professional and technical workers, %

Ratio of women to men employed in professional and technical roles, defined by the International Labour Organization as those who increase the existing stock of knowledge, apply scientific or artistic concepts and theories or those who perform technical and related tasks that require advanced knowledge and skill. It corresponds to the sum of Major Groups 2 and 3 of the International Standard Classification of Occupations (ISCO-08).

Period: 2021 or most recent year available. Source: International Labour Organization (ILO), ILOSTAT.

## Literacy rate, %

Percentage of the adult population (women and men over 15 years of age) with the ability to both read and write and make simple arithmetic calculations. For advanced economies for which data was unavailable in the last 10 years, the authors assumed based on older data that the gender gap on literacy rate is closed.

Period: 2018 or most recent year available. Source: UNESCO, UIS. Stat education statistics data portal; when not available, data is sourced from the

United Nations Development Programme Human Development Reports, most recent data available.

#### Enrolment in primary education, %

Percentage of girls and boys in the official primary school age range (Net Enrolment rate in Primary education) who are enrolled in primary education (International Standard Classification of Education [ISCED] 1).17

Period: 2019 or most recent year available. Source: UNESCO, UIS. Stat education statistics data portal.

#### Enrolment in secondary education, %

Based on Gross Enrolment Ratio (GER). Measures the percentage of girls and boys enrolled in secondary education, regardless of age, expressed as a percentage of the official school-age population corresponding to secondary education. A high GER generally indicates a high degree of participation, whether the pupils belong to the official age group or not. A GER value approaching or exceeding 100% indicates that a country is, in principle, able to accommodate all of its school-age population, but it does not indicate the proportion already enrolled. The achievement of a GER of 100% is therefore a necessary but not sufficient condition for enrolling all eligible children in school.

Period: 2019 or most recent year available. Source: UNESCO, UIS. Stat education statistics data portal.

#### Enrolment in tertiary education, %

Total enrolment in tertiary education (gross rate), regardless of age, expressed as a percentage of the most recent five-year age cohort that has left secondary school. Tertiary education consists of ISCED levels 5 to 8, and gross enrolment data should be examined within the context of a country structure regarding military service as well as propensity of students to seek education abroad.

Period: 2019 or most recent year available. Source: UNESCO, UIS. Stat education statistics data portal.

#### Sex ratio at birth, %

Sex ratio at birth refers to male births per female births. The data are five-year averages.

Period: 2020 or most recent year available. Source: World Bank, World Development Indicators.

## Healthy life expectancy, years

Average number of years that a person of each gender can expect to live in full health, calculated by taking into account years lived in less than full

health due to disease and/or injury.

Period: 2019 or most recent year available. Source: World Health Organization (WHO), *Global* 

Health Observatory Data Repository.

#### Women in parliament, %

Percentage of women holding parliamentary seats as a share of total parliamentary seats. In instances where a parliamentary system is bicameral, the figure used is the one for the lower house.

Period: Data as of 1 March 2022. Source: Inter-parliamentary Union, 2021.

#### Women in ministerial positions, %

Percentage of women holding ministerial portfolios as a share of total ministry positions in each government. Some overlap between ministers and heads of government that also hold a ministerial portfolio may occur.

Period: Data as of 1 January 2021. Source: Inter-parliamentary Union, 2021.

#### Years with female/male head of state (last 50)

The number of years in the past fifty-year period for which a woman has held a post equivalent to an elected head of state or head of government in the country. It takes into account prime ministers and/or presidents, and royalties are not considered.

Period: Period comprising 1 March 1972–1 March 2022.

Source: World Economic Forum's calculations.

#### **Contextual indicators**

#### General indicators

#### GDP, current US\$

Gross domestic product (GDP) at purchaser's prices is the sum of gross value added by all resident producers in the economy plus any product taxes and minus any subsidies not included in the value of the products.

Period: 2021. Source: World Bank.

# GDP per capita, PPP (constant 2017 international \$)

This indicator provides per capita values for gross domestic product (GDP) expressed in current international dollars converted by purchasing power parity (PPP) conversion factor.

Period: 2021. Source: World Bank.

#### Total population, million people

Estimate of the number of people of all ages living in a country, regardless of residency status or citizenship (except for refugees not permanently settled in the country of asylum who are generally considered part of the population of their country of origin).

Period: 2019.

Source: United Nations, Department of Economic and Social Affairs, Population Division, World Population Prospects.

#### Population sex ratio (female/male), %

Ratio of the number of females (thousands) to males (thousands) in the population of a society. World Bank staff estimates based on age/sex distributions of United Nations Population Division's World Population Prospects.

Period: 2020. Source: World Bank.

#### Population growth rate, %

Year-on-year percentage change in total population, calculated based on current and previous year. Population is based on the de facto definition of population, which counts all residents regardless of legal status or citizenship.

Period: 2019 or most recent year.

Source: World Bank.

## Work participation & leadership

#### Gender wage gap

The gender wage gap is defined as the difference between male and female median wages divided by male median wages. Wages are computed for full-time equivalent dependent employees and are expressed in US\$ using current exchange rates and US\$ Purchasing Power Parity rates (PPPs) for private consumption expenditures as conversion factors. For more details about the computation of wage estimates, refer to http://www.oecd.org/employment/emp/average\\_wages.pdf.

Period: 2020 or most recent year. Source: OECD, *Employment* database.

#### Share of women's membership in boards, %

Share of board members of listed companies that are women. "Board members" refers to all members of the highest decision-making body in the given company, such as the board of directors for a company in a unitary system or the supervisory board in the case of a company in a two-tier system.

Period: 2021 or most recent year. Source: OECD, *Employment* database.

#### Firms with female majority ownership, %

Percentage of firms answering, "More than 50%" to the question "What percentage of the firm is owned by females?". For African countries surveyed in 2009-2011, this indicator is the percentage of companies answering, "Majority are women" or "All women" to the question "Are the owners of the firm?". For more details refer to: https://www.enterprisesurveys.org/content/ dam/enterprisesurveys/documents/methodology/ Indicator-Descriptions.pdf.

Period: 2021-2022.

Source: World Bank Enterprise Survey.

#### Firms with female top managers, %

Firms with female top manager refers to the percentage of firms in the private sector who have females as top managers. "Top manager" refers to the highest-ranking manager or CEO of the establishment. This person may be the owner if he/ she works as the manager of the firm. The results are based on surveys of more than 100,000 private firms.

Period: 2021-2022.

Source: World Bank Enterprise Survey.

#### Share of workers in informal sector, %

This is the ratio of employment of women/men in the informal sector to the total employment (irrespective of the informality/formality) of women/ men. Employment in the informal sector refers all persons who, during a given reference period, were employed in at least one informal sector enterprise, irrespective of their status in employment and whether it was their main or a secondary job. An informal sector enterprise is (1) an unincorporated enterprise, (2) a market enterprise (i.e. it sells at least some of the goods or services it produces), and (3) meets at least one of the following criteria: (i) the enterprise is not registered, (ii) the employees of the enterprise are not registered, or (iii) the number of persons engaged on a continuous basis is below a threshold determined by the country.

Period: 2022.

Source: International Labour Organization (ILO),

ILOSTAT.

#### Advancement of women to leadership roles

Response to the survey question: "In your country, to what extent do companies provide women with the same opportunities as men to rise to positions of leadership?" 1=not at all; 7=to a great extent.

Period: 2021.

Source: World Economic Forum, Executive Opinion

Survey (EOS).

#### Labour force, 1,000 people (%)

Total number of people (M/F) participating in the labour force. The ratio is the percentage of women participating in the labour force with respect to the total labour force.

Period: 2022.

Source: International Labour Organization (ILO),

ILOSTAT.

#### Unemployed adults, % of labour force

Share of the labour force aged 15-64 (M/F) that is without work but available for and seeking employment. Definitions of labour force and unemployment differ by country.

Period: 2022.

Source: International Labour Organization (ILO),

ILOSTAT.

#### Share of workers employed part-time, %

The incidence of part-time employment, also known as the part-time employment rate, represents the percentage of employment that is part time. Part-time employment in this table is based on a common definition of less than 35 actual weekly hours worked. It is derived from both the indicator on employment by sex and actual weekly hours worked.

Period: 2022.

Source: International Labour Organization (ILO),

ILOSTAT.

### Proportion of time spent on unpaid domestic and care work, by sex, age and location, %

Monitors the average time men and women spend on unpaid domestic and care work per day. Data is expressed as a proportion of time in a day. Domestic and care work includes food preparation, dishwashing, cleaning and upkeep of a dwelling, laundry, ironing, gardening, caring for pets, shopping, installation, servicing and repair of personal and household goods, childcare, and care of the sick, elderly or disabled household members, among others.

Period: 2019 of latest year available.

Source: United Nations, Department of Economic

and Social Affairs.

## Access to finance

#### Access to financial services

Measures whether women and men have the same legal rights to open a bank account and obtain credit at a formal financial institution. For each case, the OECD numerical scores have been translated as: Equal rights: Women and men have the same rights to open a bank account and obtain credit at a formal financial institution, without legal exceptions

regarding some groups of women. Customary, religious and traditional laws or practices do not discriminate against women's above legal rights; Near-equal rights: Women and men have the same rights to open a bank account and obtain credit at a formal financial institution to women and men, without legal exceptions regarding some groups of women. However, some customary, religious or traditional practices or laws discriminate against women's legal rights; Uneven rights: Women and men have the same rights to open a bank account and obtain credit at a formal financial institution to women and men. However, this does not apply to all groups of women; Restricted rights: Women and men have the same rights to open a bank account at a formal financial institution. However, women do not have the same rights as men to obtain credit; Unequal rights: Women do not have the same rights as men to open a bank account at a formal financial institution.

Period: 2019.

Source: OECD, Gender, Institutions and Development Database (GID-DB).

#### Inheritance for widows & daughters

Index measuring whether women and men have the same legal rights to inheritance of land and non-land assets. For each case, the OECD numerical scores have been translated as: Equal rights: Widows and daughters enjoy the same rights as widowers and sons to inherit land and non-land assets. This applies to all groups of women. Customary, religious and traditional laws or practices do not discriminate against women's inheritance rights; Near-equal rights: Widows and daughters enjoy the same rights as widowers and sons to inherit land and non-land assets. This applies to all groups of women. However, there are some customary, religious or traditional laws that discriminate against women's inheritance rights; Uneven rights: Widows and daughters enjoy the same rights as widowers and sons to inherit land and non-land assets. However, this does not apply to all groups of women; Restricted rights: Widows or daughters do not enjoy the same rights as widowers and sons to inherit land and/or non-land assets; Unequal rights: Widows and daughters do not enjoy the same rights as widowers and sons to inherit land and/or non-land assets.

Period: 2019.

Source: OECD, Gender, Institutions and Development Database (GID-DB).

#### Access to land assets

Index measuring whether women and men have the same legal rights and secure access to land assets. For each case, the OECD numerical scores have been translated as: Equal rights: Women and men have the same legal rights and secure access to land assets, without legal exceptions regarding some groups of women. Customary, religious and traditional laws or practices do not

discriminate against women's legal rights; Nearequal rights: Women and men have the same legal rights and secure access to land assets, without legal exceptions regarding some groups of women. However, some customary, religious or traditional practices or laws discriminate against women's legal right; Uneven rights: Women and men have the same legal rights and secure access to land assets. However, this does not apply to all groups of women; Restricted rights: Women and men have the same legal rights to own land assets, but not to use, make decisions and/or use land assets as collateral; Unequal rights: Women do not have the same legal rights as men to own land assets.

Period: 2019.

Source: OECD, Gender, Institutions and Development Database (GID-DB).

#### Access to non-land assets

Index measuring whether women and men have the same legal rights and secure access to non-land assets. For each case, the OECD numerical scores have been translated as: Equal rights: Women and men have the same legal rights and secure access to non-land assets, without legal exceptions regarding some groups of women. Customary, religious and traditional laws or practices do not discriminate against women's legal rights; Nearequal rights: Women and men have the same legal rights and secure access to non-land assets, without legal exceptions regarding some groups of women. However, some customary, religious or traditional practices or laws discriminate against women's legal right; Uneven rights: Women and men have the same legal rights and secure access to non-land assets. However, this does not apply to all groups of women; Restricted rights: Women and men have the same legal rights to own non-land assets, but not to use, make decisions and/or use land assets as collateral; Unequal rights: Women do not have the same legal rights as men to own non-land assets.

Period: 2019.

Source: OECD, Gender, Institutions and Development Database (GID-DB).

#### Civil and political freedom

#### Year women received right to vote

Refers to the year in which the right to vote or stand for election on a universal and equal basis was recognized. Where two years are shown, the first refers to the first partial recognition of the right to vote or stand for election.

Period: 2019

Source: Harvard Dataverse.

#### Number of female heads of state to date

The number of women who have ever taken office over the past fifty-year period as head of state or

head of government in a country.

Period: Data as of 1 March 2022.

Source: World Economic Forum's calculations.

#### Access to justice

Measures whether women and men have the same rights to provide testimony in court, hold public or political office in the judiciary and sue. For each case, the OECD numerical scores have been translated as: Equal rights: A woman's testimony holds the same evidentiary weight as a man's in all types of court cases and women have the same rights as men to sue and to hold public or political office in the judiciary. Customary, religious and traditional laws or practices do not discriminate against women's legal right to sue, to provide testimony in court or to be a judge, advocate or other court officer; Near-equal rights: A woman's testimony holds the same evidentiary weight as a man's in all types of court cases and women have the same rights as men to sue and to hold public or political office in the judiciary. Women's testimony carry the same evidentiary weight in customary/religious courts/tribunals. However, some customary, traditional or religious practices or laws discriminate against women's legal right to sue, to provide testimony in court or to be a judge, advocate or other court officer; Uneven rights: A woman's testimony holds the same evidentiary weight as a man's in all types of court cases and women have the same rights as men to sue. However, women do not have the same right as men to hold public or political office in the judiciary; Restricted rights: Women and men have the same rights to sue. However, a woman's testimony does not hold the same evidentiary weight as a man's in all types of court cases; Unequal rights: Women and men do not have the same rights to sue.

Period: 2019.

Source: OECD, Gender, Institutions and Development Database (GID-DB).

#### Freedom of movement

Measures whether women and men have the same rights to apply for national identity cards (if applicable) and passports and travel outside the country. For each case, the OECD numerical scores have been translated as: Equal rights: Women and men have the same rights to apply for national identity cards (if applicable) and passports and to travel outside the country, without legal exceptions regarding some groups of women. Customary, religious and traditional laws or practices do not discriminate against these rights: Near-equal rights: Women and men have the same rights to apply for national identity cards (if applicable) and passports and to travel outside the country, without legal exceptions regarding some groups of women. However, some customary, traditional or religious practices or laws discriminate against these rights; Uneven rights: Women and men have the same rights to apply for

national identity cards (if applicable) and passports and to travel outside the country. However, this does not apply to all groups of women; Restricted rights: Women do not have the same rights as men to apply for national identity cards (if applicable) or passports or to travel outside the country; Unequal rights: Women do not have the same rights as men to apply for national identity cards (if applicable) or passports and to travel outside the country.

Period: 2019.

Source: OECD, Gender, Institutions and Development Database (GID-DB).

#### Election list quotas for women, national (yes/no)

Reports if a country has in place electoral laws specifying quotas for female candidates in national elections to the lower parliamentary house.

Period: Data as of 1 March 2022.

Source: IDEA, Gender Quotas Database.

#### Party membership quotas, voluntary (yes/no)

Reports if a country has in place voluntary quotas specifying the number of women for political party membership.

Period: Data as of 1 March 2022.

Source: IDEA, Gender Quotas Database.

#### Seats held in upper house, % of total seats

Percentage of women holding seats in the higher house of representatives as a share of total seats. Applies only to bicameral parliamentary systems.

Period: 2022.

Source: Inter-parliamentary Union (IPU).

## Family and care

#### Public spending on family benefits, % of GDP

Public spending on family benefits includes financial support that is exclusively for families and children. Spending recorded in other social policy areas such as health and housing may also assist families, but not exclusively, and is not included in the indicator.

Period: 2018 or latest year available. Source: OECD, Family database.

#### Unmet family planning

Unmet need for family planning is defined as the percentage of women who do not want to become pregnant but are not using contraception.

Period: 2019 or latest year available.

Source: USAID Demographic and Health Surveys

Program.

#### Early marriage, %

Percentage of girls aged 15-19 years who are or have ever been married, divorced, widowed or in an informal union.

Period: 2019.

Source: OECD, Gender, Institutions and Development Database (GID-DB).

#### Mean age of women at birth of first child

The mean age of mothers at first child's birth is defined as the average completed year of age of women when their first child is born.

Period: 2015-2020 estimates.

Source: United Nations, Department of Economic and Social Affairs, Population Division, World Population Prospects 2019 - Special Aggregates, Online Edition. Rev. 1.

#### Right to divorce

Index measuring whether women and men have the same legal rights to initiate divorce and have the same requirements for divorce or annulment. For each case, the OECD numerical scores have been translated as: Equal rights = Women have the same rights to initiate divorce and the same requirements to finalize divorce or annulment as men, without negative repercussions from their parental authority. This applies to all groups of women. Customary, religious and traditional laws or practices do not discriminate against women's rights regarding divorce or parental authority after divorce; Near equal rights = Women have the same rights to initiate divorce and the same requirements to finalize divorce or annulment as men, without negative repercussions from their parental authority. This applies to all groups of women. However, there are some customary, religious or traditional laws or practices that discriminate against women's rights regarding divorce and/or parental authority after divorce; Uneven rights = Women have the same rights to initiate divorce and the same requirements to finalize divorce or annulment as men, without negative repercussions from their parental authority. However, this does not apply to all groups of women; Restricted rights = Women do not have the same rights over divorce as men: either their rights to initiate divorce and/ or the requirements to finalize divorce or annulment are unequal, or their freedom from parental authority after divorce is restricted; Unequal rights = Women do not have the same rights over divorce as men: their rights to initiate divorce and/or the requirements to finalize divorce or annulment are unequal, and their freedom from parental authority after divorce is restricted.

Period: 2019.

Source: OECD, Gender, Institutions and Development Database (GID-DB).

# Length of parental leave, by sex

Parental leave refers to leave available equally to parents -regardless of gender-for the purpose of childcare immediately following maternity and paternity leave OR instead of maternity and paternity leave. Where the paid leave period is available only by sex, it is indicated under "female" or "male". Where the leave period can be shared amongst the parents as they choose, the length of the paid leave period is indicated under "Value".

Period: 2021.

Source: OECD, Family database.

#### Education and skills

#### Agriculture, Forestry, Fisheries & Veterinary graduates, %

Percentage of male/female tertiary education graduates from Agriculture, Forestry, Fisheries & Veterinary programmes.

Period: 2019 or most recent year. Source: UNESCO, Education database.

#### Arts & Humanities graduates, %

Percentage of male/female tertiary education graduates from Arts & Humanities programmes.

Period: 2019 or most recent year. Source: UNESCO, Education database.

### Graduates from Business, Administration and Law graduates, %

Percentage of male/female tertiary education graduates from Business, Administration and Law programmes.

Period: 2019 or most recent year. Source: UNESCO, Education database.

#### Education graduates, %

Percentage of male/female tertiary education graduates from Education programmes.

Period: 2019 or most recent year. Source: UNESCO, Education database.

# Engineering, Manufacturing & Construction graduates, %

Percentage of male/female tertiary education graduates from Engineering, Manufacturing & Construction programmes.

Period: 2019 or most recent year. Source: UNESCO, Education database.

#### Health & Welfare graduates, %

Percentage of male/female tertiary education graduates from Health and Welfare programmes.

Period: 2019 or most recent year. Source: UNESCO, Education database.

#### Information and Communication Technologies graduates, %

Percentage of male/female tertiary education graduates from Information and Communication Technologies programmes.

Period: 2019 or most recent year. Source: UNESCO, Education database.

## Natural Sciences, Mathematics and Statistics graduates, %

Percentage of male/female tertiary education graduates from Natural Sciences, Mathematics and Statistics programmes.

Period: 2019 or most recent year. Source: UNESCO, Education database.

#### Social Science & Journalism graduates, %

Percentage of male/female tertiary education graduates from Social Science & Journalism programmes.

Period: 2019 or most recent year. Source: UNESCO, Education database.

#### STEM graduates, %

Percentage of male/female tertiary education graduates from STEM (Science, Technology, Engineering and Mathematics) programmes.

Period: 2019 or most recent year. Source: UNESCO, Education indicators.

#### Vocational training, % attainment

Percentage of 15-24-year-old girls/ boys enrolled in vocational education to the total 15-24-year-old population.

Period: 2019 or most recent year. Source: UNESCO, Education database.

# PhD graduates, % attainment

Percentage of 25+ year-old women/men who have attained a doctoral degree or equivalent (ISCED 8) relative to the total population of over-25-year-olds.

Period: 2019 or most recent year. Source: UNESCO. Education database.

#### Tertiary education graduates, %

Percentage of male/female tertiary education graduates.

Period: 2019 or most recent year. Source: UNESCO, Education database.

#### Health

#### Prevalence of gender violence in lifetime, % women

Percentage of ever-partnered women who ever suffered intimate partner physical and/or sexual violence.

Period: 2019.

Source: OECD, Gender, Institutions and Development Database (GID-DB).

#### Births attended by skilled personnel, % live births

Share of live births attended by skilled health personnel to total live births in a given year.

Period: 2019 or most recent year.

Source: UNICEF.

#### Maternal mortality ratio

Number of maternal deaths per 100,000 live births.

Period: 2017. Source: UNICEF.

#### Total fertility rate, births per woman

Measures the average number of children a hypothetical cohort of women would have at the end of their reproductive period if they were subject during their whole lives to the fertility rates of a given period and if they were not subject to mortality.

Period: 2019. Source: World Bank.

## Reproductive autonomy

Index measuring whether the legal framework protects women's reproductive health and rights. For each case, the following scores are assigned: 0 = The legal framework protects women's reproductive health and rights in case of unwanted pregnancy, without any justifications; Near-equal rights = The legal framework protects women's reproductive health and rights in case of unwanted pregnancy, but requires justifications; Uneven rights = The legal framework only protects women's reproductive health and rights in case of unwanted pregnancy with some justifications; Restricted rights = The legal framework only protects women's reproductive health and rights in case of unwanted pregnancy with strict justifications; Unequal rights = The legal framework does not protect women's reproductive health and rights in case of unwanted pregnancy.

Period: 2019.

Source: OECD, Gender, Institutions and Development Database (GID-DB).

# **Endnotes**

- 1. See Hausmann, 2016, for further detail.
- 2. Following a methodology originally developed by the United Nations Development Programme (UNDP), the Global Gender Gap Index estimates the average income earned by women, relative to income earned by men, in a calculation that takes into account a country's GDP per capita (US\$), the share of women and men in the labour force, and their mean nominal wages. To account for globally rising income levels, beginning with 2018's edition the report no longer caps the maximum income per capita value considered in the calculation. This follows UNDP's own adjustment of the methodology and the fact that the \$40,000 cap formerly used in previous editions of the Global Gender Gap Index had increasingly lost some of its ability to discern the level of gender-based income disparities among high-income nations such as the Nordics, the United States and the member states of the Gulf Cooperation Council. For a full overview of the 2016 methodology change, please refer to that report edition's Appendix D.
- 3. For more information about the Executive Opinion Survey, see World Economic Forum, 2020, Appendix B.
- 4. The report utilizes the United Nations Population Division's World Population Prospects as a reference source for the sex ratio at birth indicator. Previous editions of the report had utilized data from the U.S. Central Intelligence Agency's World Factbook as an alternative data source.
- 5. This ratio is based on what is considered to be a "normal" sex ratio at birth: 1.06 males for every female born. See Klasen and Wink, 2003.
- 6. This ratio is based on the standards used in the UNDP's Gender-Related Development Index, which uses 87.5 years as the maximum age for women and 82.5 years as the maximum age for men.
- 7. A first attempt to calculate the gender gap was made by the World Economic Forum in 2005; see Lopez-Claros and Zahidi, 2005. The 2005 index, which was attempting to capture women's empowerment, used a scale in which the highest score was assigned to the country with the biggest gap in favour of women.
- 8. As in previous editions of the index, weights derived for the 2006 index were used again this year to allow for comparisons over time. They may be revised in future editions to reflect the evolution of the gender gap over the past decade.
- 9. This is not strictly accurate in the case of the Health and Survival subindex, where the highest possible value a country can achieve is 0.9796. However, for purposes of simplicity, we will refer to this value as 1 throughout the chapters and in all tables, figures and Country Profiles.
- 10. Because of the special equality benchmark value of 0.9796 for the Health and Survival subindex, it is not strictly accurate that the equality benchmark for the overall index score is 1. This value is in fact (1 + 1 + 1 + 0.9796) / 4 = 0.9949. However, for purposes of simplicity, we will refer to the overall equality benchmark as 1 throughout the chapters and in all tables, figures and Economy Profiles.
- 11. Since the indicators in the subindexes are weighted by the standard deviations, the final scores for the subindexes and the overall index are not a pure measure of the gap vis-à-vis the equality benchmark, and therefore cannot be strictly interpreted as percentage values measuring the closure of the gender gap. However, for ease of interpretation and intuitive appeal, we will be using the percentage concept as a rough interpretation of the final scores.
- 12. UNESCO Institute for Statistics, Total Net Enrolment Rate, accessed 22 June 2020, http://uis.unesco.org/en/glossary-term/total-net-enrolment-rate.

# **Endnotes**

- UNESCO, Incheon Declaration and SDG 4 Education 2030 Framework for 13. Action, 2015, https://apa.sdg4education2030.org/sites/apa.sdg4education2030. org/files/2020-12/Education2030%20Incheon%20Declaration%20and%20 Framework%20for%20Action.pdf.
- 14. UNESCO Institute for Statistics (UIS) Technical Cooperation Group, Revising SDG4 Indicators in Anticipation of Post-COVID Changes in Education Systems, April 2020, https://tcg.uis.unesco.org/wp-content/uploads/sites/4/2020/04/ Revising-SDG-4-Ind-Post-Covid.pdf; UNESCO Institute for Statistics (UIS), UIS Data Release Features New SDG 4 Indicators and Disaggregated Dimensions, 22 September 2021, http://uis.unesco.org/en/news/uis-data-release-features-newsdg-4-indicators-and-disaggregated-dimensions.
- 15. UNESCO Institute for Statistics, Gross Enrolment Ratio, accessed 22 June 2020, http://uis.unesco.org/en/glossary-term/gross-enrolment-ratio.
- 16. International Standard Classification of Occupations (ISCO), www.ilo.org/public/ english/bureau/stat/isco/.
- 17. International Standard Classification of Education (ISCED), www.uis.unesco.org/ Education/Documents/isced-2011-en.pdf.

# References

Hausmann, R., "Learning Without Theory", Project Syndicate, 30 March 2016, https:// www.project-syndicate.org/commentary/ learning-without-theory-by-ricardohausmann-2016-03?barrier=accesspaylog.

Klasen, S. and C. Wink, "Missing Women: Revisiting the Debate", Feminist Economics, vol. 9, no. 2-3, 2003, pp. 263-299.

Lopez-Claros, A. and S. Zahidi, Women's Empowerment: Measuring the Global Gender Gap, World Economic Forum, 2005.

# User's Guide

# How to Read the Economy Profiles

The Economy Profiles section of the report presents a two-page profile for each of the 146 economies covered by this year's edition. The first page corresponds to the index results of the country, and the second offers a complementary set of contextual indicators and metrics for that economy.

The Global Gender Gap Report 2022 is complemented by a digital tool which provides detailed Economy Profiles of all economies featured in the index, as well as an interactive Data Explorer tool enabling the reader to explore detailed index results, rankings and comparisons by economy, region, indicator and subindex. The Global Gender Gap Data Explorer can be found at https://www.weforum.org/reports/ global-gender-gap-report-2022/, and an Excel spreadsheet containing this year's index results may also be downloaded from the report website.

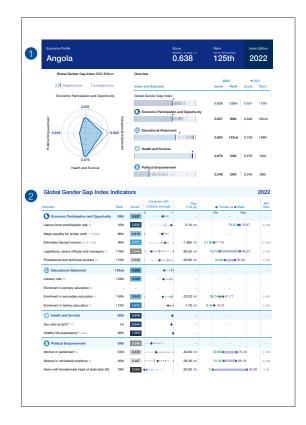
# Economy selection

To monitor the state of gender parity across the widest possible range of countries, the index performance for an economy is only computed when recent data is available for at least 12 of the 14 indicators composing the index. Obsolescence varies by indicator; while most data points date from the past two years or less, for a few cases, 10-year-old data points are used for the calculation.

# **Economy Profiles**

To facilitate fast and easy reading, we have divided each Economy Profile into three sections:

The first section 1 presents each country's overall Global Gender Gap Index 2022 rank out of the 146 reviewed countries and its progress, represented on a 0-to-1 scale, towards closing the gender gap and achieving full gender parity (benchmark score of 1). The radar chart in the top left-hand corner of each Economy Profile gives an overview of the country's scores for each of the four subindexes relative to the ideal outcome of full gender parity (score of 1) and the global average score of all economies in the index weighted by population across all 146 economies.



The second section 2 of each Economy Profile provides an overview of each economy's ranks and scores on the four subindexes of the Global Gender Gap Index, as well as on the individual indicators that compose each subindex. For each of the indicators, column one displays the country's rank; column two displays the country's score; column three places the country's score against the populationweighted global average for that indicator (out of 146 economies); column four displays the gap between the female and male value; column six charts the female and male value on a scale, respectively: and, finally, column six displays the minimum and maximum value for the indicator. Although fullprecision values have been used for calculating ratios and scores, rounded values to one decimal are displayed to facilitate reading. The "n/a" symbol indicates where data is unavailable, and the symbol "-" indicates where the statistic cannot be computed. Economy scores are highlighted by a colour scale increasing by 20% intervals from dark grey (0.0-0.2; worst) to dark blue (0.8-1.0; best) - to help the reader visually interpret index results. The femalemale values and their gaps are color-coded – purple for men and green for women. The gap between

them is coloured based on which gender has the "lead", or higher value. To calculate the index, all ratios are truncated at the parity benchmark of 1 and thus the highest score possible is 1 - except for the sex ratio at birth (0.944) and the healthy life expectancy (1.06) indicators.

The third section 3 of the Economy Profile includes contextual indicators, which are not incorporated into the calculation of the index but provide relevant information about gender parity in different aspects. These indicators are displayed separately because data is available for only few economies or is not updated regularly. They are in turn organized into seven thematic groups: a) General indicators; b) Work participation and leadership; c) Access to finance; d) Civil and political freedom; e) Family and care; f) Education and skills; and g) Health. The full definitions of all indicators are provided in Appendix B.



# Data Explorer online features

Additional features may be accessed in the online Data Explorer (available at https://www.weforum.org/ reports/global-gender-gap-report-2022/in-full/dataexplorer). The reader has the possibility to switch between Economy Profiles and interactive Index rankings in a tile, bar chart or world map format by clicking on the corresponding icon option at the top-right corner of the page 4. The reader can also see results by economy income group or by regional grouping by selecting the corresponding option from the "refine by group" drop-down menu in the upperleft corner of the page 5.



#### Interactive ranking tables

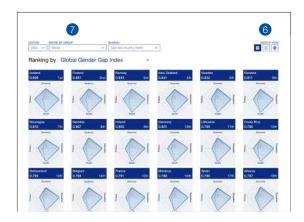
By clicking on the menu button at the top-right corner of the Data Explorer 6, the interactive rankings may be switched between a tile view, which visualizes economies' overall performance on each subindex for context; a bar-chart view, which depicts an economy's performance for the selected indicator relative to other economies; and a world-map view, which allows the reader to explore geographical trends and patterns. In the map view, countries are highlighted by an extended colour scale to enhance contrast and readability - ranging in 20% intervals from light blue (0.0-0.2, worst) to dark blue (0.8-1.0, best). In addition, the reader has the possibility to switch between selected indicators, narrow their selection to a specific region, or go directly to the results for a specific economy of interest through the drop-down menu strip at the top of the Data Explorer 7.

#### **Country Comparison**

The reader also has the possibility to directly compare two countries side-by-side and across the time series. The Country Comparison Tool 8 can be accessed by first selecting an Economy through the "search" drop-down menu in the top-left corner of the page, and then selecting a second Economy from the "compare with" drop-down menu in the top right corner of the explorer. This feature enables a side-by-side view of indicators for the selected comparison economy relative to the original economy selected in the Economy Profile view of the Data Explorer. The reader may also select the time period for comparison 9. The reader may return to the original view by clicking on the "Back-to-Economy" menu option in the top-left corner of the page or may continue exploring the data by clicking through to the other views of the Data Explorer.











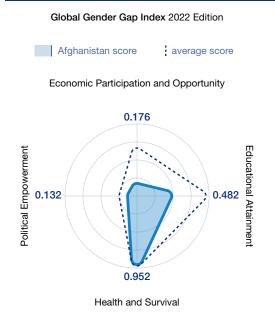
# **Index of Economy Profiles**

Country	Page	Country	Page	Country	Page
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Belarus		India		Philippines	
Belgium		Indonesia		Poland	
Belize		Iran, Islamic Republic of _		Portugal	
Benin		Ireland		Qatar	
Bhutan		Israel		Romania	
Bolivia		Italy		Rwanda	
Bosnia and Herzegovina_		Jamaica		Saudi Arabia	
Botswana		Japan		Senegal	
Brazil		Jordan		Serbia	
Brunei Darussalam		Kazakhstan		Sierra Leone	
Bulgaria		Kenya		Singapore	
Burkina Faso		Korea, Rep.		Slovak Republic	
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Cambodia		Kyrgyz Republic		South Africa	
Cameroon		Lao PDR		Spain	
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Chad		Lesotho		Sweden	
Chile		Liberia		Switzerland	
China		Lithuania		Tajikistan	
Colombia		Luxembourg		Tanzania	
Comoros		Madagascar		Thailand	
Congo, Democratic Rep.				Timor-leste	
Costa Rica		Malawi Malaysia		Togo	
Côte d'Ivoire		Maldives		Tunisia	
Czach Republic		Mali		Turkey	
Czech Republic		Malta		Uganda	
Denmark		Mauritius		Ukraine	
Dominican Republic		Mexico		United Arab Emirates	
Ecuador		Moldova		United Kingdom	
Egypt		Mongolia		United States	
El Salvador		Montenegro		Uruguay	
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Eswatini		Mozambique		Viet Nam	
Ethiopia		Myanmar		Zambia	
Fiji		Namibia		Zimbabwe	362
Finland	168	Nepal	266		

Rank 146th Index Edition

2022

# Afghanistan





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.176 146th Labour-force participation rate % 144th 0.223 -51.67 14.85 ♦ 66.52 0-100 Wage equality for similar work 1-7 (best) Estimated earned income int'l \$ 1,000 145th 0.180 -2.69k 589.29 3.28k 137th -90.22 Legislators, senior officials and managers % 0.051 4.89 0-100 Professional and technical workers % 136th 0.242 -61.02 19.49♦ ♦ 80.51 0-100 Educational Attainment 0.482 146th Literacy rate % 143rd 0.434 Enrolment in primary education % Enrolment in secondary education % 136th 0.571 -30.05 40.00 ♦ ♦ 70.05 0-200 Enrolment in tertiary education % 136th 0.387 🔷 irini immi ilm -9.23 5.82 > 15.05 0-200 0.952 Health and Survival 140th 0.943 Sex ratio at birth\*\* % 111th Healthy life expectancy\*\* years 145th 0.971 **Political Empowerment** 0.132 • 107th 69th 0.370 -46.00 27.00♦ ♦ 73.00 Women in parliament % **\*** 0-100 Women in ministerial positions % 131st 0.069 | **| •** -87.10 6.45 93.55 0-100 Years with female/male head of state (last 50) 78th 0.000 -50.00 ♦ 50.00 0-50

Afghanistan

## 0.435

## 146th

## **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			20.12
GDP per capita constant '17, intl. \$ 1000			1.97
Population sex ratio female/male			0.95
Population growth rate %			2.30
Indicator Million people	♦ Female	◆ Male	Value
Total population	18.95	19.98	38.93
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in boar	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership	% firms		0.50
Firms with female top managers % firm	S		4.70
Share of workers in informal sector $\%$ v	workers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		n. a.
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	1.69	8.00	0.17
Indicator Unit	◆ Female		Value
	♦ Female	♦ IVIAI <del>E</del>	value
Unemployed adults % of labour force (15-64)	26.43	16.97	18.55
Workers employed part-time % of employed people	0.70	0.27	0.35
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Near-equal	rights 🗆
Inheritance rights for widows and daug	hters	Restricted	· ·
Access to land assets		Near-equal	
Access to non-land assets		Near-equal	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1964
Number of female heads of state to da			0
Seats held in upper house % total seats			27.90
Indicator Yes/No			Value
	ıl		Yes
Election list quotas for women, national Party membership quotas, voluntary	u		res No
Indicator 0-1 (Equal rights)		D	Value
Access to justice Freedom of movement		Restricted Restricted	- •

		LULL			
		Value			
Indicator Unit Val  Public spending on family benefits % GPD n.					
		24.50			
		35.00			
years		29.43			
		Value			
	Unequal	rights 🗇			
♦ Female	♦ Male	Value			
90.00	14.00	n. a			
◆ Female	◆ Male	Value			
n.a.	n.a.	n. a.			
3.42	96.58	0.04			
28.22	71.78	0.39			
n. a.	n.a.	n. a			
23.22	76.78	0.30			
4.09	95.91	0.04			
32.34	67.66	0.48			
n. a.	n.a.	n. a			
n. a.	n. a.	n. a			
n.a.	n.a.	n. a			
0.34	1.48	0.93			
n. a.	n.a.	n. a			
♦ Female	♦ Male	Value			
6.10	15.35	10.85			
		Value			
% women					
% women		60.80			
		60.80 58.80			
e births		Value 60.80 58.80 638.00 4.32			
e births		60.80 58.80 638.00			
	years  Female 90.00  Female n. a. 3.42 28.22  1. a. 23.22 4.09 32.34  ↑ n. a.  1. a.	Unequal  Female			

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

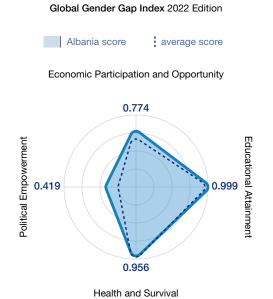
**Albania** 

0.787

Rank

Index Edition

2022





### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 23rd • Labour-force participation rate % 76th -15.42 50.73 ♦ ♦ 66.15 0-100 0.845 Wage equality for similar work 1-7 (best) 1st Estimated earned income int'l \$ 1,000 33rd -4.17k === 11.07k \* 15.24k 0-150k 0.518 34.12♦ ♦ 65.89 Legislators, senior officials and managers % 71st -31.77 0-100 44.17♦ ♦ 55.83 Professional and technical workers % 1st 1.000 11.66 0-100 • Educational Attainment 0.999 34th 0.992 Literacy rate % 64th Enrolment in primary education % 1st 1.000 3.61 94.46 98.07 0-100 Enrolment in secondary education % 1st 1.000 1.96 93.37 • 95.33 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 26.32 45.05 ♦ ♦ 71.37 0-200 0.956 Health and Survival 137th 0.923 Sex ratio at birth\*\* % 140th Healthy life expectancy\*\* years 79th 1.033 **• Political Empowerment** 25th 0.419 0.555 37th -28.60 35.70 ♦ ♦ 64.30 Women in parliament % • 0-100 Women in ministerial positions % 1st 1.000 • 12.50 43.75 ◆ ◆ 56.25 0-100 Years with female/male head of state (last 50) 78th 0.000 -50.00 **♦** 50.00 0-50

## **Albania**

## **Complementary Targets and Contextual Indicators**

General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			14.89	Public spending or
GDP per capita constant '17, intl. \$ 1000			13.19	Unmet family plans
Population sex ratio female/male			0.96	Early marriage %
Population growth rate %			-0.57	Mean age of wome
Indicator Million people	♦ Female		Value	Indicator 0-1 (Equal
Total population	1.39	1.44	2.84	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental
Gender pay gap (OECD only) %			n. a.	Education and ski
Share of women's membership in boar	ds % (OECD co	untries only)	n.a.	
Firms with female majority ownership 9	% firms		16.90	Graduates Attainme
Firms with female top managers % firms	S		18.10	STEM Graduates
Share of workers in informal sector % v	vorkers		56.70	Agri Forcetry Fiel
Indicator 1-7 (best)			Value	Agri., Forestry, Fish
Advancement of women to leadership	roles		6.11	Arts & Humanities
Indicator 1 Million people	♦ Female	◆ Male	Value	
Labour-force	0.60	0.80	0.43	Business, Admin. 8
Indicator Unit	♦ Female	♦ Male	Value	Education
Unemployed adults % of labour force	10.04	10.00	10.00	<b>♦</b>
(15-64)	10.94	10.80	10.86	Engineering, Manu
Workers employed part-time % of employed people	0.24	0.15	0.19	Health & Welfare
Donardia of time and an area id				Information & Com
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n.a.	
				Natural Sci., Mathe
Access to finance				
Indicator 0-1 (Equal rights)			Value	Social Sci., Journa
Access to financial services		Near-equal	rights 🔷	Vacational training
Inheritance rights for widows and daug	hters	Near-equal	rights 🔷	Vocational training
Access to land assets		Near-equal	rights 💠	PhD graduates
Access to non-land assets		Equal	rights 🔷	FIID graduates
Civil and political freedom				Graduates %
Indicator Unit			Value	Graduates from ter
Year women received right to vote year Number of female heads of state to date			1946 0	Siddadoo iioiii te
Seats held in upper house % total seats	I HUHIDEI		n. a.	Health
Indicator Yes/No			Value	Indicator Unit
				Prevalence of gend
Election list quotas for women, nationa	I		Yes	Births attended by
Double manch aveling secrets a continue			n.a.	_
Party membership quotas, voluntary				Maternal mortality
			Value	-
Party membership quotas, voluntary Indicator 0-1 (Equal rights) Access to justice Freedom of movement		•	Value rights ♦	Maternal mortality Total fertility rate b Indicator 0-1 (Equa

Family and care						
Indicator Unit						
Public spending on family benefits % G	PD		n.a.			
Unmet family planning % women 15-49			15.20			
Early marriage %			7.20			
Mean age of women at birth of first child	d years		27.52			
Indicator 0-1 (Equal rights)			Value			
Right to divorce		Near-equal	rights 🔷			
Indicator Days	♦ Female	◆ Male	Value			
Length of parental leave	365.00	3.00	n.a.			
Education and skills						
Graduates Attainment %	♦ Female	♦ Male	Value			
STEM Graduates	46.65	53.35	0.87			
<b>•</b>	•					
Agri., Forestry, Fisheries & Veterinary	n.a.	n.a.	n.a.			
Arts & Humanities	74.20	25.80	2.88			
Business, Admin. & Law	n. a.	n. a.	n. a.			
Dasinoss, Admin. a Law	11. 0.	11. (4.	11. (4.			
Education	77.68	22.32	3.48			
<b>♦</b>		<b>♦</b>				
Engineering, Manuf. & Construction	n.a.	n.a.	n.a.			
Health & Welfare	78.93	21.07	3.75			
Information 9 Comm. Technologies	43.71	56.29	0.78			
Information & Comm. Technologies	43.71	50.29	0.76			
Natural Sci., Mathematics & Statistics	n. a.	n.a.	n.a.			
Social Sci., Journalism & Information	n.a.	n.a.	n.a.			
Vocational training	2.29	8.24	5.39			
<b>♦</b> •						
PhD graduates	n.a.	n.a.	n.a.			
Graduates %	♦ Female	◆ Male	Value			
Graduates from tertiary education	56.63	28.18	42.05			
<b>♦</b>	•					
Health						
Indicator Unit			Value			
Prevalence of gender violence in lifetime	e % women		24.60			
Births attended by skilled personnel %	live births		99.80			
Maternal mortality deaths per 100,000 live	births		15.00			
Total fertility rate births per woman			1.60			
Indicator 0-1 (Equal rights)			Value			
Reproductive autonomy		Equal	rights 🔷			

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

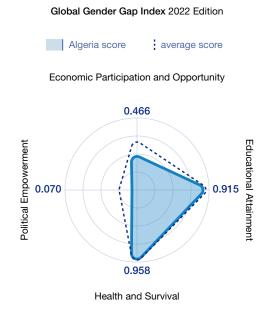
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Algeria

0.602

Rank 140th Index Edition

2022





### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.466 138th Labour-force participation rate % 142nd 0.243 -48.80 15.68 64.48 0-100 Wage equality for similar work 1-7 (best) 3rd Estimated earned income int'l \$ 1,000 144th 0.184 -14.69k 3.31k • • 18.00k 135th 0.091 -83.27 8.36 Legislators, senior officials and managers % 0-100 47.80 52.20 Professional and technical workers % 81st 0.916 -4.40 0-100 Educational Attainment 0.915 126th Literacy rate % 115th 0.862 • Enrolment in primary education % Enrolment in secondary education % 1.000 Enrolment in tertiary education % 1st arana amandis 27.27 39.16 ♦ ♦ 66.42 0-200 0.958 Health and Survival 135th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 143rd 0.990 **Political Empowerment** 0.070 **•** 134th 0.088 135th -83.80 Women in parliament % \_\_\_\_\_\_ 91.90 0-100 Women in ministerial positions % 100th -70.59 14.71 ♦ 85.29 0-100 Years with female/male head of state (last 50) 78th 0.000 -50.00 ♦ 50.00 0-50

## **Algeria**

0.602 140th

## **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			145.01
GDP per capita constant '17, intl. \$ 1000			10.74
Population sex ratio female/male			0.98
Population growth rate %			1.84
Indicator Million people	♦ Female	♦ Male	Value
Total population	21.70	22.15	43.85
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership $\%$	firms		n.a.
Firms with female top managers % firms			n.a.
Share of workers in informal sector % w	orkers		n. a.
Indicator 1-7 (best)			Value
Advancement of women to leadership r	oles		5.05
Indicator 1 Million people	♦ Female	◆ Male	Value
Labour-force	2.40	10.00	0.19
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force	04.40	0.05	40.00
(15-64)	21.49	9.95	12.22
Workers employed part-time % of employed people	0.36	0.16	0.19
Proportion of time spent on unpaid domestic and care work %	n. a.	n.a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Near-equal	riahts 🗆
Inheritance rights for widows and daugl	nters		rights ⊗
Access to land assets		Near-equal	
Access to non-land assets		Near-equal	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1962
Number of female heads of state to dat Seats held in upper house % total seats		0 4.30	
Indicator Yes/No			Value
Election list quotas for women, national			Yes
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice		Restricted	rights 💠

41013			LULL
Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		n.a.
Unmet family planning % women 15-49			n.a.
Early marriage %			3.10
Mean age of women at birth of first chil	d years		31.66
Indicator 0-1 (Equal rights)			Value
Right to divorce		Unequal	rights 🗇
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	98.00	3.00	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	58.17	41.83	1.39
<b>*</b>	•		
Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n. a.
Arts & Humanities	80.57	19.43	4.15
<b>♦</b>	00.07	<b>♦</b>	
Business, Admin. & Law	n.a.	n. a.	n. a.
Education	80.37	19.63	4.10
Engineering, Manuf. & Construction	48.46	51.54	0.94
erigineering, Mariur. & Construction	40.40	51.54	0.94
Health & Welfare	70.52	29.48	2.39
<b>♦</b>	<b>♦</b>		
Information & Comm. Technologies	n.a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics	83.06	16.94	4.90
<b>♦</b>		<b>♦</b>	
Social Sci., Journalism & Information	n.a.	n.a.	n.a.
Vocational training	n a	n a	n a
vocational training	n. a.	n. a.	n. a.
PhD graduates	n.a.	n.a.	n.a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	52.69	26.55	39.33
<b>♦</b>	<b>&gt;</b>		
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		n.a.
Births attended by skilled personnel $\%$	live births		96.60
Maternal mortality deaths per 100,000 live	births		112.00
Total fertility rate births per woman			2.99
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Restricted	rights 🐟
•			- ~

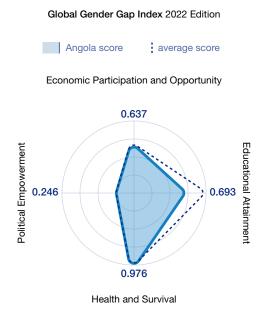
<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Angola

Rank

Index Edition 2022





### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.637 99th 73.97 >> 79.07 Labour-force participation rate % 10th 0.935 -5.10 0-100 Wage equality for similar work 1-7 (best) 90th 0.616 Estimated earned income int'l \$ 1,000 36th -1.99k 5.13k > 7.11k 0-150k 0.246 -60.55 Legislators, senior officials and managers % 116th 19.73♦ 0-100 Professional and technical workers % 115th 0.529 -30.80 34.60 ♦ ♦ 65.40 0-100 • **Educational Attainment** 0.693 142nd **•** Literacy rate % 134th 0.668 • Enrolment in primary education % Enrolment in secondary education % 134th 0.643 -22.03 39.74 ♦ ♦ 61.77 0-200 Enrolment in tertiary education % 112th -1.78 8.45 10.24 0-200 0.976 Health and Survival 50th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 56th 1.050 0.246 **Political Empowerment** 59th 0.420 53rd -40.80 29.60 ♦ ♦ 70.40 Women in parliament % **🍅 -----**0-100 Women in ministerial positions % 40th 0.467 -36.36 31.82 ♦ ♦ 68.18 0-100 Years with female/male head of state (last 50) 78th 0.000 -50.00 **♦** 50.00 0-50

## **Angola**

0.638 125th

## **Complementary Targets and Contextual Indicators**

General indicators				Family and care			
Indicator Unit			Value	Indicator Unit			Value
GDP US\$ billions			58.38	Public spending on family benefits % G	GPD .		n.a.
GDP per capita constant '17, intl. \$ 1000			6.11	Unmet family planning % women 15-49			38.00
Population sex ratio female/male			1.02	Early marriage %			24.70
Population growth rate %			3.22	Mean age of women at birth of first chi	ld years		28.79
Indicator Million people	♦ Female	♦ Male	Value	Indicator 0-1 (Equal rights)			Value
Total population	16.61	16.26	32.87	Right to divorce		Unever	n rights 🔷
Work participation and leadership				Indicator Days	♦ Female	◆ Male	Value
Indicator Unit			Value	Length of parental leave	90.00	1.00	n.a.
Gender pay gap (OECD only) %			n.a.	Education and skills			
Share of women's membership in boa	ırds % (OECD co	ountries only)	n.a.	Graduates Attainment %	♦ Female	◆ Male	Value
Firms with female majority ownership			n.a.	STEM Graduates	n.a.	n. a.	n. a.
Firms with female top managers % firm			n. a.				
Share of workers in informal sector %	workers		84.30	Agri., Forestry, Fisheries & Veterinary	28.21	71.79	0.39
Indicator 1-7 (best)			Value	<b>♦</b>	•	>	
Advancement of women to leadership	roles		3.75	Arts & Humanities	36.43	63.57	0.57
Indicator 1 Million people	♦ Female	♦ Male	Value	Business, Admin. & Law	48.29	51.71	0.93
Labour-force	6.92	7.05	0.50	business, Aurilli. & Law	+0.23	31.71	0.55
Indicator Unit	♦ Female	♦ Male	Value	Education	n. a.	n.a.	n.a.
Unemployed adults % of labour force (15-64)	8.85	7.73	8.29	Engineering, Manuf. & Construction	n. a.	n. a.	n.a.
Workers employed part-time % of employed people	n. a.	n.a.	n. a.	Health & Welfare	66.83	33.17	2.02
Proportion of time spent on unpaid domestic and care work %	n.a.	n. a.	n. a.	Information & Comm. Technologies	37.96 ◆	62.04	0.61
				Natural Sci., Mathematics & Statistics	n.a.	n.a.	n.a.
Access to finance							
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism & Information	n.a.	n.a.	n.a.
Access to financial services  Inheritance rights for widows and dau	ghters	Near-equal Uneven	l rights 🔷	Vocational training	n. a.	n.a.	n.a.
Access to land assets Access to non-land assets	9	Uneven	n rights 🔷	PhD graduates	n. a.	n.a.	n. a.
Civil and political freedom				Craduates av	↑ Famala	A Molo	Value
Indicator Unit			Value	Graduates %	♦ Female	◆ Male	Value
Year women received right to vote year	r		1975	Graduates from tertiary education	n. a.	n. a.	n. a.
Number of female heads of state to da	ate number		0				<u> </u>
Seats held in upper house % total seats	3		n.a.	Health			
Indicator Yes/No			Value	Indicator Unit			Value
Election list quotas for women, nation	al		Yes	Prevalence of gender violence in lifetim Births attended by skilled personnel %			34.80 46.60
Party membership quotas, voluntary			No	Maternal mortality deaths per 100,000 live			241.00
Indicator 0-1 (Equal rights)			Value	Total fertility rate births per woman	, 511 1113		5.44
Access to justice		Near-equal	l rights 🔷	Indicator 0-1 (Equal rights)			Value
Freedom of movement		Equal	l rights 🔷	Reproductive autonomy		Equa	Il rights 🔷
				reproductive autonomy		⊑qua	ii iigiita 🤝

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

**Argentina** 

0.756

Rank

Index Edition

2022

# Global Gender Gap Index 2022 Edition Argentina score average score **Economic Participation and Opportunity** 0.635 Political Empowerment **Educational Attainment** 0.413

0.977

Health and Survival



### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.635 102nd Labour-force participation rate % 96th 0.698 -21.59 0-100 Wage equality for similar work 1-7 (best) 110th 0.575 Estimated earned income int'l \$ 1,000 103rd 0.558 -11.26k 14.19k •• 25.46k 0-150k 0.492 -34.05 32.97 ♦ ♦ 67.03 Legislators, senior officials and managers % 78th 0-100 Professional and technical workers % 1.000 • 9.62 45.19♦ ♦ 54.81 0-100 1st Educational Attainment 1.000 1st Literacy rate % 1.000 1st Enrolment in primary education % Enrolment in secondary education % 1st 1.000 4.28 106.13 � 110.41 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 48.94 71.35 ♦ 120.28 0-200 0.977 Health and Survival 46th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 52nd 1.051 **Political Empowerment** 28th 0.413 **•** 0.812 44.80 55.20 Women in parliament % 13th -10.40 • 0-100 Women in ministerial positions % 83rd 0.222 i anni della di sala d -63.64 18.18 ♦ ♦ 81.82 0-100 Years with female/male head of state (last 50) 16th -30.53 9.74♦ ♦ 40.26 0-50

33rd

## **Argentina**

## **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			389.29
GDP per capita constant '17, intl. \$ 1000			19.69
Population sex ratio female/male			1.05
Population growth rate %			0.97
Indicator Million people	♦ Female	♦ Male	Value
Total population	23.24	22.14	45.38
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %	6 firms		7.90
Firms with female top managers % firms	3		8.00
Share of workers in informal sector $\%$ $\mbox{\tiny V}$	vorkers		46.80
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		4.27
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	8.96	11.90	0.43
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	12.84	8.87	10.58
<b>*</b> *			
Workers employed part-time % of employed people	0.60	0.39	0.48
Proportion of time spent on unpaid domestic and care work %	9.69	3.89	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Equal	rights 🔷
Inheritance rights for widows and daug	hters	Equal	rights 🔷
Access to land assets		Near-equal	rights 🔷
Access to non-land assets		Equal	rights 🔷
Civil and political freedom			Value
Year women received right to vote year Number of female heads of state to dat	o number		1947 2.00
Seats held in upper house % total seats		43.10	
Indicator Yes/No			Value
Election list quotas for women, nationa	I		Yes
			Yes
Party membership quotas, voluntary			103
Party membership quotas, voluntary Indicator 0-1 (Equal rights)			Value
		Equal	

Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		n.a.
Unmet family planning % women 15-49			n.a.
Early marriage %			12.90
Mean age of women at birth of first chil	d years		28.22
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	90.00	2.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	n.a.	n.a.	n.a.
Agri Fargaty Figharias 9 Vatarinan			20.0
Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n.a.
Arts & Humanities	n.a.	n.a.	n.a.
Business, Admin. & Law	n.a.	n.a.	n.a.
Education	n. a.	n.a.	n. a.
Engineering, Manuf. & Construction	n. a.	n.a.	n. a.
,			
Health & Welfare	n.a.	n.a.	n.a.
Information & Comm. Technologies	n.a.	n. a.	n.a.
Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.
Hadarar Goil, Mathematics a Stationed	11. 0.	11. (4.	ii. a.
Social Sci., Journalism & Information	n.a.	n.a.	n.a.
Vocational training	n.a.	n.a.	n.a.
DhD graduatas			20.0
PhD graduates	n. a.	n.a.	n.a.
Graduates %	♦ Female	♦ Male	Value
	26.72	12.06	19.30
Graduates from tertiary education	20.12	12.00	18.30
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetime	e % women		n. a.
Births attended by skilled personnel %			93.90
Maternal mortality deaths per 100,000 live			39.00
Total fertility rate births per woman			2.25
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Uneven	rights 🔷
reproductive autonomy		Oneven	ngnio 🤝

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

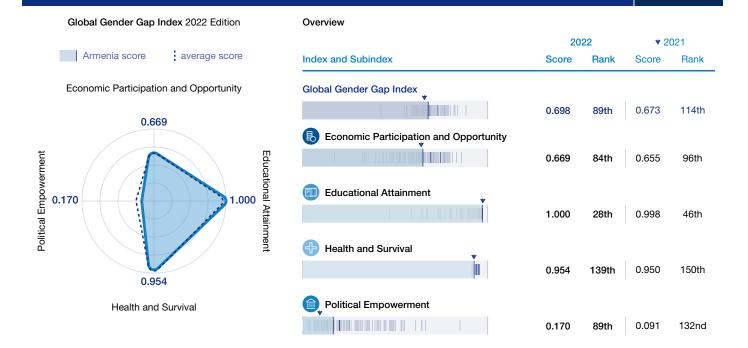
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

0.698

Rank

Index Edition 2022

Armenia



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.669 84th **\** Labour-force participation rate % 101st 0.677 -20.34 42.66 63.00 0-100 Wage equality for similar work 1-7 (best) 15th Estimated earned income int'l \$ 1,000 118th 0.506 -8.45k 8.64k **★★** 17.10k 0-150k 87th 0.446 -38.28 30.86♦ Legislators, senior officials and managers % 0-100 Professional and technical workers % 1st 1.000 30.97 34.52♦ ♦ 65.48 0-100 • Educational Attainment 1.000 28th . 0.999 Literacy rate % 53rd Enrolment in primary education % 1st 1.000 0.14 89.46 ♦ 89.60 0-100 Enrolment in secondary education % 1st 1.000 3.80 85.48 89.28 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 18.54 42.18 • • 60.72 0-200 0.954 Health and Survival 139th 0.907 Sex ratio at birth\*\* % 143rd Healthy life expectancy\*\* years 1.060 1st **Political Empowerment** 0.170 • 89th 0.550 35.50 ♦ ♦ 64.50 39th -29.00 Women in parliament % • 0-100 Women in ministerial positions % 140th 0.000 **•** -100.00 **100.00** 0-100 Years with female/male head of state (last 50) 78th • -50.00 **♦** 50.00 0-50

### Armenia

Rank 0.698 89th

## **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			12.64
GDP per capita constant '17, intl. \$ 1000			12.62
Population sex ratio female/male			1.13
Population growth rate %			0.19
Indicator Million people	♦ Female	♦ Male	Value
Total population	1.57	1.39	2.96
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %			18.10
Firms with female top managers % firms			19.10
Share of workers in informal sector % w	orkers		49.30
Indicator 1-7 (best)			Value
Advancement of women to leadership re	oles		5.11
Indicator 1 Million people	◆ Female	◆ Male	Value
Labour-force	0.55	0.67	0.45
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force (15-64)	22.14	19.67	20.78
Workers employed part-time % of employed people	0.23	0.16	0.20
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Near-equal	rights 🔷
Inheritance rights for widows and daugh	nters	Near-equal	rights 💠
Access to land assets		Near-equal	rights 🔷
Access to non-land assets		Equal	rights 🔷
Civil and political freedom Indicator Unit			Value
Year women received right to vote year			1991
Number of female heads of state to date	e number		0
Seats held in upper house % total seats		n.a.	
Indicator Yes/No			Value
Election list quotas for women, national			Yes
Party membership quotas, voluntary			No
Indicator 0-1 (Equal rights)			Value
Access to justice		Near-equal	
Freedom of movement		•	rights 🔷

Family and care			
Indicator Unit			Value
Public spending on family benefits % G Unmet family planning % women 15-49	PD		n. a. <b>12.50</b>
Early marriage %			4.80
Mean age of women at birth of first chil	d vears		27.12
Indicator 0-1 (Equal rights)	, care		Value
Right to divorce		Near-equal	
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	140.00	7.00	n. a.
Education and skills			
Graduates Attainment %	♦ Female	♦ Male	Value
STEM Graduates	39.81	60.19	0.66
<b>•</b>	<b>♦</b>		
Agri., Forestry, Fisheries & Veterinary	24.45	75.55 <b>→</b>	0.32
Arts & Humanities	82.48	17.52	4.71
Business, Admin. & Law	49.80	50.20	0.99
Education	74.51	25.49	2.92
Engineering, Manuf. & Construction	n. a.	n. a.	n. a.
Health & Welfare	n. a.	n.a.	n. a.
Information & Comm. Technologies	n. a.	n.a.	n. a.
Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.
Social Sci., Journalism & Information	58.40	41.60	1.40
Vocational training	8.99	8.87	8.93
PhD graduates	0.48	0.72	0.59
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	61.09	35.02	47.18
<b>•</b>	<b>♦</b>		
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim			8.20
Births attended by skilled personnel %			99.80
Maternal mortality deaths per 100,000 live	DITTNS		26.00 1.76
Total fertility rate births per woman			
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

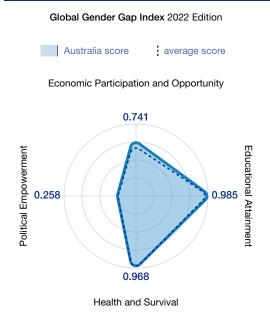
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Rank

Index Edition

2022

## Australia





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 38th • Labour-force participation rate % 36th 0.865 -9.49 61.06 70.55 0-100 0.683 Wage equality for similar work 1-7 (best) 57th Estimated earned income int'l \$ 1,000 85th 0.617 -23.11k 37.17k ◆ ◆ 60.28k 0-150k 37th 0.665 -20.09 39.95 ♦ ♦ 60.05 Legislators, senior officials and managers % 0-100 45.39 ♦ ♦ 54.61 Professional and technical workers % 1st 1.000 9.21 0-100 • Educational Attainment 0.985 87th Literacy rate % 1.000 1st Enrolment in primary education % 67th 1.000 -0.02 99.31 ♦ 99.32 0-100 Enrolment in secondary education % 117th 0.934 -9.62 135.71 🔷 145.34 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 37.25 95.91 ◆ ◆ 133.16 0-200 0.968 Health and Survival 90th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 98th 1.023 0.258 **Political Empowerment** .... 50th 48th 0.451 -37.80 31.10♦ ♦ 68.90 Women in parliament % • 0-100 Women in ministerial positions % 62nd 0.364 -46.67 26.67 ♦ ♦ 73.33 0-100 Years with female/male head of state (last 50) 44th 0.064 -43.98 0-50

## **Australia**

### Rank 0.738 43rd

## **Complementary Targets and Contextual Indicators**

2022

Value

complementary range	to and c	Ontoxic	adi iiidi	odioio
General indicators				Family and care
ndicator Unit			Value	Indicator Unit
GDP US\$ billions			1,327.84	Public spending on family benefits %
GDP per capita constant '17, intl. \$ 1000			48.69	Unmet family planning % women 15-49
Population sex ratio female/male			1.01	Early marriage %
Population growth rate %			1.28	Mean age of women at birth of first ch
ndicator Million people	♦ Female		Value	Indicator 0-1 (Equal rights)
otal population	12.90	12.79	25.69	Right to divorce
Vork participation and leadership				Indicator Days
ndicator Unit			Value	Length of parental leave
ender pay gap (OECD only) %			12.27	Education and skills
hare of women's membership in boar	ds % (OECD co	untries only)	34.80	Graduates Attainment %
irms with female majority ownership	% firms		n.a.	STEM Graduates
irms with female top managers % firm	S		n.a.	or Livi Graduates
Share of workers in informal sector %	workers		25.50	Agri., Forestry, Fisheries & Veterinary
dicator 1-7 (best)			Value	
dvancement of women to leadership	roles		5.26	Arts & Humanities
dicator 1 Million people	♦ Female	♦ Male	Value	Business, Admin. & Law
bour-force	6.42	7.26	0.47	business, Aurilli. & Law
licator Unit	♦ Female	♦ Male	Value	Education
mployed adults % of labour force	4.67	5.22	4.96	<b>♦</b>
<b>▶</b>	4.07	5.22	4.90	Engineering, Manuf. & Construction
rkers employed part-time % of				Licelds O Malfage
loyed people	0.59	0.36	0.47	Health & Welfare
				Information & Comm. Technologies
portion of time spent on unpaid nestic and care work %	n.a.	n.a.	n.a.	<u> </u>
				Natural Sci., Mathematics & Statistics
ccess to finance				•
dicator 0-1 (Equal rights)			Value	Social Sci., Journalism & Information
ccess to financial services		Equa	l rights 🔷	Vecetional training
neritance rights for widows and daug	hters	Equa	l rights 🔷	Vocational training
ccess to land assets		Equa	l rights 🔷	PhD graduates
cess to non-land assets		Equa	l rights 🔷	•
vil and political freedom				Graduates %
licator Unit			Value	Graduates from tertiary education
ar women received right to vote year			1901	and dates in the starty education.
umber of female heads of state to da			1.00	11a a lab
eats held in upper house % total seats			53.30	Health Indicator Unit
dicator Yes/No			Value	Prevalence of gender violence in lifeti
ection list quotas for women, nationa	ıl		No	Births attended by skilled personnel
arty membership quotas, voluntary			Yes	Maternal mortality deaths per 100,000 li
dicator 0-1 (Equal rights)			Value	Total fertility rate births per woman
ccess to justice		Equa	l rights 🔷	Indicator 0-1 (Equal rights)
reedom of movement		Equa	l rights 🔷	Reproductive autonomy
				neproductive automorny

Indicator Unit			Value		
Public spending on family benefits % G	PD		2.03		
Unmet family planning % women 15-49			n.a.		
Early marriage %			0.60		
Mean age of women at birth of first chil	d years		30.99		
Indicator 0-1 (Equal rights)			Value		
Right to divorce		Equal	rights 🔷		
Indicator Days	♦ Female	♦ Male	Value		
Length of parental leave	0	0	126.00		
Education and skills					
Graduates Attainment %	♦ Female	◆ Male	Value		
STEM Graduates	n.a.	n.a.	n.a.		
Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n. a.		
Arts & Humanities	63.30	36.70	1.72		
Business, Admin. & Law	52.77	47.23	1.12		
Education	79.45	20.55	3.87		
Engineering, Manuf. & Construction	23.23	76.77 <b>♦</b>	0.30		
Health & Welfare	n. a.	n. a.	n.a.		
Information & Comm. Technologies	n.a.	n.a.	n.a.		
Natural Sci., Mathematics & Statistics	51.28	48.72	1.05		
Social Sci., Journalism & Information	66.94	33.06	2.02		
Vocational training	15.82	20.12	18.01		
PhD graduates	1.38	1.78	1.58		
Graduates %	♦ Female	♦ Male	Value		
Graduates %  Graduates from tertiary education	79.08	54.17	66.42		
Graduates nom tertiary education	♦	J4.17 ♦	00.42		
Health					
Indicator Unit			Value		
Prevalence of gender violence in lifetime % women					
Births attended by skilled personnel %	live births		96.70		
Maternal mortality deaths per 100,000 live	births		6.00		
Total fertility rate births per woman			1.66		
Indicator 0-1 (Equal rights)			Value		

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

Equal rights 🔷

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

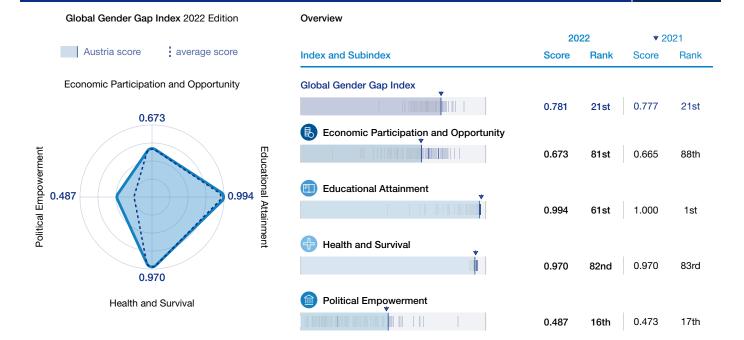
Score (imparity = 0, parity = 1) **0.781** 

Rank (out of 146 countries)

2022

Index Edition

## **Austria**



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.673 81st Labour-force participation rate % 52nd 0.838 -10.77 55.51 • 66.28 0-100 Wage equality for similar work 1-7 (best) 91st 0.615 Estimated earned income int'l \$ 1,000 105th 0.554 -29.87k 37.12k ◆ ◆ 66.99k 0-150k 79th 0.488 32.80 ♦ ♦ 67.20 Legislators, senior officials and managers % -34.40 0-100 Professional and technical workers % 69th 0.994 -0.30 49.85 ♦ 50.15 0-100 .... Educational Attainment 0.994 61st Literacy rate % 1.000 1st Enrolment in primary education % 1st 1.000 0.17 99.71 • 99.88 0-100 Enrolment in secondary education % 97th 0.975 -2.55 98.88 • 101.43 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 17.13 78.18 • • 95.32 0-200 0.970 Health and Survival 82nd 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 90th 1.028 **Political Empowerment** 0.487 16th Women in parliament % -17.00 41.50 ♦ ♦ 58.50 21st • 0-100 Women in ministerial positions % 1st 1.000 14.29 42.86 ◆ ◆ 57.14 0-100 Years with female/male head of state (last 50) 51st 0.046 -45.64 ◆ 47.82 0-50

Score

## **Austria**

## **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			433.26
GDP per capita constant '17, intl. \$ 1000			51.86
Population sex ratio female/male			1.03
Population growth rate %			0.41
Indicator Million people	♦ Female	◆ Male	Value
Total population	4.52	4.40	8.92
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			13.32
Share of women's membership in boar	ds % (OECD co	untries only)	34.60
Firms with female majority ownership	% firms		16.20
Firms with female top managers % firms	S		n.a.
Share of workers in informal sector $\%$ v	vorkers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		4.97
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	2.19	2.51	0.47
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	5.37	5.44	5.41
Workers employed part-time % of employed people	0.66	0.37	0.51
Proportion of time spent on unpaid domestic and care work %	n. a.	n. a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services Inheritance rights for widows and daug	hters	•	rights 🔷
Access to land assets		-	rights 🔷
Access to non-land assets		Equal	rights 🔷
Civil and political freedom Indicator Unit			Value
Year women received right to vote year Number of female heads of state to da			1918 1.00
Seats held in upper house % total seats	io number		41.00
Indicator Yes/No			Value
	ı		
Election list quotas for women, national Party membership quotas, voluntary	ll		No Yes
Indicator 0-1 (Equal rights)			Value
Access to justice Freedom of movement		-	rights 🔷 rights 🔷

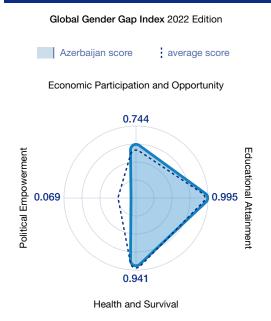
Family and care			
Indicator Unit			Value
Public spending on family benefits $\%~\mathrm{G}$	PD		2.62
Unmet family planning % women 15-49			n.a.
Early marriage %			2.80
Mean age of women at birth of first chil	d years		30.60
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	112.00	30.00	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	25.90	74.10	0.35
<b>•</b>		<b>♦</b>	
Agri., Forestry, Fisheries & Veterinary	46.92	53.08	0.88
•	•		
Arts & Humanities	n.a.	n.a.	n.a.
Business, Admin. & Law	57.02	42.98	1.33
♦	♦	42.30	1.00
Education	82.18	17.82	4.61
<b>♦</b>		<b>♦</b>	
Engineering, Manuf. & Construction	21.54	78.46	0.27
<b>•</b>		•	
Health & Welfare	69.31	30.69	2.26
Information & Comm. Technologies	n. a.	n.a.	n. a.
linemation a committee molecules	111 (41	11. 4.	11. 0.
Natural Sci., Mathematics & Statistics	n.a.	n.a.	n.a.
Social Sci., Journalism & Information	n.a.	n.a.	n.a.
Vocational training	26.24	29.24	27.79
DhD graduates	0.01	1.05	1.02
PhD graduates	0.81	1.25	1.02
Craduates of	A Famala	A Mala	Value
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	44.15	29.40	36.52
Health			Value
Indicator Unit	- 0/		Value
Prevalence of gender violence in lifetim			13.00
Births attended by skilled personnel %			98.40
Maternal mortality deaths per 100,000 live	DITTNS		5.00
Total fertility rate births per woman			1.46
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Azerbaijan

Rank 101st Index Edition 2022





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.744 36th • Labour-force participation rate % 16th 0.896 -6.98 60.37 • 67.34 0-100 Wage equality for similar work 1-7 (best) Estimated earned income int'l \$ 1,000 92nd 0.598 -6.91k === 10.27k **◆◆** 17.19k 0-150k 0.550 -29.04 35.48 ♦ ♦ 64.52 Legislators, senior officials and managers % 63rd 0-100 41.65 ♦ ♦ 58.35 Professional and technical workers % 1.000 • 16.71 0-100 1st Educational Attainment 0.995 55th 0.999 Literacy rate % 55th Enrolment in primary education % 1st 1.000 3.46 87.93 \* 91.39 0-100 Enrolment in secondary education % 93rd 0.980 -1.89 93.08 • 94.97 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 6.12 32.37 > 38.48 0-200 0.941 Health and Survival 144th 0.892 Sex ratio at birth\*\* % 146th Healthy life expectancy\*\* years 53rd 1.051 **Political Empowerment** 135th 0.069 **•** 0.224 107th -63.40 18.30♦ ♦ 81.70 Women in parliament % **•** 0-100 Women in ministerial positions % 140th 0.000 **\*\*\*\*\*\*\*\*** -100.00 **100.00** 0-100 Years with female/male head of state (last 50) 78th • -50.00 **♦** 50.00 0-50

## 0.687

## Azerbaijan

## **Complementary Targets and Contextual Indicators**

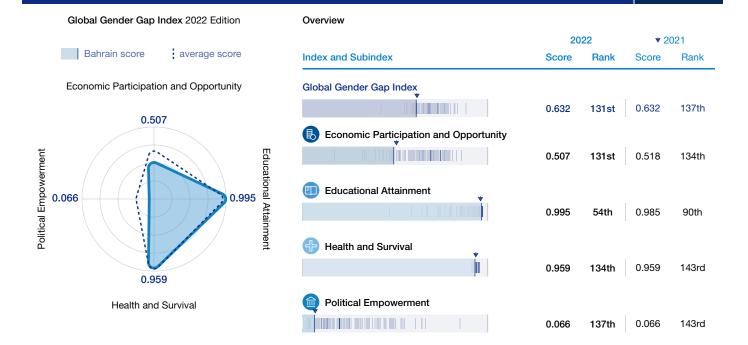
Family and care			
Indicator Unit			Value
Public spending on family benefits $\%$ G	iPD		n.a.
Unmet family planning % women 15-49			n.a.
Early marriage %			9.00
Mean age of women at birth of first chi	ld years		25.55
Indicator 0-1 (Equal rights)			Value
Right to divorce		Near-equal	rights 💠
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	126.00	0	n.a.
Education and skills			
Graduates Attainment %	♦ Female	♦ Male	Value
STEM Graduates	35.10	64.90	0.54
<b>♦</b>	<b>♦</b>		
Agri., Forestry, Fisheries & Veterinary	n.a.	n.a.	n.a.
Arts & Humanities	n. a.	n. a.	n. a.
Arts & Humanities	II. d.	II. a.	II. a.
Business, Admin. & Law	39.55	60.45	0.65
<b>♦</b>	<b>♦</b>		
Education	n.a.	n.a.	n.a.
Engineering, Manuf. & Construction	n. a.	n.a.	n.a.
Health & Welfare	n. a.	n.a.	n. a.
Treatific Wellare	π. α.	π. α.	II. a.
Information & Comm. Technologies	n.a.	n.a.	n.a.
Natural Sci., Mathematics & Statistics	65.34	34.66	1.88
•	<b>*</b>		
Social Sci., Journalism & Information	57.08	42.92	1.33
Vocational training	14.48	14.21	14.34
•	11.10	11.21	1 1.0 1
PhD graduates	n.a.	n.a.	n.a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	23.96	23.12	23.52
*			
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim	ne % women		13.50
Births attended by skilled personnel %	live births		99.39
Maternal mortality deaths per 100,000 live	births		26.00
Total fertility rate births per woman			1.80
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Rank 131st Index Edition 2022

## Bahrain



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.507 **\** 131st Labour-force participation rate % 129th 0.507 -41.17 🚃 42.36♦ 83.53 0-100 Wage equality for similar work 1-7 (best) 20th Estimated earned income int'l \$ 1,000 134th 0.336 -35.92k 18.18k ◆ ◆ 54.10k 0-150k 0.275 -56.88 Legislators, senior officials and managers % 112th 21.56♦ 0-100 Professional and technical workers % 121st 0.483 -34.84 32.58 ♦ ♦ 67.42 0-100 Educational Attainment 0.995 54th . Literacy rate % 1.000 1st 0.990 Enrolment in primary education % 92nd -0.97 97.17 • 98.13 0-100 Enrolment in secondary education % 1st 1.000 . . . . . . . . . . . . . 8.30 93.23 🔷 101.52 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 33.25 45.26 ◆ ◆ 78.51 0-200 0.959 Health and Survival 134th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 142nd 0.993 0.066 **Political Empowerment •** 137th 0.176 116th -70.00 15.00♦ ♦85.00 Women in parliament % **•** 0-100 Women in ministerial positions % 135th 0.048 -90.91 4.55 **95.45** 0-100 Years with female/male head of state (last 50) 78th 🍑 -50.00 ♦ 50.00 0-50

### **Bahrain**

**Complementary Targets and Contextual Indicators** 

2022

General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			34.73	Public spending on fami
GDP per capita constant '17, intl. \$ 1000			41.48	Unmet family planning 9
Population sex ratio female/male			0.55	Early marriage %
Population growth rate %			3.62	Mean age of women at I
Indicator Million people	♦ Female	♦ Male	Value	Indicator 0-1 (Equal rights
Total population	0.60	1.10	1.70	Right to divorce
Work participation and leadership				Indicator Days
ndicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			n.a.	Education and skills
Share of women's membership in board	ds % (OECD co	untries only)	n.a.	Graduates Attainment %
irms with female majority ownership %	6 firms		n.a.	STEM Graduates
Firms with female top managers % firms	3		n.a.	o i zim di daddatos
Share of workers in informal sector % w	orkers		n.a.	Agri., Forestry, Fisheries
ndicator 1-7 (best)			Value	- •
Advancement of women to leadership r	oles		5.56	Arts & Humanities
ndicator 1 Million people	♦ Female	♦ Male	Value	
_abour-force	0.20	0.81	0.19	Business, Admin. & Law
ndicator Unit	♦ Female	◆ Male	Value	Education
Inemployed adults % of labour force	F 00	0.00	1.70	<b>♦</b>
5-64)	5.38	0.88	1.76	Engineering, Manuf. & C
Vorkers employed part-time % of mployed people	n. a.	n. a.	n.a.	Health & Welfare
Proportion of time spent on unpaid	n. a.	n. a.	n. a.	Information & Comm. Te
				Natural Sci., Mathematic
Access to finance				
ndicator 0-1 (Equal rights)			Value	Social Sci., Journalism 8
Access to financial services		Near-equal	rights 🔷	
nheritance rights for widows and daug	hters	Unequal	rights 🗇	Vocational training  ◆ ◆
Access to land assets		Near-equal	rights 🔷	PhD graduates
Access to non-land assets		Near-equal	rights 🔷	♦
Civil and political freedom				Graduates %
ndicator Unit			Value	
Year women received right to vote year			2002	Graduates from tertiary
Number of female heads of state to dat	e number		0	
Seats held in upper house % total seats			22.50	Health
ndicator Yes/No			Value	Indicator Unit
Election list quotas for women, national			n.a.	Prevalence of gender vid
Party membership quotas, voluntary			n.a.	Births attended by skille
ndicator 0-1 (Equal rights)			Value	Maternal mortality deaths
Access to justice		Restricted	rights 🐟	Total fertility rate births p
Freedom of movement		Restricted	- •	Indicator 0-1 (Equal rights
			- •	Reproductive autonomy

Family and care Indicator Unit			Value	
Public spending on family benefits % GR Unmet family planning % women 15-49 Early marriage %			n. a. n. a. 5.50	
Mean age of women at birth of first child	d years		29.74	
Indicator 0-1 (Equal rights)			Value	
Right to divorce		Unequal	rights ⊗	
Indicator Days	◆ Female	◆ Male	Value	
Length of parental leave	60.00	1.00	n.a.	
Education and skills Graduates Attainment %	◆ Female	◆ Male	Value	
STEM Graduates	41.21	58.79	0.70	
<b>♦</b>	<b>♦</b>			
Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n. a.	
Arts & Humanities	n. a.	n. a.	n. a.	
Business, Admin. & Law	62.17	37.83	1.64	
Education	82.44	17.56 ◆	4.69	
Engineering, Manuf. & Construction	30.57	69.43	0.44	
Health & Welfare	73.18	26.82	2.73	
Information & Comm. Technologies	47.14	52.86	0.89	
Natural Sci., Mathematics & Statistics	n. a.	n.a.	n.a.	
Social Sci., Journalism & Information	n. a.	n. a.	n. a.	
Vocational training	0.88	5.59	3.58	
PhD graduates	0.22	0.29	0.26	
Graduates %	♦ Female	♦ Male	Value	
Graduates from tertiary education	53.45	26.43	38.56	
Health Indicator Unit			Value	
Prevalence of gender violence in lifetime % women Births attended by skilled personnel % live births Maternal mortality deaths per 100,000 live births Total fertility rate births per woman				
Indicator 0-1 (Equal rights)			1.96 Value	
Transactor U-1 (Equal rights)			value	

Equal rights 🔷

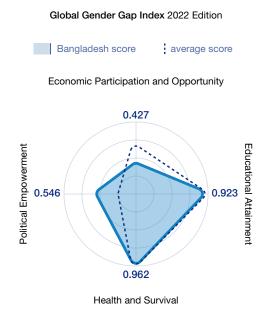
<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Rank 71st Index Edition

2022

## Bangladesh





### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.427 141st Labour-force participation rate % 134th 0.443 -43.91 34.87 ◆ 78.78 0-100 Wage equality for similar work 1-7 (best) 109th 0.577 Estimated earned income int'l \$ 1,000 128th 0.410 -4.06k 2.82k 6.88k -78.52 Legislators, senior officials and managers % 133rd 0.120 0-100 -40.70 Professional and technical workers % 124th 0.421 29.65 ♦ ♦ 70.35 0-100 **Educational Attainment** 0.923 123rd Literacy rate % 102nd 0.925 Enrolment in primary education % Enrolment in secondary education % 1st 1.000 .... 13.94 67.55 �� 81.49 0-200 Enrolment in tertiary education % 118th -5.86 19.84 > 25.70 0-200 0.962 Health and Survival 129th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 136th 1.002 **Political Empowerment** 9th 0.546 Women in parliament % 92nd -58.20 20.90 ♦ ♦ 79.10 0-100 Women in ministerial positions % 127th 0.083 -84.62 7.69 92.31 0-100 Years with female/male head of state (last 50) 1st 1.000 6.61 21.69 28.31 0-50

## Bangladesh

## **Complementary Targets and Contextual Indicators**

General indicators			
ndicator Unit			Value
GDP US\$ billions			323.06
GDP per capita constant '17, intl. \$ 1000			4.87
Population sex ratio female/male			0.98
Population growth rate %			1.00
Indicator Million people	◆ Female	◆ Male	Value
Total population	81.43	83.26	164.69
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %	firms		1.70
Firms with female top managers % firms			4.80
Share of workers in informal sector % w	orkers		94.70
ndicator 1-7 (best)			Value
Advancement of women to leadership re	oles		4.02
ndicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	21.22	48.59	0.30
ndicator Unit	♦ Female	♦ Male	Value
Jnemployed adults % of labour force			
15-64)	7.58	3.89	5.02
<b>♦ ♦</b>			
Workers employed part-time % of employed people	0.41	0.10	0.19
•			
Proportion of time spent on unpaid			
domestic and care work %	n.a.	n.a.	n.a.
			<u> </u>
Access to finance			Malura
ndicator 0-1 (Equal rights)			Value
Access to financial services		Near-equal	- ·
nheritance rights for widows and daugh	nters		rights ♦
Access to land assets			rights 🔷
Access to non-land assets		Uneven	rights 🔷
Civil and political freedom			Value
ndicator Unit			Value
ear women received right to vote year			1971
Number of female heads of state to date	e number		2.00
Seats held in upper house % total seats			n.a.
ndicator Yes/No			Value
Election list quotas for women, national			No
Party membership quotas, voluntary			No
ndicator 0-1 (Equal rights)			Value
Access to justice		Restricted	rights 💠
reedom of movement		Equal	rights 🔷

Family and care			
Indicator Unit			Value
Public spending on family benefits $\%$ G	iPD		n.a.
Unmet family planning % women 15-49			12.00
Early marriage %			45.20
Mean age of women at birth of first chi	ld years		25.40
Indicator 0-1 (Equal rights)			Value
Right to divorce		Unequal	rights 🗇
Indicator Days	◆ Female	◆ Male	Value
Length of parental leave	112.00	0	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	n.a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	21.19	78.81	0.27
Arts & Humanities	33.15	66.85	0.50
Aits & Humanities	\$5.15	00.03	0.50
Business, Admin. & Law	26.16	73.84	0.35
<b>♦</b>		<b>♦</b>	
Education	22.03	77.97	0.28
		<b>*</b>	
Engineering, Manuf. & Construction	46.05	53.95	0.85
Health & Welfare	25.26	74.74	0.34
<b>♦</b>	20.20	<b>♦</b>	0.01
Information & Comm. Technologies	27.25	72.75	0.37
<b>♦</b>		•	
Natural Sci., Mathematics & Statistics	14.92	85.08	0.18
0 110 1 1 1 1 1 1 1 1 1 1	07.70	70.00	0.00
Social Sci., Journalism & Information	27.78	72.22	0.38
Vocational training	1.82	4.73	3.30
••		0	0.00
PhD graduates	0.17	0.32	0.24
<b>♦</b>			
Graduates %	♦ Female	◆ Male	Value
Graduates from tertiary education	n. a.	n. a.	n. a.
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		53.30
Births attended by skilled personnel $\%$	live births		52.70
Maternal mortality deaths per 100,000 live	births		173.00
Total fertility rate births per woman			2.01
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Restricted	rights 🖈
•			J . V

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Political Empowerment

Barbados

0.765

Rank 30th Index Edition 2022

# Global Gender Gap Index 2022 Edition Barbados score average score **Economic Participation and Opportunity** 0.832 Educational Attainment 0.993 0.266

### Overview 2022 **\*** 2021 Rank Score **Index and Subindex** Score Rank Global Gender Gap Index 0.765 30th 0.769 27th Economic Participation and Opportunity 0.837 0.832 7th **Educational Attainment** 0.993 0.991 83rd 67th Health and Survival 0.968 97th 0.968 92nd Political Empowerment

0.266

49th

## **Global Gender Gap Index Indicators**

0.968

Health and Survival

2022

50th

0.278

Indicator	Rank	Score*	Compare with Global average	Gap F-M <b>■</b>		Min Max
Economic Participation and Opportunity	3rd	0.832	0 1	-	Min Max -	-
Labour-force participation rate %	25th	0.880	•	-7.67	56.06 ◆ ◆ 63.73	)-100
Wage equality for similar work 1-7 (best)	40th	0.712	•	-	-	-
Estimated earned income int'l \$ 1,000	5th	0.854	•	-2.01k	11.73k ◆ 13.74k 0-	-150k
Legislators, senior officials and managers %	22nd	0.848	•	-8.20	45.90 ◆ ◆ 54.10 0-	)-100
Professional and technical workers %	1st	1.000	•	12.91	43.54 ♦ ♦ 56.46 0-	)-100
Educational Attainment	67th	0.993	· · · · · · · · · · · · · · · ·	-	-	-
Literacy rate %	1st	1.000		-	-	-
Enrolment in primary education %	98th	0.986	1 11111	-1.37	96.65 ♦ 98.02 0-	)-100
Enrolment in secondary education %	1st	1.000		3.26	102.43 ♦ 105.69 0-	)-200
Enrolment in tertiary education %	-	-	-	-	-	-
Health and Survival	92nd	0.968	<b>*</b>	-	-	-
Sex ratio at birth** %	1st	0.944	•	-	-	-
Healthy life expectancy** years	102nd	1.022	•	-	-	-
Political Empowerment	49th	0.266	<b>*</b>	-	-	-
Women in parliament %	72nd	0.364	<b>*</b>	-46.60	26.70 ♦ ♦ 73.30 0-	)-100
Women in ministerial positions %	42nd	0.462	••••••••••••••••••••••••••••••••••••••	-36.84	31.58♦ ♦ 68.42 0-	)-100
Years with female/male head of state (last 50)	35th	0.087	<b>→</b> 111111111111111111111111111111111111	-41.96	4.02♦ ♦ 45.98 0	0-50

## **Barbados**

## **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			4.42
GDP per capita constant '17, intl. \$ 1000			12.66
Population sex ratio female/male			1.07
Population growth rate %			0.12
Indicator Million people	♦ Female	♦ Male	Value
Total population	0.15	0.14	0.29
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %	firms		n.a.
Firms with female top managers % firms			n.a.
Share of workers in informal sector % w	orkers		62.00
Indicator 1-7 (best)			Value
Advancement of women to leadership re	oles		5.31
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	0.07	0.07	0.49
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force	0.74	10.75	0.75
(15-64)	8.71	10.75	9.75
Workers employed part-time % of employed people	0.12	0.10	0.11
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n.a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Near-equal	rights 🔷
Inheritance rights for widows and daugh	nters	Equal	rights 🔷
Access to land assets		Equal	rights 🔷
Access to non-land assets		Equal	rights 🔷
Civil and political freedom Indicator Unit			Value
Year women received right to vote year			1966
Number of female heads of state to date	e number		1.00
Seats held in upper house % total seats			44.40
Indicator Yes/No			Value
Election list quotas for women, national			n. a.
Party membership quotas, voluntary			n. a.
Indicator 0-1 (Equal rights)			Value
Indicator 0-1 (Equal rights) Access to justice		Equal	Value rights ♦

41013			LULL
Family and care			
Indicator Unit			Value
Public spending on family benefits % G	:PD		n. a.
Unmet family planning % women 15-49			n.a.
Early marriage %			0
Mean age of women at birth of first chil	ld years		29.04
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	84.00	0	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	n.a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n. a.
Arts & Humanities	n. a.	n. a.	n. a.
Business, Admin. & Law	n.a.	n.a.	n. a.
Education	n.a.	n.a.	n. a
Engineering, Manuf. & Construction	n. a.	n.a.	n.a.
Health & Welfare	n. a.	n. a.	n. a.
Information & Comm. Technologies	n.a.	n.a.	n. a.
Natural Sci., Mathematics & Statistics	n.a.	n. a.	n. a.
Social Sci., Journalism & Information	n. a.	n. a.	n. a.
Vocational training	n. a.	n. a.	n. a.
PhD graduates	n.a.	n. a.	n. a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	n. a.	n.a.	n. a.
Health Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		n.a.
Births attended by skilled personnel $\%$	live births		99.10
Maternal mortality deaths per 100,000 live	births		27.00
Total fertility rate births per woman			1.62
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Near-equal	rights 💠
Tioproductive autoriomy		rtour oquar	riginto 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

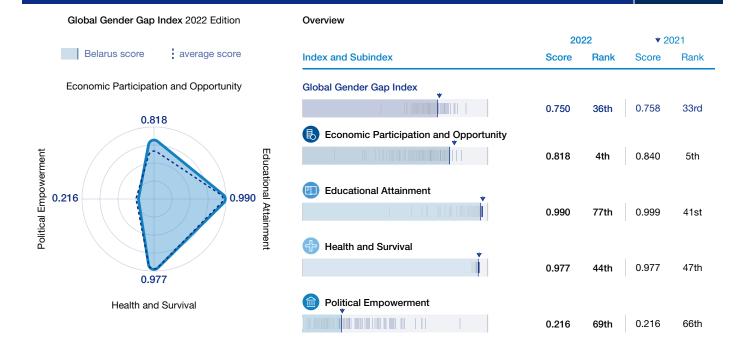
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

0.750

Rank

Index Edition 2022

## **Belarus**



### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.818 4th Labour-force participation rate % 63rd 0.803 -14.08 57.31 71.39 0-100 Wage equality for similar work 1-7 (best) Estimated earned income int'l \$ 1,000 89th 0.609 -9.47k 14.77k • 24.25k 0-150k 49.49 • 50.51 Legislators, senior officials and managers % 1st 1.000 1.01 0-100 Professional and technical workers % 1st 1.000 39.44 30.28♦ ♦ 69.72 0-100 • Educational Attainment 0.990 77th 1.000 Literacy rate % 1st 0.984 Enrolment in primary education % 101st -1.55 97.90 \$ 99.45 0-100 Enrolment in secondary education % 87th 0.986 -1.46 101.69 • 103.15 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 11.15 81.18 > 92.33 0-200 0.977 Health and Survival 44th 0.941 Sex ratio at birth\*\* % 126th Healthy life expectancy\*\* years 1.060 1st 0.216 **Political Empowerment** 69th ..... 0.667 40.00 ♦ ♦ 60.00 Women in parliament % 25th -20.00 • 0-100 Women in ministerial positions % 138th 0.037 **\*** -92.86 3.57 **96.43** 0-100 Years with female/male head of state (last 50) 78th -50.00 **♦** 50.00 0-50

Rank

36th

## **Belarus**

## 0.750

## **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			60.26
GDP per capita constant '17, intl. \$ 1000			19.19
Population sex ratio female/male			1.15
Population growth rate %			-0.42
Indicator Million people	♦ Female	♦ Male	Value
Total population	5.01	4.37	9.38
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in boar	rds % (OECD co	untries only)	n.a.
Firms with female majority ownership	% firms		19.20
Firms with female top managers $\%$ firm	IS		21.10
Share of workers in informal sector $\%$	workers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		n.a.
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	2.43	2.54	0.49
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force (15-64)	3.64	5.55	4.61
<b>♦♦</b>			
Workers employed part-time % of employed people	0.24	0.08	0.16
Proportion of time spent on unpaid domestic and care work %	n. a.	n.a.	n.a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		•	rights 🔷
Inheritance rights for widows and daug	gnters		rights 🔷
Access to land assets		-	rights 🔷
Access to non-land assets		Equal	rights 🔷
Civil and political freedom Indicator Unit			Value
<del></del>			
Year women received right to vote year Number of female heads of state to da			1991 0
Seats held in upper house % total seats			25.00
			Value
Indicator Yes/No	si.		
Election list quotas for women, national	11		n.a.
Party membership quotas, voluntary			n. a.
Indicator 0-1 (Equal rights)			Value
Access to justice Freedom of movement		Near-equal	
			rights 🔷

Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		n.a.
Unmet family planning % women 15-49			n.a.
Early marriage %			8.40
Mean age of women at birth of first chil	d years		28.54
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	126.00	0	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	n. a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	55.28	44.72	1.24
<b>♦</b>	•		
Arts & Humanities	76.06	23.94	3.18
Business, Admin. & Law	71.05	28.95	2.45
business, Admin. & Law	7 1.00	20.33	2.40
Education	75.84	24.16	3.14
<b>♦</b>		<b>♦</b>	
Engineering, Manuf. & Construction	23.21	76.79	0.30
<b>♦</b>		<b>♦</b>	
Health & Welfare	n.a.	n.a.	n. a.
Information 9 Comm. Tachnalania	00.04	70.00	0.00
Information & Comm. Technologies	23.04	76.96 <b>◆</b>	0.30
Natural Sci., Mathematics & Statistics	n. a.	n.a.	n. a.
Social Sci., Journalism & Information	78.94	21.06	3.75
<b>♦</b>		<b>♦</b>	
Vocational training	7.64	12.15	9.96
<b>♦ ♦</b>			
PhD graduates	0.26	0.35	0.30
<b>V</b>			
Graduates %	♦ Female	◆ Male	Value
Graduates from tertiary education	84.34	63.01	73.36
	•	•	
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim			25.00
Births attended by skilled personnel %			99.80
Maternal mortality deaths per 100,000 live	births		2.00
Total fertility rate births per woman			1.38
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

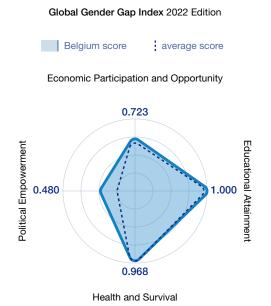
**Belgium** 

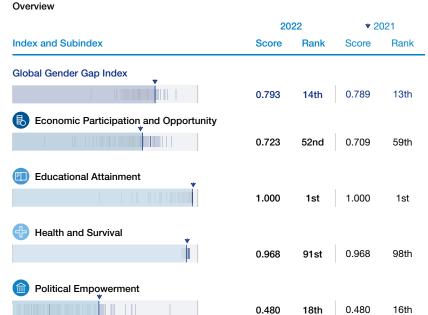
0.793

Rank

2022

Index Edition





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 52nd 49.84 >> 58.81 Labour-force participation rate % 46th 0.847 -8.97 0-100 Wage equality for similar work 1-7 (best) 74th 0.653 Estimated earned income int'l \$ 1,000 51st 0.689 -17.97k 39.85k ◆ ◆ 57.82k 0-150k 70th 0.526 -31.09 34.46 ♦ ♦ 65.54 Legislators, senior officials and managers % 0-100 47.78 52.22 Professional and technical workers % 1.000 4.45 0-100 1st • Educational Attainment 1.000 1st . Literacy rate % 1.000 1st Enrolment in primary education % 1st 1.000 0.83 98.70 • 99.53 0-100 Enrolment in secondary education % 1st 1.000 18.84 146.90 • • 165.74 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 23.60 68.64 ♦ ♦ 92.23 0-200 0.968 Health and Survival 91st 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 101st 1.022 **Political Empowerment** • 18th Women in parliament % 19th -16.00 42.00 ♦ ♦ 58.00 • 0-100 Women in ministerial positions % 1st 1.000 14.29 42.86 ◆ ◆ 57.14 0-100 Years with female/male head of state (last 50) 61st 0.019 -48.14 0.93 49.07 0-50

## **Belgium**

## **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			521.86
GDP per capita constant '17, intl. \$ 1000			48.72
Population sex ratio female/male			1.02
Population growth rate %			0.48
Indicator Million people	♦ Female	◆ Male	Value
Total population	5.82	5.72	11.54
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			3.80
Share of women's membership in boar	ds % (OECD co	untries only)	37.90
Firms with female majority ownership $^{9}$	% firms		11.80
Firms with female top managers % firms	S		17.90
Share of workers in informal sector % v	vorkers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		4.95
Indicator 1 Million people	♦ Female	◆ Male	Value
Labour-force	2.45	2.80	0.47
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	6.30	6.06	6.17
•			
Workers employed part-time % of employed people	0.55	0.31	0.42
Proportion of time spent on unpaid domestic and care work %	0.32	0.07	n.a.
•			
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Equal	rights 🔷
Inheritance rights for widows and daug	hters	Equal	rights 🔷
Access to land assets		Equal	rights 🔷
Access to non-land assets		Equal	rights 🔷
Civil and political freedom Indicator Unit			Value
Year women received right to vote year			1949
Number of female heads of state to date	te number		1.00
Seats held in upper house % total seats			48.30
Indicator Yes/No			Value
Election list quotas for women, nationa	I		Yes
Party membership quotas, voluntary			No
Indicator 0-1 (Equal rights)			Value
Access to justice		Equal	rights 🔷
Freedom of movement		Equal	rights 🔷

Family and care   Indicator Unit				
Public spending on family benefits % GPD         3.15           Unmet family planning % women 15-49         n. a.           Early marriage %         2.20           Mean age of women at birth of first child years         31.07           Indicator 0-1 (Equal rights)         Value           Right to divorce         Equal rights •           Indicator Days         Female         • Male         Value           Length of parental leave         105.00         21.00         n. a.           Education and skills         Female         • Male         Value           STEM Graduates Attainment %         Female         • Male         Value           STEM Graduates         25.83         74.17         0.35           Arts & Humanities         62.55         37.45         1.67           Business, Admin. & Law         54.12         45.88         1.18           Education         77.49         22.51         3.44           Education         77.49         22.51         3.40           Engineering, Manuf. & Construction         23.40         76.60         0.31           Health & Welfare         75.63         24.37         3.10           Natural Sci., Mathematics & Statistics         n. a.         n. a. <td< td=""><td>Family and care</td><td></td><td></td><td></td></td<>	Family and care			
Unmet family planning % women 15-49         n. a.           Early marriage %         2.20           Mean age of women at birth of first child years         31.07           Indicator 0-1 (Equal rights)         Value           Right to divorce         Equal rights •           Indicator Days         • Female         • Male         Value           Length of parental leave         105.00         21.00         n. a.           Education and skills         Female         • Male         Value           STEM Graduates         25.83         74.17         0.35           Agri., Forestry, Fisheries & Veterinary         62.13         37.87         1.64           Arts & Humanities         62.55         37.45         1.67           Business, Admin. & Law         54.12         45.88         1.18           Education         77.49         22.51         3.44           Engineering, Manuf. & Construction         23.40         76.60         0.31           Health & Welfare         75.63         24.37         3.10           Information & Comm. Technologies         9.88         90.12         0.11           Natural Sci., Journalism & Information         70.34         29.66         2.37           Vocational training	Indicator Unit			Value
Early marriage % 2.20  Mean age of women at birth of first child years 31.07  Indicator 0-1 (Equal rights) Value  Right to divorce Equal rights ♦  Indicator Days ♦ Female Male Value  Length of parental leave 105.00 21.00 n. a.  Education and skills  Graduates Attainment % Female Male Value  STEM Graduates 25.83 74.17 0.35  Agri., Forestry, Fisheries & Veterinary 62.13 37.87 1.64  Arts & Humanities 62.55 37.45 1.67  Business, Admin. & Law 54.12 45.88 1.18  Education 77.49 22.51 3.44  Engineering, Manuf. & Construction 23.40 76.60 0.31  Health & Welfare 75.63 24.37 3.10  Information & Comm. Technologies 9.88 90.12 0.11  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information 70.34 29.66 2.37  Vocational training 22.65 26.83 24.79  PhD graduates 0.43 0.79 0.60  Graduates % Female Male Value  Graduates from tertiary education 61.48 39.42 50.16  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women Births attended by skilled personnel % live births n. a.  Maternal mortality deaths per 100,000 live births 5.00  Total fertility rate births per woman 1.57  Indicator 0-1 (Equal rights) Value	Public spending on family benefits % G	PD		3.15
Mean age of women at birth of first child years       31.07         Indicator 0-1 (Equal rights)       Value         Right to divorce       Equal rights ◆         Indicator Days       Female       Male       Value         Length of parental leave       105.00       21.00       n. a.         Education and skills       Graduates Attainment %       Female       Male       Value         STEM Graduates       25.83       74.17       0.35         Agri., Forestry, Fisheries & Veterinary       62.13       37.87       1.64         Arts & Humanities       62.55       37.45       1.67         Business, Admin. & Law       54.12       45.88       1.18         Education       77.49       22.51       3.44         Engineering, Manuf. & Construction       23.40       76.60       0.31         Health & Welfare       75.63       24.37       3.10         Information & Comm. Technologies       9.88       90.12       0.11         Natural Sci., Mathematics & Statistics       n. a.       n. a.       n. a.         Vocational training       22.65       26.83       24.79         PhD graduates       0.43       0.79       0.60         Graduates from tertiary education <td>Unmet family planning % women 15-49</td> <td></td> <td></td> <td>n.a.</td>	Unmet family planning % women 15-49			n.a.
Indicator 0-1 (Equal rights)	Early marriage %			2.20
Right to divorce         Equal rights ◆ Indicator Days         Female         Male         Value           Length of parental leave         105.00         21.00         n. a.           Education and skills         Graduates Attainment %         Female         Male         Value           STEM Graduates         25.83         74.17         0.35           Agri., Forestry, Fisheries & Veterinary         62.13         37.87         1.64           Arts & Humanities         62.55         37.45         1.67           Business, Admin. & Law         54.12         45.88         1.18           Education         77.49         22.51         3.44           Engineering, Manuf. & Construction         23.40         76.60         0.31           Health & Welfare         75.63         24.37         3.10           Information & Comm. Technologies         9.88         90.12         0.11           Natural Sci., Mathematics & Statistics         n. a.         n. a.         n. a.           Social Sci., Journalism & Information         70.34         29.66         2.37           Vocational training         22.65         26.83         24.79           PhD graduates         0.43         0.79         0.60           Graduat	Mean age of women at birth of first chil	d years		31.07
Indicator Days         Female         Male         Value           Length of parental leave         105.00         21.00         n. a.           Education and skills         Graduates         4 Female         Male         Value           STEM Graduates         25.83         74.17         0.35           Agri., Forestry, Fisheries & Veterinary         62.13         37.87         1.64           Arts & Humanities         62.55         37.45         1.67           Business, Admin. & Law         54.12         45.88         1.18           Education         77.49         22.51         3.44           Engineering, Manuf. & Construction         23.40         76.60         0.31           Health & Welfare         75.63         24.37         3.10           Information & Comm. Technologies         9.88         90.12         0.11           Natural Sci., Mathematics & Statistics         n. a.         n. a.         n. a.           Social Sci., Journalism & Information         70.34         29.66         2.37           PhD graduates         0.43         0.79         0.60           Graduates from tertiary education         61.48         39.42         50.16           Health         Indicator Unit         <	Indicator 0-1 (Equal rights)			Value
Length of parental leave         105.00         21.00         n. a.           Education and skills         Graduates         Male         Value           STEM Graduates         25.83         74.17         0.35           Agri., Forestry, Fisheries & Veterinary         62.13         37.87         1.64           Arts & Humanities         62.55         37.45         1.67           Business, Admin. & Law         54.12         45.88         1.18           Education         77.49         22.51         3.44           Engineering, Manuf. & Construction         23.40         76.60         0.31           Health & Welfare         75.63         24.37         3.10           Information & Comm. Technologies         9.88         90.12         0.11           Natural Sci., Mathematics & Statistics         n. a.         n. a.         n. a.           Social Sci., Journalism & Information         70.34         29.66         2.37           Vocational training         22.65         26.83         24.79           PhD graduates         0.43         0.79         0.60           Graduates %         Female         Male         Value           Graduates from tertiary education         61.48         39.42 <td< td=""><td>Right to divorce</td><td></td><td>Equal</td><td>rights 🔷</td></td<>	Right to divorce		Equal	rights 🔷
Education and skills  Graduates Attainment %	Indicator Days	♦ Female	♦ Male	Value
Graduates Attainment %         Female         Male         Value           STEM Graduates         25.83         74.17         0.35           Agri., Forestry, Fisheries & Veterinary         62.13         37.87         1.64           Arts & Humanities         62.55         37.45         1.67           Business, Admin. & Law         54.12         45.88         1.18           Education         77.49         22.51         3.44           Engineering, Manuf. & Construction         23.40         76.60         0.31           Health & Welfare         75.63         24.37         3.10           Information & Comm. Technologies         9.88         90.12         0.11           Natural Sci., Mathematics & Statistics         n. a.         n. a.         n. a.           Social Sci., Journalism & Information         70.34         29.66         2.37           Vocational training         22.65         26.83         24.79           PhD graduates         0.43         0.79         0.60           Graduates %         Female         Male         Value           Graduates from tertiary education         61.48         39.42         50.16           Health         Indicator Unit         Value         Value	Length of parental leave	105.00	21.00	n.a.
Agri., Forestry, Fisheries & Veterinary 62.13 37.87 1.64  Arts & Humanities 62.55 37.45 1.67  Business, Admin. & Law 54.12 45.88 1.18  Education 77.49 22.51 3.44  Engineering, Manuf. & Construction 23.40 76.60 0.31  Health & Welfare 75.63 24.37 3.10  Information & Comm. Technologies 9.88 90.12 0.11  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information 70.34 29.66 2.37  Vocational training 22.65 26.83 24.79  PhD graduates % Female Male Value Graduates from tertiary education 61.48 39.42 50.16  Health Indicator Unit Value Prevalence of gender violence in lifetime % women Births attended by skilled personnel % live births Maternal mortality deaths per 100,000 live births Maternal mortality rate births per woman 1.57  Indicator 0-1 (Equal rights) Value	Education and skills			
Agri., Forestry, Fisheries & Veterinary  62.13 37.87 1.64  Arts & Humanities  62.55 37.45 1.67  Business, Admin. & Law  54.12 45.88 1.18  Education  77.49 22.51 3.44  Engineering, Manuf. & Construction  23.40 76.60 0.31  Health & Welfare  75.63 24.37 3.10  Information & Comm. Technologies  9.88 90.12 0.11  Natural Sci., Mathematics & Statistics  n. a.  n. a.  n. a.  Social Sci., Journalism & Information  70.34 29.66 2.37  Vocational training  22.65 26.83 24.79  PhD graduates  0.43 0.79 0.60  Graduates % Female  Graduates from tertiary education  61.48 39.42 50.16  Health  Indicator Unit  Value  Prevalence of gender violence in lifetime % women  Births attended by skilled personnel % live births  Maternal mortality deaths per 100,000 live births  Maternal mortality rate births per woman  1.57  Indicator 0-1 (Equal rights)  Value	Graduates Attainment %	◆ Female	◆ Male	Value
Arts & Humanities 62.55 37.45 1.67  Business, Admin. & Law 54.12 45.88 1.18  Education 77.49 22.51 3.44  Engineering, Manuf. & Construction 23.40 76.60 0.31  Health & Welfare 75.63 24.37 3.10  Information & Comm. Technologies 9.88 90.12 0.11  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information 70.34 29.66 2.37  Vocational training 22.65 26.83 24.79  PhD graduates 0.43 0.79 0.60  Graduates % Female Male Value  Graduates from tertiary education 61.48 39.42 50.16  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 24.00  Births attended by skilled personnel % live births n. a.  Maternal mortality deaths per 100,000 live births 5.00  Total fertility rate births per woman 1.57  Indicator 0-1 (Equal rights) Value	STEM Graduates	25.83	74.17	0.35
Arts & Humanities 62.55 37.45 1.67  Business, Admin. & Law 54.12 45.88 1.18  Education 77.49 22.51 3.44  Engineering, Manuf. & Construction 23.40 76.60 0.31  Health & Welfare 75.63 24.37 3.10  Information & Comm. Technologies 9.88 90.12 0.11  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information 70.34 29.66 2.37  Vocational training 22.65 26.83 24.79  PhD graduates 0.43 0.79 0.60  Graduates % Female Male Value  Graduates from tertiary education 61.48 39.42 50.16  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 24.00  Births attended by skilled personnel % live births n. a.  Maternal mortality deaths per 100,000 live births 5.00  Total fertility rate births per woman 1.57  Indicator 0-1 (Equal rights) Value	Agri Forgetty, Fighering & Veterings	60.10	07.07	1.64
Business, Admin. & Law  54.12  45.88  1.18  Education  77.49  22.51  3.44  Engineering, Manuf. & Construction  23.40  76.60  0.31  Health & Welfare  75.63  24.37  3.10  Information & Comm. Technologies  9.88  90.12  0.11  Natural Sci., Mathematics & Statistics  n. a.  n. a.  n. a.  Social Sci., Journalism & Information  70.34  29.66  2.37  Vocational training  22.65  26.83  24.79  PhD graduates  0.43  0.79  0.60  Graduates %  Female  Female  Male  Value  Graduates from tertiary education  61.48  39.42  50.16  Health  Indicator Unit  Value  Prevalence of gender violence in lifetime % women  Births attended by skilled personnel % live births  Maternal mortality deaths per 100,000 live births  Total fertility rate births per woman  1.57  Indicator 0-1 (Equal rights)  Value	Agn., Forestry, Fisheries & Veterinary	02.13 ♦	37.07	1.04
Education 77.49 22.51 3.44  Engineering, Manuf. & Construction 23.40 76.60 0.31  Health & Welfare 75.63 24.37 3.10  Information & Comm. Technologies 9.88 90.12 0.11  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information 70.34 29.66 2.37  Vocational training 22.65 26.83 24.79  PhD graduates 0.43 0.79 0.60  Graduates % Female Male Value  Graduates from tertiary education 61.48 39.42 50.16  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 24.00  Births attended by skilled personnel % live births n. a.  Maternal mortality deaths per 100,000 live births 5.00  Total fertility rate births per woman 1.57  Indicator 0-1 (Equal rights) Value	Arts & Humanities	62.55	37.45	1.67
Engineering, Manuf. & Construction 23.40 76.60 0.31  Health & Welfare 75.63 24.37 3.10  Information & Comm. Technologies 9.88 90.12 0.11  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information 70.34 29.66 2.37  Vocational training 22.65 26.83 24.79  PhD graduates 0.43 0.79 0.60  Graduates % Female Male Value  Graduates from tertiary education 61.48 39.42 50.16  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 24.00  Births attended by skilled personnel % live births n. a.  Maternal mortality deaths per 100,000 live births 5.00  Total fertility rate births per woman 1.57  Indicator 0-1 (Equal rights) Value	Business, Admin. & Law	54.12	45.88	1.18
Health & Welfare 75.63 24.37 3.10  Information & Comm. Technologies 9.88 90.12 0.11  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information 70.34 29.66 2.37  Vocational training 22.65 26.83 24.79  PhD graduates 0.43 0.79 0.60  Graduates % Female Male Value  Graduates from tertiary education 61.48 39.42 50.16  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 24.00  Births attended by skilled personnel % live births n. a.  Maternal mortality deaths per 100,000 live births 5.00  Total fertility rate births per woman 1.57  Indicator 0-1 (Equal rights) Value	Education	77.49	22.51	3.44
Information & Comm. Technologies  9.88  90.12  0.11  Natural Sci., Mathematics & Statistics  n. a.  n. a.  n. a.  Social Sci., Journalism & Information  70.34  29.66  2.37  Vocational training  22.65  26.83  24.79  PhD graduates  0.43  0.79  0.60  Graduates %  Female  Graduates from tertiary education  61.48  39.42  50.16  Health  Indicator Unit  Value  Prevalence of gender violence in lifetime % women  Births attended by skilled personnel % live births  Maternal mortality deaths per 100,000 live births  Total fertility rate births per woman  1.57  Indicator 0-1 (Equal rights)  Value	Engineering, Manuf. & Construction	23.40	76.60	0.31
Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information 70.34 29.66 2.37  Vocational training 22.65 26.83 24.79  PhD graduates 0.43 0.79 0.60  Graduates % Female Male Value  Graduates from tertiary education 61.48 39.42 50.16  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 24.00  Births attended by skilled personnel % live births n. a.  Maternal mortality deaths per 100,000 live births 5.00  Total fertility rate births per woman 1.57  Indicator 0-1 (Equal rights) Value	Health & Welfare	75.63	24.37	3.10
Social Sci., Journalism & Information 70.34 29.66 2.37  Vocational training 22.65 26.83 24.79  PhD graduates 0.43 0.79 0.60  Graduates % Female Male Value  Graduates from tertiary education 61.48 39.42 50.16  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 24.00  Births attended by skilled personnel % live births n. a.  Maternal mortality deaths per 100,000 live births 5.00  Total fertility rate births per woman 1.57  Indicator 0-1 (Equal rights) Value	Information & Comm. Technologies	9.88	90.12	0.11
Social Sci., Journalism & Information 70.34 29.66 2.37  Vocational training 22.65 26.83 24.79  PhD graduates 0.43 0.79 0.60  Graduates % Female Male Value  Graduates from tertiary education 61.48 39.42 50.16  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 24.00  Births attended by skilled personnel % live births n. a.  Maternal mortality deaths per 100,000 live births 5.00  Total fertility rate births per woman 1.57  Indicator 0-1 (Equal rights) Value	Natural Sci., Mathematics & Statistics	n.a.	n.a.	
PhD graduates 0.43 0.79 0.60  Graduates % Female Male Value Graduates from tertiary education 61.48 39.42 50.16  Health Indicator Unit Value Prevalence of gender violence in lifetime % women 24.00 Births attended by skilled personnel % live births n. a. Maternal mortality deaths per 100,000 live births 5.00 Total fertility rate births per woman 1.57 Indicator 0-1 (Equal rights) Value	Social Sci., Journalism & Information	70.34	29.66	
Graduates % Female Male Value  Graduates from tertiary education 61.48 39.42 50.16  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 24.00  Births attended by skilled personnel % live births n. a.  Maternal mortality deaths per 100,000 live births 5.00  Total fertility rate births per woman 1.57  Indicator 0-1 (Equal rights) Value	Vocational training	22.65	26.83	24.79
Graduates from tertiary education 61.48 39.42 50.16  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 24.00  Births attended by skilled personnel % live births n. a.  Maternal mortality deaths per 100,000 live births 5.00  Total fertility rate births per woman 1.57  Indicator 0-1 (Equal rights) Value	PhD graduates	0.43	0.79	0.60
Graduates from tertiary education 61.48 39.42 50.16  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 24.00  Births attended by skilled personnel % live births n. a.  Maternal mortality deaths per 100,000 live births 5.00  Total fertility rate births per woman 1.57  Indicator 0-1 (Equal rights) Value	Graduates %	♠ Female	♦ Male	Value
Health Indicator Unit Value Prevalence of gender violence in lifetime % women 24.00 Births attended by skilled personnel % live births n. a. Maternal mortality deaths per 100,000 live births 5.00 Total fertility rate births per woman 1.57 Indicator 0-1 (Equal rights) Value				
Indicator Unit  Prevalence of gender violence in lifetime % women  24.00  Births attended by skilled personnel % live births  n. a.  Maternal mortality deaths per 100,000 live births  5.00  Total fertility rate births per woman  1.57  Indicator 0-1 (Equal rights)  Value	<b>♦</b>	<b>♦</b>		
Prevalence of gender violence in lifetime % women 24.00  Births attended by skilled personnel % live births n. a.  Maternal mortality deaths per 100,000 live births 5.00  Total fertility rate births per woman 1.57  Indicator 0-1 (Equal rights) Value	Health			
Births attended by skilled personnel % live births n. a.  Maternal mortality deaths per 100,000 live births 5.00  Total fertility rate births per woman 1.57  Indicator 0-1 (Equal rights) Value	Indicator Unit			Value
Maternal mortality deaths per 100,000 live births 5.00  Total fertility rate births per woman 1.57  Indicator 0-1 (Equal rights) Value	Prevalence of gender violence in lifetime	e % women		24.00
Total fertility rate births per woman 1.57 Indicator 0-1 (Equal rights) Value	Births attended by skilled personnel %	live births		n.a.
Indicator 0-1 (Equal rights) Value	Maternal mortality deaths per 100,000 live	births		5.00
	Total fertility rate births per woman			1.57
Reproductive autonomy Equal rights 🔷	Indicator 0-1 (Equal rights)			Value
	Reproductive autonomy		Equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Economy Profile

**Belize** 



Global Gender Gap Index II	ndicat	tors			2	2022
ndicator	Rank	Score*	Compare with Global average	Gap F-M	♦ Female vs ♦ Male	Min Max
Economic Participation and Opportunity	48th	0.727	0 1	-	Min Max -	-
Labour-force participation rate %	115th	0.611	•	-29.85	46.90 ♦ → 76.75	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	107th	0.547	•	-3.60k	4.34k <b>◆</b> 7.93k	0-150
Legislators, senior officials and managers %	1st	1.000	•	13.36	43.32 ◆ ◆ 56.68	0-100
Professional and technical workers $\%$	83rd	0.911		-4.68	47.66   52.34	0-100
Educational Attainment	45th	0.997	1 111 1111	-	-	-
Literacy rate %	-	-	-	-	-	-
Enrolment in primary education %	86th	0.995	1 11114	-0.54	98.80 ♦ 99.34	0-100
Enrolment in secondary education %	1st	1.000	11 11 111 1111	3.17	83.68 � 86.85	0-200
Enrolment in tertiary education %	1st	1.000	1 II 11111 IIIII II	13.25	18.98 ♦♦ 32.23	0-200
Health and Survival	1st	0.980	<b>*</b>	-	-	-
Sex ratio at birth** %	1st	0.944	•	-	-	-
Healthy life expectancy** years	1st	1.060	•	-	-	-
Political Empowerment	133rd	0.075	<b>•</b>	-	-	-
Women in parliament %	126th	0.143	<b>*</b>	-75.00	12.50♦ ♦ 87.50	0-100
Women in ministerial positions %	113th	0.125	<b>*************************************</b>	-77.78	11.11 ♦ ♦ 88.89	0-10
Years with female/male head of state (last 50)	78th	0.000	<b>♦</b> ‡••••••••••••••••••••••••••••••••••••	-50.00	0 ♦ ♦ 50.00	0-50

Rank

95th

## **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			1.64
GDP per capita constant '17, intl. \$ 1000			6.12 1.01
Population sex ratio female/male			1.84
Population growth rate %			
Indicator Million people	♦ Female	♦ Male	Value
Total population	0.20	0.20	0.40
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in boar	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership 9			n.a.
Firms with female top managers % firms			n.a.
Share of workers in informal sector % v	vorkers		n. a.
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		4.30
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	0.07	0.11	0.39
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	11.40	5.49	7.79
<b>♦</b> •			
Workers employed part-time % of employed people	0.33	0.21	0.25
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n.a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Equal	rights 🔷
Inheritance rights for widows and daug	hters	Equal	rights 🔷
Access to land assets		Equal	rights 🤷
Access to non-land assets		Equal	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1981
Number of female heads of state to data Seats held in upper house % total seats	te number		35.70
Indicator Yes/No			Value
Election list quotas for women, nationa	l		n. a.
Party membership quotas, voluntary			n. a.
Indicator 0-1 (Equal rights)			Value
Access to justice Freedom of movement		Equal Restricted	rights 🔷 rights 💸

Family and care			
Indicator Unit			Value
Public spending on family benefits % GR	PD		n.a.
Unmet family planning % women 15-49			n. a.
Early marriage %  Mean age of women at birth of first child	<b>d</b>		17.50 27.03
-	u years		
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	98.00	0	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	41.83	58.17	0.72
Agri., Forestry, Fisheries & Veterinary	35.29	64.71	0.55
Arts & Humanities	71.43	28.57	2.50
•	•		
Business, Admin. & Law	68.63	31.37	2.19
Education	83.27	16.73	4.98
Engineering, Manuf. & Construction	9.09	90.91	0.10
Health & Welfare	69.86	30.14	2.32
Information & Comm. Technologies	19.44	80.56	0.24
Natural Sci., Mathematics & Statistics	52.83	47.17	1.12
Social Sci., Journalism & Information	69.81	30.19	2.31
Vocational training	2.95	3.01	2.98
PhD graduates	n. a.	n. a.	n. a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	9.56	3.98	6.77
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetime	e % women		n.a.
Births attended by skilled personnel %	ive births		94.00
Maternal mortality deaths per 100,000 live	births		36.00
Total fertility rate births per woman			2.27
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Restricted	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

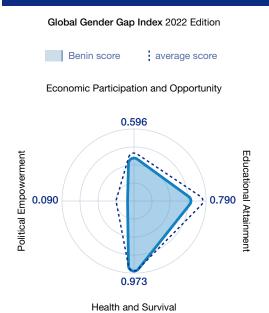
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

**Benin** 

0.612

Rank

Index Edition 2022





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.596 **•** 114th 0.955 Labour-force participation rate % 8th -3.27 69.33 \* 72.60 0-100 Wage equality for similar work 1-7 (best) 44th Estimated earned income int'l \$ 1,000 88th 0.610 -1.61k 2.52k 4.13k 128th -72.51 Legislators, senior officials and managers % 0.159 13.75 0-100 Professional and technical workers % 137th 0.235 -61.97 19.02♦ ♦ 80.98 0-100 Educational Attainment 0.790 138th **•** 0.576 Literacy rate % 138th . . 0.940 Enrolment in primary education % 107th -5.72 90.38 96.09 0-100 Enrolment in secondary education % 129th 0.809 -10.00 42.44 >> 52.44 0-200 Enrolment in tertiary education % 132nd 0.514 n 🍑 i i inin i ini -7.09 7.51 > 14.60 0-200 0.973 Health and Survival 65th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 71st 1.039 0.090 **Political Empowerment** 126th **•** 0.080 136th -85.20 7.40 Women in parliament % \_\_\_\_\_ 92.60 0-100 Women in ministerial positions % 76th 0.263 -58.33 20.83 ♦ 79.17 0-100 Years with female/male head of state (last 50) 78th 0.000 -50.00 ♦ 50.00 0-50

### **Benin**

## **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			15.65
GDP per capita constant '17, intl. \$ 1000			3.32
Population sex ratio female/male			1.00
Population growth rate %			2.69
Indicator Million people	♦ Female	♦ Male	Value
Total population	6.07	6.05	12.12
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %	í firms		21.30
Firms with female top managers % firms	3		25.90
Share of workers in informal sector $\%$ w	vorkers		96.90
Indicator 1-7 (best)			Value
Advancement of women to leadership r	oles		4.87
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	2.55	2.60	0.49
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force	1.73	1.20	1.46
(15-64)	1.73	1.20	1.40
Workers employed part-time % of employed people	0.32	0.20	0.26
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Near-equal	
Inheritance rights for widows and daugh	hters	·	rights 🔷
Access to land assets		Near-equal	
Access to non-land assets		Near-equal	- •
Civil and political freedom		. 1	- <b>V</b>
Indicator Unit			Value
Year women received right to vote year			1960
Number of female heads of state to date	e number		0
Seats held in upper house % total seats			n.a.
Indicator Yes/No			Value
Election list quotas for women, national			n.a.
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice		Near-equal	rights 🔷

Family and care			
Indicator Unit			Value
Public spending on family benefits $\%$ $\odot$	BPD .		n.a.
Unmet family planning % women 15-49			32.30
Early marriage %			16.60
Mean age of women at birth of first chi	ld years		28.86
Indicator 0-1 (Equal rights)			Value
Right to divorce		Near-equal	rights 🔷
Indicator Days	◆ Female	◆ Male	Value
Length of parental leave	98.00	3.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	54.88	45.12	1.22
<b>♦</b>	00.51	00.40	4 50
Agri., Forestry, Fisheries & Veterinary	60.51	39.49	1.53
Arts & Humanities	56.09	43.91	1.28
<b>♦</b>	<b>♦</b>		
Business, Admin. & Law	61.35	38.65	1.59
<b>♦</b>	•		
Education	n. a.	n. a.	n. a.
Engineering, Manuf. & Construction	54.64	45.36	1.20
♦	<b>♦</b>	40.00	1.20
Health & Welfare	63.67	36.33	1.75
<b>♦</b>	<b>♦</b>		
Information & Comm. Technologies	55.07	44.93	1.23
Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics	II. d.	II. d.	II. a.
Social Sci., Journalism & Information	61.49	38.51	1.60
<b>♦</b>	<b>♦</b>		
Vocational training	0.84	1.76	1.31
<b>*</b>			
PhD graduates	n. a.	n. a.	n.a.
Graduates %	◆ Female	♦ Male	Value
Graduates from tertiary education	n. a.	n.a.	n.a.
Haalib			
Health Indicator Unit			Value
Prevalence of gender violence in lifetim	A Women		68.60
Births attended by skilled personnel %			78.10
-			397.00
Maternal mortality deaths per 100,000 live  Total fertility rate births per woman	: ชามาเนาร		397.00 4.77
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Uneven	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

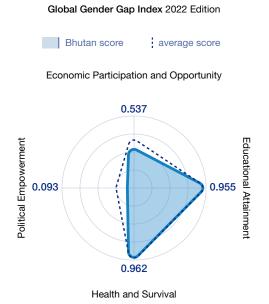
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

**Bhutan** 

Rank

Index Edition

2022





### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.537 **•** 126th Labour-force participation rate % 77th 0.766 -15.77 51.63 67.40 0-100 Wage equality for similar work 1-7 (best) Estimated earned income int'l \$ 1,000 99th 0.567 -5.74k 7.50k **4** 13.24k 0.227 -63.06 18.48 ♦ ♦ 81.54 Legislators, senior officials and managers % 119th 0-100 Professional and technical workers % 119th 0.487 -34.50 32.75♦ ♦ 67.25 0-100 Educational Attainment 0.955 111th Literacy rate % 124th Enrolment in primary education % 1st 1.000 2.85 94.94 \$\infty\$ 97.80 0-100 Enrolment in secondary education % 1st 1.000 .... 11.00 84.71 >> 95.71 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 0.99 15.98 • 16.97 0-200 0.962 Health and Survival 125th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 132nd 1.004 0.093 **Political Empowerment** 125th **•** 0.211 109th -65.20 17.40 ♦ \$2.60 Women in parliament % **•** 0-100 Women in ministerial positions % 120th 0.111 | **| •** -80.00 10.00 ♦ 90.00 0-100 Years with female/male head of state (last 50) 78th • -50.00 ◆ 50.00 0-50

## **Bhutan**

## **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			2.32
GDP per capita constant '17, intl. \$ 1000			10.55
Population sex ratio female/male			0.88
Population growth rate %			1.11
Indicator Million people	♦ Female	◆ Male	Value
Total population	0.36	0.41	0.77
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) $\%$			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %	6 firms		32.80
Firms with female top managers % firms			26.30
Share of workers in informal sector % w	vorkers		n. a.
Indicator 1-7 (best)			Value
Advancement of women to leadership r	roles		5.54
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	0.14	0.21	0.40
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	5.74	3.50	4.39
♦♦			
Workers employed part-time % of employed people	0.11	0.06	0.08
Proportion of time spent on unpaid domestic and care work %	2.57	0.97	n.a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Equal	rights 🔷
Inheritance rights for widows and daug	hters	Equal	rights 🔷
Access to land assets		Near-equal	rights 🔷
Access to non-land assets		Equal	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			2007
Number of female heads of state to dat	e number		0
Seats held in upper house % total seats			12.50
Indicator Yes/No			Value
Election list quotas for women, national	l		n.a.
Party membership quotas, voluntary			n.a.
Indicator 0-1 (Equal rights)			Value
Access to justice		Equal	rights 🔷
Freedom of movement			rights 🔷

Family and care			
Indicator Unit			Value
Public spending on family benefits % G	iPD .		n.a.
Unmet family planning % women 15-49			n.a.
Early marriage %			16.30
Mean age of women at birth of first chi	ld years		28.75
Indicator 0-1 (Equal rights)			Value
Right to divorce		Restricted	rights 💠
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	56.00	7.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	n.a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	15.48	84.52	0.18
Arts & Humanities	56.86	43.14	1.32
Business, Admin. & Law	n. a.	n. a.	n. a.
Education	n.a.	n.a.	n. a.
Engineering, Manuf. & Construction	24.91	75.09	0.33
Health & Welfare	52.63	47.37	1.11
Information & Comm. Technologies	n.a.	n.a.	n. a.
Natural Sci., Mathematics & Statistics	n. a.	n.a.	n. a.
Social Sci., Journalism & Information	n.a.	n.a.	n.a.
Vocational training	n.a.	n.a.	n. a.
PhD graduates	0.11	0.27	0.20
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	n.a.	n. a.	n. a.
Health Indicator Unit			Value
Prevalence of gender violence in lifetim Births attended by skilled personnel % Maternal mortality deaths per 100,000 live	live births		26.50 96.20 183.00 1.95
Total fertility rate births per woman			Value
Indicator 0-1 (Equal rights)			
Reproductive autonomy		Uneven	rights 🧇

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Rank 51st Index Edition

2022

## **Bolivia (Plurinational State of)**



### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.642 97th Labour-force participation rate % 60th 0.815 -15.48 68.28 ♦ ♦ 83.77 0-100 Wage equality for similar work 1-7 (best) 125th 0.484 Estimated earned income int'l \$ 1,000 30th -2.42k 6.63k • 9.05k 0.430 -39.84 30.08♦ ♦ 69.92 Legislators, senior officials and managers % 91st 0-100 46.01 >> 53.99 Professional and technical workers % 88th 0.852 -7.98 0-100 Educational Attainment 0.980 91st 0.929 Literacy rate % 101st 0.999 Enrolment in primary education % 72nd -0.05 94.65 ♦ 94.70 0-100 Enrolment in secondary education % 90th 0.982 -1.62 89.15 90.78 0-200 Enrolment in tertiary education % 0.962 Health and Survival 128th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 135th 1.002 **Political Empowerment** 0.352 **\*** 36th 0.859 46.20 >> 53.80 9th -7.60 Women in parliament % • 0-100 Women in ministerial positions % 70th 0.286 • -55.56 22.22♦ ♦ 77.78 0-100 Years with female/male head of state (last 50) 55th -46.68 ◆ 48.34 0-50

## **Bolivia (Plurinational State of)**

## **Complementary Targets and Contextual Indicators**

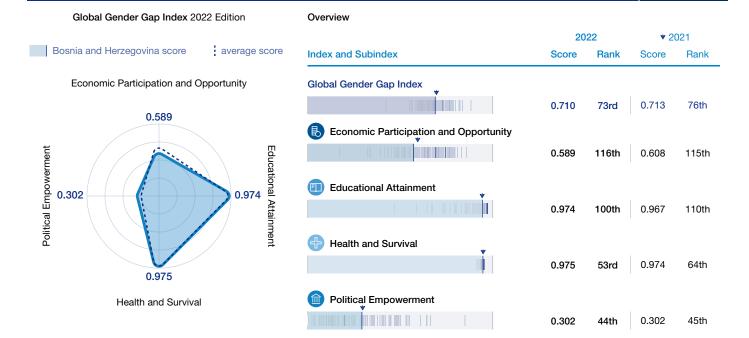
General indicators			
Indicator Unit			Value
GDP US\$ billions			36.57
GDP per capita constant '17, intl. \$ 1000			7.85
Population sex ratio female/male			0.99
Population growth rate %			1.38
Indicator Million people	♦ Female	♦ Male	Value
Total population	5.82	5.86	11.67
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n. a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %	6 firms		41.60
Firms with female top managers % firms	3		26.30
Share of workers in informal sector $\%$ w	orkers		84.90
Indicator 1-7 (best)			Value
Advancement of women to leadership r	oles		3.37
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	2.85	3.46	0.45
Indicator Unit	♦ Female		Value
Unemployed adults % of labour force			
(15-64)	7.03	4.54	5.65
Workers employed part-time % of employed people	n.a.	n.a.	n. a.
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Equal	rights 🔷
Inheritance rights for widows and daugl	hters	Near-equal	rights 🔷
Access to land assets		Near-equal	rights 🧇
Access to non-land assets		Near-equal	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1952
Number of female heads of state to dat	e number		0
Seats held in upper house % total seats			55.60
Indicator Yes/No			Value
Election list quotas for women, national			Yes
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice		Near-equal	rights 🗆
Freedom of movement			rights 🔷

ators			2022
Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		n. a.
Unmet family planning % women 15-49			n.a.
Early marriage %			12.00
Mean age of women at birth of first chil	d years		28.55
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	90.00	3.00	n.a.
Education and skills			
Graduates Attainment %	◆ Female	♦ Male	Value
STEM Graduates	n.a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n. a.
Arts & Humanities	n. a.	n.a.	n. a.
Business, Admin. & Law	n. a.	n. a.	n. a.
Education	n. a.	n.a.	n. a.
Engineering, Manuf. & Construction	n. a.	n.a.	n. a.
Health & Welfare	n. a.	n.a.	n. a.
Information & Comm. Technologies	n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.
Social Sci., Journalism & Information	n. a.	n. a.	n. a.
Vocational training	26.83	27.60	27.22
PhD graduates	0.11	0.27	0.19
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	n. a.	n. a.	n. a.
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetime % women			64.10
Births attended by skilled personnel $\%$	live births		71.50
Maternal mortality deaths per 100,000 live	births		155.00
Total fertility rate births per woman			2.69
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Near-equal rights 🧇	

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

## Bosnia and Herzegovina



### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.589 **\*** 116th Labour-force participation rate % 113th 0.616 -20.09 32.26 ♦ ♦ 52.35 0-100 Wage equality for similar work 1-7 (best) 113th 0.574 Estimated earned income int'l \$ 1,000 112th 0.532 -8.92k 10.14k • 19.06k 105th -49.75 Legislators, senior officials and managers % 0.336 0-100 Professional and technical workers % 1.000 6.21 46.90 >> 53.10 0-100 1st • Educational Attainment 0.974 100th Literacy rate % 94th 0.957 . . . . . . . . . . . . . Enrolment in primary education % Enrolment in secondary education % 98th 0.974 -0.01 0.49 ♦ 0.51 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 15.99 30.18 46.17 0-200 0.975 Health and Survival 53rd 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 59th 1.046 **Political Empowerment** 0.302 • 44th 0.355 75th -47.60 26.20♦ ♦ 73.80 Women in parliament % **\*** 0-100 Women in ministerial positions % 80th 0.231 **фи**јентин и по ј -62.50 18.75♦ ♦ 81.25 0-100 Years with female/male head of state (last 50) 13th -26.67 0-50

## Bosnia and Herzegovina

## **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			19.95
GDP per capita constant '17, intl. \$ 1000			14.51
Population sex ratio female/male			1.04
Population growth rate %			-0.61
Indicator Million people	♦ Female	♦ Male	Value
Total population	1.67	1.61	3.28
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n. a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %	% firms		13.00
Firms with female top managers $\%$ firms	S		16.60
Share of workers in informal sector $\%$ v	vorkers		14.30
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		3.69
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	0.46	0.71	0.39
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force			
(15-64)	17.50	13.29	14.96
Workers employed part-time % of employed people	0.15	0.09	0.12
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Equal	rights 🔷
Inheritance rights for widows and daug	hters	Near-equal	rights 🔷
Access to land assets		Near-equal	rights 💠
Access to non-land assets		Near-equal	rights 🤷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1992
Number of female heads of state to dat	te number		C
Seats held in upper house % total seats			20.00
Indicator Yes/No			Value
Election list quotas for women, nationa	I		Yes
Party membership quotas, voluntary			No
Indicator 0-1 (Equal rights)			Value
Access to justice		Near-equal	rights 💠
Freedom of movement		Equal	rights 🤷

Value
n.a.
n.a.
0.70
29.26
Value
ghts 🔷
Value
n.a.
Value
0.80
1.33
0.00
2.20
1.33
n.a.
0.65
2.75
2.70
n.a.
2.56
n.a.
22.30
22.00
0.18
Value
28.56
Value
13.10
99.90
10.00
10.00 1.25

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

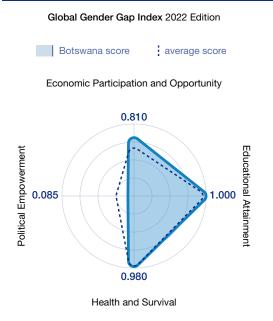
Botswana

0.719

Rank

Index Edition

2022





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Rank Global average F-M Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.810 7th 56.28 ◆ ◆ 65.15 Labour-force participation rate % 39th 0.864 -8.87 0-100 Wage equality for similar work 1-7 (best) 62nd 0.676 Estimated earned income int'l \$ 1,000 39th -4.83k === 12.30k **3** 17.14k 0-150k 44.78 ♦ ♦ 55.22 Legislators, senior officials and managers % 1st 1.000 10.44 0-100 45.39 ♦ ♦ 54.61 Professional and technical workers % 1st 1.000 9.22 0-100 • Educational Attainment 1.000 22nd . Literacy rate % 1.000 1st Enrolment in primary education % 1st 1.000 1.16 88.38 • 89.54 0-100 Enrolment in secondary education % 1.000 Enrolment in tertiary education % 1st 11.61 20.34 >> 31.95 0-200 0.980 Health and Survival 1st 0.944 Sex ratio at birth\*\* % 1st 1.060 Healthy life expectancy\*\* years 1st 0.085 Political Empowerment 129th **•** 0.125 Women in parliament % 130th -77.80 ♦ 88.90 • 11.10♦ 0-100 Women in ministerial positions % 92nd 0.188 -68.42 15.79♦ ♦ 84.21 0-100 Years with female/male head of state (last 50) 78th • -50.00 ♦ 50.00 0-50

#### **Botswana**

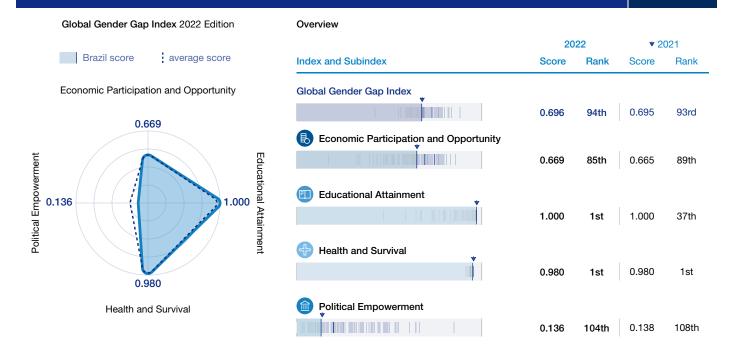
#### **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			15.06
GDP per capita constant '17, intl. \$ 1000			14.65
Population sex ratio female/male			1.06
Population growth rate %			2.06
Indicator Million people	♦ Female	♦ Male	Value
Total population	1.21	1.14	2.35
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %	6 firms		n.a.
Firms with female top managers % firms			n.a.
Share of workers in informal sector % w	vorkers		72.00
Indicator 1-7 (best)			Value
Advancement of women to leadership r	roles		4.69
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	0.47	0.50	0.49
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	24.86	22.67	23.74
Workers employed part-time % of employed people	0.19	0.12	0.15
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Near-equal	rights 💠
Inheritance rights for widows and daugh	hters	Near-equal	rights 💠
Access to land assets		Uneven	rights 🤙
, locoso to laria acosto			
Access to non-land assets		Uneven	rights 🤙
		Uneven	rights 🦠
Access to non-land assets		Uneven	
Access to non-land assets  Civil and political freedom		Uneven	Value
Access to non-land assets  Civil and political freedom  Indicator Unit	<b>e</b> number	Uneven	Value 1966
Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to dat Seats held in upper house % total seats	<b>e</b> number	Uneven	Value 1966 0 n. a. Value
Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No		Uneven	Value 1966 0 n. a. Value
Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to dat Seats held in upper house % total seats		Uneven	Value 1966 0
Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No  Election list quotas for women, national		Uneven	Value 1966 0 n. a. Value No

41013			LULL						
Family and care									
Indicator Unit			Value						
Public spending on family benefits % G	iPD		n. a.						
Unmet family planning % women 15-49			n.a.						
Early marriage %			7.10						
Mean age of women at birth of first chil	Mean age of women at birth of first child years								
Indicator 0-1 (Equal rights)			Value						
Right to divorce		Unever	rights 🔷						
Indicator Days	◆ Female	♦ Male	Value						
Length of parental leave	84.00	0	n.a.						
Education and skills									
Graduates Attainment %	◆ Female	◆ Male	Value						
STEM Graduates	n. a.	n.a.	n.a.						
Agri., Forestry, Fisheries & Veterinary	57.96	42.04	1.38						
Arts & Humanities	56.00	44.00	1.27						
Business, Admin. & Law	n. a.	n.a.	n.a.						
Education	70.59	29.41	2.40						
Engineering, Manuf. & Construction	n. a.	n.a.	n. a.						
Health & Welfare	70.04	29.96	2.34						
Information & Comm. Technologies	n. a.	n.a.	n. a.						
Natural Sci., Mathematics & Statistics	n.a.	n.a.	n. a.						
Social Sci., Journalism & Information	n. a.	n.a.	n. a.						
Vocational training	n.a.	n.a.	n. a.						
PhD graduates	n. a.	n.a.	n. a.						
Graduates %	♦ Female	♦ Male	Value						
Graduates from tertiary education	n. a.	n.a.	n.a.						
Health Indicator Unit			Value						
Prevalence of gender violence in lifetim	e % women		n.a.						
Births attended by skilled personnel $\%$	live births		99.80						
Maternal mortality deaths per 100,000 live	births		144.00						
Total fertility rate births per woman			2.84						
Indicator 0-1 (Equal rights)			Value						
Reproductive autonomy		Near-equa	l rights 🔷						

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.



Global Gender Gap Index I	ndicat	tors				2022
Indicator	Rank	Score*	Compare with Global average	Gap F-M <b>■</b>	♦ Female vs ♦ Male	Min Max
Economic Participation and Opportunity	85th	0.669	0 1	-	Min Max -	-
Labour-force participation rate %	93rd	0.720		-19.13	49.11 ◆ ◆ 68.24	0-100
Wage equality for similar work 1-7 (best)	117th	0.559	•	-	-	-
Estimated earned income int'l \$ 1,000	84th	0.619	·	-6.64k	10.80k <b>↔</b> 17.44k	0-150k
Legislators, senior officials and managers %	42nd	0.630	•	-22.69	38.65 ◆ ◆ 61.35	0-100
Professional and technical workers %	1st	1.000	•	4.08	47.96   52.04	0-100
Educational Attainment	1st	1.000		-	-	-
Literacy rate %	1st	1.000		-	-	-
Enrolment in primary education %	1st	1.000	1 11111	0.28	99.14♦ 99.42	0-100
Enrolment in secondary education %	1st	1.000		5.46	101.30 ♦ 106.76	0-200
Enrolment in tertiary education %	1st	1.000	i i i i i i i i i i i i i i i i i i i	18.09	46.26 ♦ ♦ 64.35	0-200
Health and Survival	1st	0.980	<b>*</b>	-	-	-
Sex ratio at birth** %	1st	0.944	•	-	-	-
Healthy life expectancy** years	1st	1.060	ı	-	-	-
Political Empowerment	104th	0.136	•	-	-	-
Women in parliament %	119th	0.174	<b>*</b>	-70.40	14.80 ♦ ♦ 85.20	0-100
Women in ministerial positions %	115th	0.118	••••••••••••••••••••••••••••••••••••••	-78.95	10.53♦ ♦ 89.47	0-100
Years with female/male head of state (last 50)	26th	0.120	<b>→</b> • • • • • • • • • • • • • • • • • • •	-39.28	5.36♦ ♦ 44.64	0-50

#### **Brazil**

#### **Complementary Targets and Contextual Indicators**

2022

General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			1,444.73	Public spending on far
GDP per capita constant '17, intl. \$ 1000			14.06	Unmet family planning
Population sex ratio female/male			1.04	Early marriage %
Population growth rate %			0.71	Mean age of women at
Indicator Million people	♦ Female		Value	Indicator 0-1 (Equal righ
Total population	108.12	104.44	212.56	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leav
Gender pay gap (OECD only) %			n.a.	Education and skills
Share of women's membership in boar	ds % (OECD co	untries only)	16.90	Graduates Attainment 9
Firms with female majority ownership	% firms		n.a.	
Firms with female top managers % firms	S		n.a.	STEM Graduates
Share of workers in informal sector % v	vorkers		39.40	Agri., Forestry, Fisherie
Indicator 1-7 (best)			Value	, ign., i oreatry, i lanene
Advancement of women to leadership	roles		4.13	Arts & Humanities
Indicator 1 Million people	♦ Female	♦ Male	Value	
Labour-force	42.97	56.46	0.43	Business, Admin. & La
Indicator Unit	♦ Female	♦ Male	Value	Education
Unemployed adults % of labour force (15-64)	16.75	11.25	13.65	Engineering, Manuf. &
Workers employed part-time % of employed people	0.34	0.19	0.25	Health & Welfare
Proportion of time spent on unpaid				Information & Comm.
domestic and care work %	n. a.	n.a.	n. a.	Natural Sci., Mathemat
Access to finance				Natural Gol., Matricinal
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism
Access to financial services		Equa	I rights 🔷	•
Inheritance rights for widows and daug	hters	Equa	l rights 🔷	Vocational training
Access to land assets		Near-equa	l rights 🔷	<b>*</b>
Access to non-land assets		Near-equa	l rights 🔷	PhD graduates
Civil and political freedom				Cradustee
Indicator Unit			Value	Graduates %
Year women received right to vote year			1985	Graduates from tertiary
Number of female heads of state to da	te number		1.00	
Seats held in upper house % total seats			17.30	Health
Indicator Yes/No			Value	Indicator Unit
Election list quotas for women, nationa	I		Yes	Prevalence of gender v
Party membership quotas, voluntary			Yes	Births attended by skill
Indicator 0-1 (Equal rights)			Value	Maternal mortality deat
Access to justice		Egua	I rights 🔷	Total fertility rate births
Freedom of movement		-	l rights ♦	Indicator 0-1 (Equal righ
			•	Reproductive autonom

Family and care Indicator Unit			Value
Public spending on family benefits % G	PD		n. a.
Unmet family planning % women 15-49			n. a.
Early marriage %			15.40
Mean age of women at birth of first child	d years		27.13
Indicator 0-1 (Equal rights)	•		Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	120.00	7.00	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	36.64	63.36	0.58
<b>♦</b>	<b>♦</b>		
Agri., Forestry, Fisheries & Veterinary	49.48	50.52	0.98
Arts & Humanities	55.15	44.85	1.23
Business, Admin. & Law	58.00	42.00	1.38
Education	n.a.	n.a.	n. a.
Engineering, Manuf. & Construction	36.66	63.34	0.58
Health & Welfare	75.69	24.31	3.11
Information & Comm. Technologies	n.a.	n.a.	n. a.
Natural Sci., Mathematics & Statistics	n.a.	n.a.	n. a.
Social Sci., Journalism & Information	70.91	29.09	2.44
Vocational training	4.52	3.49	4.00
PhD graduates	0.21	0.31	0.26
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	n. a.	n. a.	n. a.
Health Indicator Unit			Value
Prevalence of gender violence in lifetime	e % women		33.50
Births attended by skilled personnel %			99.10
Maternal mortality deaths per 100,000 live			60.00
Total fertility rate births per woman			1.72
Indicator 0-1 (Equal rights)			Value

Uneven rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Rank 104th Index Edition

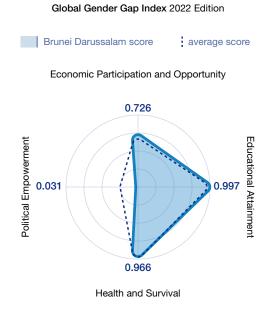
0.031

152nd

2022

2022

## Brunei Darussalam



#### Overview 2022 **¥** 2021 **Index and Subindex** Score Rank Score Rank Global Gender Gap Index 0.680 104th 0.678 111th B Economic Participation and Opportunity 0.726 49th 0.722 51st **Educational Attainment** 0.997 48th 0.992 75th Health and Survival 0.965 0.966 104th 112th Political Empowerment

0.031

#### Global Gender Gap Index Indicators Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 49th Labour-force participation rate % 86th -18.27 54.07 ♦ 72.34 0-100 Wage equality for similar work 1-7 (best) 17th Estimated earned income int'l \$ 1,000 66th 0.663 -25.00k 49.25k ◆ ◆ 74.25k 0-150k 0.574 -27.10 36.45 ♦ ♦ 63.55 Legislators, senior officials and managers % 54th 0-100 47.88 🔷 52.12 Professional and technical workers % 79th 0.919 -4.24 0-100 • Educational Attainment 0.997 48th 0.982 76th • Literacy rate % Enrolment in primary education % 1st 1.000 0.31 98.17 • 98.48 0-100 Enrolment in secondary education % 1st 1.000 3.01 89.90 \$ 92.91 0-200 Enrolment in tertiary education % 1st 1.000 14.02 25.35 \*\* 39.36 0-200 0.966 Health and Survival 104th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 115th 1.014 0.031 **• Political Empowerment** 144th 0.100 134th -81.80 ♦ 90.90 Women in parliament % • 0-100 Women in ministerial positions % 140th 0.000 **\*\*\*\*\*\*\*\*** -100.00 **100.00** 0-100 Years with female/male head of state (last 50) 78th ♦ -50.00 **♦** 50.00 0-50

### Brunei Darussalam

0.680 104th

### **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			12.01
GDP per capita constant '17, intl. \$ 1000			62.20
Population sex ratio female/male			0.93
Population growth rate %			0.96
Indicator Million people	♦ Female	◆ Male	Value
Total population	0.21	0.23	0.44
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n. a
Share of women's membership in board	ds % (OECD co	untries only)	n.a
Firms with female majority ownership %	6 firms		n. a
Firms with female top managers % firms			n. a
Share of workers in informal sector % w	vorkers		30.30
Indicator 1-7 (best)			Value
Advancement of women to leadership r	roles		4.91
Indicator 1 Million people	♦ Female	◆ Male	Value
Labour-force	0.09	0.13	0.41
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force	0.00	0.04	7.40
(15-64)	8.93	6.34	7.40
Workers employed part-time % of			
Workers employed part-time % of employed people	0.18	0.12	0.15
employed people  ◆	0.18	0.12	0.15
	0.18 n. a.	0.12 n. a.	0.15 n. a
employed people  ◆  Proportion of time spent on unpaid			
employed people  ◆  Proportion of time spent on unpaid			
employed people  Proportion of time spent on unpaid domestic and care work %			n. a
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance		n.a.	n. a
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)	n.a.	n.a.	n. a Value rights 🍨
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services	n.a.	n. a. Equal Unequal	value
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daugitations.	n.a.	n. a. Equal Unequal Equal	value
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughted	n.a.	n. a. Equal Unequal Equal	value rights & rights &
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daugle Access to land assets  Access to non-land assets	n.a.	n. a. Equal Unequal Equal	n. a  Value rights ♦ rights ♦ rights ♦
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daugi Access to land assets  Access to non-land assets  Civil and political freedom	n.a.	n. a. Equal Unequal Equal	n. a  Value  rights  rights  rights  Value
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugi Access to land assets Access to non-land assets  Civil and political freedom Indicator Unit	n.a.	n. a. Equal Unequal Equal	n. a  Value rights  rights  rights  Value  value
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugl Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year	n.a.	n. a. Equal Unequal Equal	n. a  Value rights  rights  rights  Value n. a
Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daugl Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to dat	n.a.	n. a. Equal Unequal Equal	n. a  Value rights  rights  rights  Value  n. a  0  n. a
Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugitaces to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats	n. a.  hters	n. a. Equal Unequal Equal	n. a  Value rights  rights  rights  Value  n. a  Value  value
Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daugl Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to dat Seats held in upper house % total seats  Indicator Yes/No	n. a.  hters	n. a. Equal Unequal Equal	n. a  Value rights  rights  rights  Value  n. a  Value n. a  Value n. a
Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugitaces to land assets Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No  Election list quotas for women, national	n. a.  hters	n. a. Equal Unequal Equal	value rights & rights &
Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daughted Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No Election list quotas for women, national Party membership quotas, voluntary	n. a.  hters	n. a. Equal Unequal Equal	n. a  Value rights  rights  rights  rights  Value  n. a  Value  n. a  Value  value  value

Family and care			
Indicator Unit			Value
Public spending on family benefits $\%$ G	PD		n.a.
Unmet family planning % women 15-49			n.a.
Early marriage %			3.20
Mean age of women at birth of first chil	d years		30.30
Indicator 0-1 (Equal rights)			Value
Right to divorce		Unequal	rights 🗇
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	91.00	0	n.a.
Education and skills			
Graduates Attainment %	♦ Female	♦ Male	Value
STEM Graduates	54.34	45.66	1.19
<b>*</b>	<b>♦</b>		
Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n.a.
Arts & Humanities	61.00	20.60	1 50
Arts & Humanities	61.32 ◆	38.68	1.59
Business, Admin. & Law	68.31	31.69	2.16
<b>*</b>	<b>♦</b>		
Education	72.97	27.03	2.70
<b>♦</b>		<b>•</b>	
Engineering, Manuf. & Construction	52.26	47.74	1.09
Health & Welfare	n. a.	n.a.	n.a.
Information & Comm. Technologies	n.a.	n.a.	n.a.
Natural Sci., Mathematics & Statistics	73.37	26.63	2.76
Social Sci., Journalism & Information	74.09	25.91	2.86
The state of	74.03	♦	2.00
Vocational training	7.61	7.62	7.61
<b>*</b>			
PhD graduates	n.a.	n.a.	n.a.
Graduates %	♦ Female	◆ Male	Value
Graduates from tertiary education	30.07	16.52	22.95
<b>♦</b>			
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		n.a.
Births attended by skilled personnel %			99.80
Maternal mortality deaths per 100,000 live	births		31.00
Total fertility rate births per woman			1.82
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Restricted	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

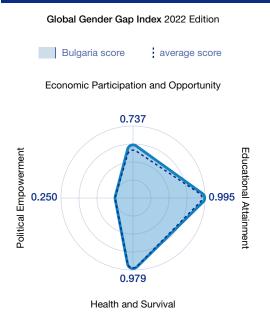
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

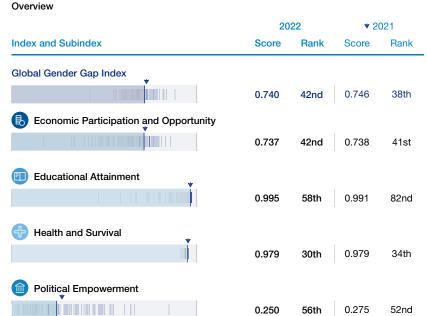
Bulgaria

0.740

Rank 42nd Index Edition

2022





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 42nd • Labour-force participation rate % 69th 0.785 -13.49 49.14 • 62.64 0-100 0.687 Wage equality for similar work 1-7 (best) 55th Estimated earned income int'l \$ 1,000 73rd 0.641 -9.86k 17.59k • 27.46k 0-150k 30th -17.32 41.34 ◆ ◆ 58.66 Legislators, senior officials and managers % 0-100 41.61 ♦ ♦ 58.39 Professional and technical workers % 1st 1.000 16.79 0-100 • Educational Attainment 0.995 58th Literacy rate % 1.000 Enrolment in primary education % 66th -0.01 85.39 85.39 0-100 Enrolment in secondary education % 91st 0.982 -1.71 91.51 • 93.22 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 16.62 65.34 • 81.96 0-200 0.979 Health and Survival 30th 0.943 Sex ratio at birth\*\* % 111th Healthy life expectancy\*\* years 1.060 1st 0.250 **Political Empowerment** • 56th 0.290 85th -55.00 22.50♦ ♦ 77.50 Women in parliament % • 0-100 Women in ministerial positions % 29th 0.636 -22.22 0-100 Years with female/male head of state (last 50) 70th 0.006 -49.45 49.73 0-50

### Bulgaria

#### **Complementary Targets and Contextual Indicators**

Indicator Unit			Value
GDP US\$ billions			69.89
GDP per capita constant '17, intl. \$ 1000			22.38
Population sex ratio female/male			1.06
Population growth rate %			-0.60
Indicator Million people	♦ Female		Value
Total population	3.57	3.37	6.93
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			2.56
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %	firms		16.20
Firms with female top managers % firms	;		28.80
Share of workers in informal sector % w	orkers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership re	oles		5.00
Indicator 1 Million people	◆ Female	◆ Male	Value
Labour-force	1.50	1.77	0.46
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force (15-64)	4.78	4.98	4.89
<b>•</b>			
Workers employed part-time % of employed people	0.16	0.12	0.14
Proportion of time spent on unpaid			
roportion of time spent on unpaid			
domestic and care work %	n.a.	n.a.	n.a.
	n. a.	n. a.	n. a.
domestic and care work %	n. a.	n. a.	
	n. a.	n.a.	n. a. Value
Access to finance Indicator 0-1 (Equal rights) Access to financial services		Near-equal	Value rights ❖
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugh		Near-equal Equal	Value rights ❖ rights ❖
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugh		Near-equal Equal Near-equal	Value rights ❖ rights ❖ rights ❖
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugh Access to land assets Access to non-land assets		Near-equal Equal	Value rights ❖ rights ❖ rights ❖
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugh Access to land assets Access to non-land assets Civil and political freedom		Near-equal Equal Near-equal	Value rights ❖ rights ❖ rights ❖ rights ❖
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugh Access to land assets Access to non-land assets Civil and political freedom Indicator Unit		Near-equal Equal Near-equal	Value rights ❖ rights ❖ rights ❖ rights ❖
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daught Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Indicator Work widows and daught Indicator Unit	nters	Near-equal Equal Near-equal	Value rights ◆ rights ◆ rights ◆ rights ◆ Value 1945
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugh Access to land assets Access to non-land assets Civil and political freedom	nters	Near-equal Equal Near-equal	Value rights ❖ rights ❖ rights ❖ rights ❖
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugh Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to date	nters	Near-equal Equal Near-equal	Value rights ◆ rights ◆ rights ◆ rights ◆ Value 1945 0
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugh Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to date Seats held in upper house % total seats	nters e number	Near-equal Equal Near-equal	Value rights ◆ rights ◆ rights ◆ rights ◆ value 1945 0 n. a.
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugh Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to date Seats held in upper house % total seats	nters e number	Near-equal Equal Near-equal	Value rights ◆ rights ◆ rights ◆ rights ◆  Value  1945 0 n. a.  Value
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daught Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to date Seats held in upper house % total seats Indicator Yes/No Election list quotas for women, national	nters e number	Near-equal Equal Near-equal	Value rights ❖ rights ❖ rights ❖ rights ❖ Value 1945 0 n. a. Value n. a.
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugh Access to land assets Access to non-land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to date Seats held in upper house % total seats Indicator Yes/No Election list quotas for women, national Party membership quotas, voluntary	nters e number	Near-equal Equal Near-equal Near-equal	Value rights ◆ rights ◆ rights ◆ rights ◆  Value 1945 0 n. a.  Value n. a. n. a.

Family and care Indicator Unit			Value
Public spending on family benefits % Gi Unmet family planning % women 15-49 Early marriage % Mean age of women at birth of first child			n. a. n. a. 1.50 27.66
Indicator 0-1 (Equal rights)			Value
Right to divorce		Near-equal	rights 🔷
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	410.00	21.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	♦ Male	Value
STEM Graduates	n.a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	46.21	53.79	0.86
Arts & Humanities	67.81	32.19	2.11
Business, Admin. & Law	67.67	32.33	2.09
Education	83.08	16.92	4.91
Engineering, Manuf. & Construction	28.67	71.33	0.40
Health & Welfare	70.34	29.66	2.37
Information & Comm. Technologies	38.74	61.26	0.63
Natural Sci., Mathematics & Statistics	68.08	31.92	2.13
Social Sci., Journalism & Information	66.71	33.29	2.00
Vocational training	13.07	19.12	16.19
PhD graduates	n.a.	n. a.	n. a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	59.13 ◆	40.00	49.24
Health Indicator Unit	- 0/		Value
Prevalence of gender violence in lifetime Births attended by skilled personnel % I Maternal mortality deaths per 100,000 live Total fertility rate births per woman	live births		23.00 99.80 10.00 1.58
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Burkina Faso

Rank 115th Index Edition

2022

## Global Gender Gap Index 2022 Edition Burkina Faso score average score Economic Participation and Opportunity 0.718 Political Empowerment Educational Attainment 0.066 0.876 0.978

Health and Survival



Global Gender Gap Index II	ndicat	tors			2	2022
Indicator	Rank	Score*	Compare with Global average	Gap F-M <b>■</b>	♦ Female vs ♦ Male	Min Max
Economic Participation and Opportunity	57th	0.718	0 1	-	Min Max -	-
Labour-force participation rate %	66th	0.787	•••••	-15.49	57.24 ◆ ◆ 72.72	0-100
Wage equality for similar work 1-7 (best)	51st	0.701	· • • • • • • • • • • • • • • • • • • •	-	-	-
Estimated earned income int'l \$ 1,000	98th	0.570	· · · · · · · · · · · · · · · · · · ·	-1.18k	1.56k ♦ 2.75k	0-150k
Legislators, senior officials and managers $\%$	1st	1.000	•	16.22	41.89 ◆ ◆ 58.11	0-100
Professional and technical workers %	109th	0.573	•	-27.15	36.42 ◆ ◆ 63.58	0-100
Educational Attainment	131st	0.876		-	-	-
Literacy rate %	135th	0.631		-	-	-
Enrolment in primary education %	75th	0.999	ı ı ımı	-0.10	75.45♦ 75.54	0-100
Enrolment in secondary education %	1st	1.000	11 11 111 1111	2.39	39.39 ♦ 41.78	0-200
Enrolment in tertiary education %	131st	0.553		-4.49	5.56 ◆ 10.05	0-200
Health and Survival	43rd	0.978	÷	-	-	_
Sex ratio at birth** %	1st	0.944	•	-	-	-
Healthy life expectancy** years	51st	1.054	•	-	-	-
Political Empowerment	138th	0.066	<b>•</b>	-	-	-
Women in parliament %	137th	0.067	•	-87.40	6.30♦ ♦ 93.70	0-100
Women in ministerial positions %	96th	0.182	••••••••••••••••••••••••••••••••••••••	-69.23	15.38♦ ♦ 84.62	0-100
Years with female/male head of state (last 50)	78th	0.000	<b>♦</b>	-50.00	0 ♦ ♦ 50.00	0-50

Score Rank 0.659

115th

Page 2 of 2

### **Burkina Faso**

### **Complementary Targets and Contextual Indicators**

. , ,				
General indicators				Family and ca
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			17.93	Public spendir
GDP per capita constant '17, intl. \$ 1000			2.16	Unmet family
Population sex ratio female/male			1.00	Early marriage
Population growth rate %			2.82	Mean age of v
Indicator Million people	♦ Female	♦ Male	Value	Indicator 0-1 (
Total population	10.46	10.44	20.90	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of pare
Gender pay gap (OECD only) %			n.a.	Education and
Share of women's membership in boa	rds % (OECD co	untries only)	n.a.	Graduates Att
Firms with female majority ownership	% firms		n.a.	STEM Gradua
Firms with female top managers % firm	าร		n.a.	
Share of workers in informal sector %	workers		95.70	Agri., Forestry
Indicator 1-7 (best)			Value	
Advancement of women to leadership	roles		3.45	Arts & Human
Indicator 1 Million people	♦ Female	◆ Male	Value	D : A1
Labour-force	3.49	4.31	0.45	Business, Adn
Indicator Unit	♦ Female	◆ Male	Value	Education
Unemployed adults % of labour force	4.00	4.00	4.07	
(15-64)	4.68	4.66	4.67	Engineering, N
Workers employed part-time % of employed people	n.a.	n.a.	n.a.	Health & Welfa
Proportion of time spent on unpaid domestic and care work %	n. a.	n.a.	n. a.	Information &
domestic and care work 70	π. α.	п. с.	π. α.	Natural Sci., N
Access to finance				
Indicator 0-1 (Equal rights)			Value	Social Sci., Jo
Access to financial services Inheritance rights for widows and daug	ghters	Near-equal Near-equal	- •	Vocational trai
Access to land assets	-	Near-equal	rights 🔷	<b>•</b>
Access to non-land assets		Near-equal	rights 🔷	PhD graduate
Civil and political freedom				Graduates %
Indicator Unit			Value	Graduates fro
Year women received right to vote year	r		1960	Graduates iro
Number of female heads of state to da			0	
Seats held in upper house % total seats	\$		n.a.	Health
Indicator Yes/No			Value	Indicator Unit
Election list quotas for women, national	al		Yes	Prevalence of
Party membership quotas, voluntary			No	Births attende
Indicator 0-1 (Equal rights)			Value	Maternal mort
Access to justice		Equal	rights 🔷	Total fertility ra
Freedom of movement		-	rights 🔷	Indicator 0-1 (
		•	- •	Reproductive

Family and care			
Indicator Unit			Value
Public spending on family benefits % G	iPD		n.a.
Unmet family planning % women 15-49			n. a.
Early marriage %	I.J		32.40
Mean age of women at birth of first chi	IO years		29.23
Indicator 0-1 (Equal rights)			Value
Right to divorce		Near-equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	98.00	3.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	♦ Male	Value
STEM Graduates	20.59	79.41	0.26
•		•	
Agri., Forestry, Fisheries & Veterinary	33.80	66.20	0.51
Arts & Humanities	17.51	82.49	0.21
<b>♦</b>		<b>♦</b>	
Business, Admin. & Law	48.66	51.34	0.95
<b>♦</b> ♦	•		
Education	n. a.	n.a.	n.a.
Engineering Manuf & Construction	21.58	78.42	0.28
Engineering, Manuf. & Construction	21.56	7 o.4∠ ♦	0.26
Health & Welfare	n.a.	n.a.	n.a.
Information & Comm. Technologies	n.a.	n.a.	n.a.
Natural Sci., Mathematics & Statistics	18.74	81.26	0.23
• • • • • • • • • • • • • • • • • • •	10.74	<b>♦</b>	0.20
Social Sci., Journalism & Information	45.35	54.65	0.83
<b>♦</b>	<b>♦</b>		
Vocational training	0.64	1.02	0.83
•			
PhD graduates	0.01	0.12	0.06
•			
Graduates %	◆ Female	◆ Male	Value
Graduates from tertiary education	1.54	2.44	2.00
**			
Health			M-1
Indicator Unit			Value
Prevalence of gender violence in lifetim			11.50
Births attended by skilled personnel %			79.80
Maternal mortality deaths per 100,000 live  Total fertility rate births per woman	2NTIIU :		320.00 5.11
Indicator 0-1 (Equal rights)		1.1	Value
Reproductive autonomy		Uneven	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

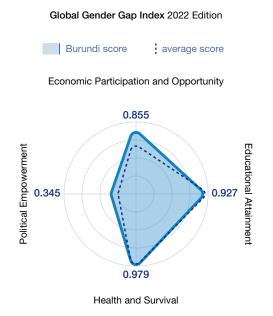
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

**Burundi** 

Rank

Index Edition

2022





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.855 • 2nd 77.38 78.99 Labour-force participation rate % 1st 1.000 1.61 0-100 Wage equality for similar work 1-7 (best) 2nd Estimated earned income int'l \$ 1,000 1st 1.000 206.00 627.25 833.25 0-150k 0.478 -35.28 32.36 ♦ ♦ 67.64 Legislators, senior officials and managers % 81st 0-100 -7.99 46.00 >> 53.99 Professional and technical workers % 89th 0.852 0-100 Educational Attainment 0.927 121st Literacy rate % 120th 0.802 Enrolment in primary education % 1st 1.000 3.35 88.23 � 91.57 0-100 Enrolment in secondary education % 1st 1.000 . . . . . . . . . . . . . 9.24 43.01 \$\iff 52.25\$ 0-200 Enrolment in tertiary education % 124th -1.73 4.11 • 5.84 0-200 0.979 Health and Survival 29th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 40th 1.060 **Political Empowerment** 37th 0.345 • 0.618 Women in parliament % 33rd -23.60 38.20 ♦ ♦ 61.80 • 0-100 Women in ministerial positions % 31st 0.600 -25.00 37.50 ◆ ◆ 62.50 0-100 Years with female/male head of state (last 50) 65th 0.012 -48.84 49.42 0-50

#### Burundi

### **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			2.84
GDP per capita constant '17, intl. \$ 1000			0.73
Population sex ratio female/male			1.02
Population growth rate %			3.08
Indicator Million people	♦ Female	♦ Male	Value
Total population	5.99	5.90	11.89
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %	firms		9.30
Firms with female top managers % firms			16.30
Share of workers in informal sector $\%\ \mbox{w}$	rorkers		98.30
Indicator 1-7 (best)			Value
Advancement of women to leadership re	oles		4.73
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	2.71	2.55	0.51
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force			
(15-64)	1.31	2.02	1.66
Workers employed part-time % of employed people	0.26	0.24	0.25
Proportion of time spent on unpaid domestic and care work %	n. a.	n.a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Near-equal	
Inheritance rights for widows and daugh	nters	. roa. oqua.	n. a.
Access to land assets		Near-equal	rights 🗆
Access to non-land assets		Near-equal	- •
Civil and political freedom		•	- •
Indicator Unit			Value
Year women received right to vote year			1962
Number of female heads of state to date	e number		1.00
Seats held in upper house % total seats			41.00
Indicator Yes/No			Value
Election list quotas for women, national			Yes
Party membership quotas, voluntary			No
Indicator 0-1 (Equal rights)			Value
Access to justice		Near-equal	rights 🔷
Freedom of movement		Equal	rights 🔷

Family and care			
Indicator Unit			Value
Public spending on family benefits $\%$ G	PD		n.a.
Unmet family planning % women 15-49			29.70
Early marriage %			9.90
Mean age of women at birth of first chil	d years		31.06
Indicator 0-1 (Equal rights)			Value
Right to divorce		Near-equal	rights 🔷
Indicator Days	◆ Female	◆ Male	Value
Length of parental leave	84.00	4.00	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	n.a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	65.07	34.93	1.86
Arts & Humanities	n. a.	n. a.	n. a.
Business, Admin. & Law	35.92	64.08	0.56
Education	n. a.	n. a.	n. a.
Engineering, Manuf. & Construction	n.a.	n. a.	n. a.
Health & Welfare	n.a.	n. a.	n. a.
Information & Comm. Technologies	n.a.	n.a.	n. a.
Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.
Social Sci., Journalism & Information	n. a.	n. a.	n. a.
Vocational training ◆	2.62	2.65	2.64
PhD graduates	n. a.	n. a.	n. a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	n.a.	n.a.	n. a.
Health Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		46.70
Births attended by skilled personnel $\%$	live births		85.10
Maternal mortality deaths per 100,000 live	births		548.00
Total fertility rate births per woman			5.32
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Restricted	rights 💠

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Political Empowerment

Cabo Verde

0.736

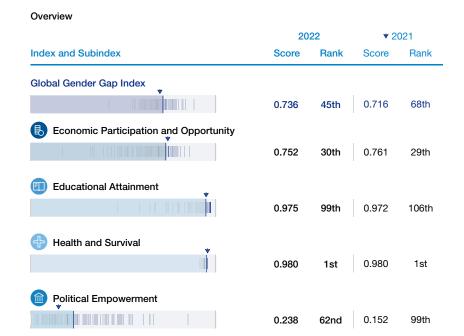
Rank

Index Edition

2022

## Global Gender Gap Index 2022 Edition Cabo Verde score average score Economic Participation and Opportunity 0.752 Educational Attainment 0.975 0.238

0.980					
Health and Survival					



## **Global Gender Gap Index Indicators**

Indicator	Rank	Score*	Compare with Global average	Gap F-M ■		♦ Female vs ♦ Male	Min Max
Economic Participation and Opportunity	30th	0.752	0 1	-		Min Max	-
Labour-force participation rate %	79th	0.760	<b>&gt;</b>	-14.80		46.91 ♦ ♦ 61.71	0-100
Wage equality for similar work 1-7 (best)	70th	0.657	•	-		-	-
Estimated earned income int'l \$ 1,000	46th	0.708		-2.07k	5.01k	<b>♦</b> 7.07k	0-150k
Legislators, senior officials and managers %	20th	0.853	•	-7.94		46.04 ◆◆ 53.98	0-100
Professional and technical workers %	77th	0.938		-3.20		48.40   51.60	0-100
Educational Attainment	99th	0.975		-		-	-
Literacy rate %	106th	0.895	1 11111 1111	-		-	-
Enrolment in primary education %	94th	0.989	1 1111	-0.99		91.78♦ 92.7	77 0-100
Enrolment in secondary education %	1st	1.000		7.37		85.32 🗢 92.69	0-200
Enrolment in tertiary education %	1st	1.000		9.30	19.0	4   28.35	0-200
Health and Survival	1st	0.980	<b>*</b>	-		-	-
Sex ratio at birth** %	1st	0.944	•	-		-	-
Healthy life expectancy** years	1st	1.060	I	-		-	-
Political Empowerment	62nd	0.238	<b></b>	-		-	-
Women in parliament %	31st	0.637	•	-22.20		38.90 ♦ ♦ 61.10	0-100
Women in ministerial positions %	101st	0.167	••••••••••••••••••••••••••••••••••••••	-71.43	14.	29♦ ♦ 85.71	0-100
Years with female/male head of state (last 50)	78th	0.000	<b>+</b>	-50.00	0 <	<b>→ →</b> 50	0.00 0-50

Score

Rank 45th Page 2 of 2

0.736

## Cabo Verde

### **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			1.7
GDP per capita constant '17, intl. \$ 1000			6.05
Population sex ratio female/male			0.99
Population growth rate %			1.09
Indicator Million people	♦ Female	♦ Male	Value
Total population	0.28	0.28	0.56
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in boar	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership 9			n.a.
Firms with female top managers % firms			n. a.
Share of workers in informal sector % v	vorkers		63.80
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		4.30
Indicator 1 Million people	◆ Female	♦ Male	Value
Labour-force	0.10	0.13	0.43
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force	1471	15.00	15.00
(15-64)	14.71	15.38	15.09
Workers employed part-time % of employed people	0.28	0.20	0.24
Proportion of time spent on unpaid domestic and care work %	n. a.	n.a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Near-equal	rights 🤙
Inheritance rights for widows and daug	hters	Equal	rights 🤷
Access to land assets		•	rights 🔷
Access to non-land assets		Equal	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1975
Number of female heads of state to day Seats held in upper house % total seats	te number		n. a
Indicator Yes/No			Value
Election list quotas for women, nationa	ıl		Yes
Party membership quotas, voluntary			No
Indicator 0-1 (Equal rights)			Value
Access to justice		Near-equal	rights 🔷
Freedom of movement		Equal	rights 🔷

21013			LULL
Family and care			
Indicator Unit			Value
Public spending on family benefits % G	iPD		n. a
Unmet family planning % women 15-49			n. a
Early marriage %		10.60	
Mean age of women at birth of first chi	ld years		27.38
Indicator 0-1 (Equal rights)			Value
Right to divorce		Restricted	rights 💸
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	60.00	2.00	n. a
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	n. a.	n. a.	n. a
Agri., Forestry, Fisheries & Veterinary	100.00	0	n. a
♦ Arts & Humanities	71.43	28.57	2.50
Business, Admin. & Law	n. a.	n.a.	n. a
Education	n.a.	n. a.	n. a
Engineering, Manuf. & Construction	n.a.	n. a.	n. a
Health & Welfare	77.44	22.56	3.43
Information & Comm. Technologies	n.a.	n. a.	n. a
Natural Sci., Mathematics & Statistics	66.67	33.33	2.00
Social Sci., Journalism & Information	68.88	31.12	2.21
Vocational training	0.98	1.42	1.20
PhD graduates	0.08	n. a.	0.04
Graduates %	♦ Female	◆ Male	Value
Graduates from tertiary education	18.35	9.30	13.74
Health Indicator Unit			Value
Prevalence of gender violence in lifetim	ie % women		12.60
Births attended by skilled personnel %			92.40
Maternal mortality deaths per 100,000 live			58.00
Total fertility rate births per woman			2.24
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔌
,		_9=4	J

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

0.690

Rank

2022

Score

0.690

0.710

0.966

0.978

0.107

Rank

98th

105th

42nd

121st

Index Edition 2022

**▼** 2021

Rank

103rd

46th

128th

46th

126th

Score

0.684

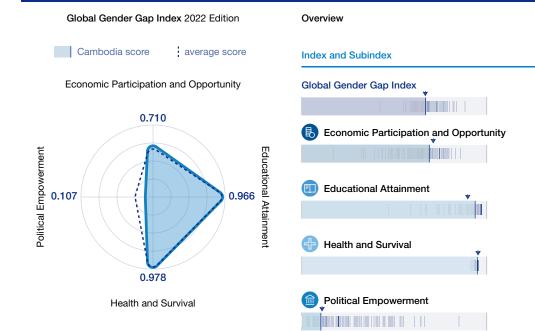
0.729

0.919

0.978

0.111

## Cambodia



#### **Global Gender Gap Index Indicators**

Indicator	Rank	Score*	Compare with Global average	Gap F-M <b></b> ■	♦ Female vs ♦ Male	Min Max
Economic Participation and Opportunity	61st	0.710	0 1	-	Min Max -	-
Labour-force participation rate %	41st	0.861		-11.96	73.96 ♦ ♦ 85.92	0-100
Wage equality for similar work 1-7 (best)	52nd	0.701	<b>•</b>	-	-	-
Estimated earned income int'l \$ 1,000	18th	0.785	•••	-1.01k	3.70k ◆ 4.71k	0-150k
Legislators, senior officials and managers %	86th	0.449	•	-38.02	30.99 ♦ ♦ 69.01	0-100
Professional and technical workers %	102nd	0.672	• • • • • • • • • • • • • • • • • • •	-19.58	40.21 ◆ ◆ 59.79	0-100
Educational Attainment	105th	0.966	1 1 II III III 🍁	-	-	-
Literacy rate %	113th	0.867	1 11111 mm <b>\  \  i</b> m	-	-	-
Enrolment in primary education %	84th	0.995	1 11111	-0.44	88.93♦ 89.37	0-100
Enrolment in secondary education %	1st	1.000		4.47	52.62 ♦ 57.09	0-200
Enrolment in tertiary education %	106th	0.943	1 11 11 11 11 11 1	-0.86	14.30 ♦ 15.16	0-200
Health and Survival	42nd	0.978	•	-	-	-
Sex ratio at birth** %	1st	0.944	•	-	-	-
Healthy life expectancy** years	49th	1.054	•	-	-	-
Political Empowerment	121st	0.107	•	-	-	-
Women in parliament %	93rd	0.263	• • • • • • • • • • • • • • • • • • • •	-58.40	20.80 ♦ ♦ 79.20	0-100
Women in ministerial positions %	124th	0.103	•••••	-81.25	9.38♦ ♦ 90.63	0-100
Years with female/male head of state (last 50)	78th	0.000	<b>♦</b>	-50.00	0 • 50.00	0-50

## Cambodia

### **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			25.81
GDP per capita constant '17, intl. \$ 1000			4.19
Population sex ratio female/male			1.05
Population growth rate %			1.40
Indicator Million people	♦ Female	♦ Male	Value
Total population	8.56	8.16	16.72
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n. a
Share of women's membership in board	ds % (OECD co	untries only)	n. a
Firms with female majority ownership %			43.70
Firms with female top managers % firms			57.30
Share of workers in informal sector % w	orkers .		89.40
Indicator 1-7 (best)			Value
Advancement of women to leadership r	roles		4.80
Indicator 1 Million people	♦ Female	◆ Male	Value
Labour-force	4.53	4.83	0.48
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force	0.69	0.49	0.50
(15-64)	0.68	0.48	0.58
Workers employed part-time % of employed people	0.22	0.18	0.20
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n. a
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Near-equal	rights 🤙
Inheritance rights for widows and daug	hters	Near-equal	rights 💠
Access to land assets		Near-equal	- •
Access to non-land assets		Near-equal	rights 🦠
Civil and political freedom			Value
Indicator Unit			Value
Year women received right to vote year			1956
Number of female heads of state to dat Seats held in upper house % total seats	e number		16.10
Indicator Yes/No			Value
Election list quotas for women, national			n. a
Party membership quotas, voluntary			n. a
Indicator 0-1 (Equal rights)			Value
Access to justice		Restricted	rights 💸
Freedom of movement		Near-equal	rights 💠

41013			LULL
Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		n. a.
Unmet family planning % women 15-49			12.50
Early marriage %			16.60
Mean age of women at birth of first chi	ld years		27.04
Indicator 0-1 (Equal rights)			Value
Right to divorce		Near-equal	rights 🔷
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	90.00	0	n.a.
Education and skills			
Graduates Attainment %	◆ Female	♦ Male	Value
STEM Graduates	16.68	83.32	0.20
<b>♦</b>		<b>♦</b>	
Agri., Forestry, Fisheries & Veterinary	31.27	68.73	0.45
Arts & Humanities	n. a.	n.a.	n. a.
Business, Admin. & Law	49.44	50.56	0.98
Education	43.58	56.42	0.77
Engineering, Manuf. & Construction	n. a.	n. a.	n. a.
Health & Welfare	n. a.	n. a.	n. a.
Information & Comm. Technologies	8.44	91.56	0.09
Natural Sci., Mathematics & Statistics	34.08	65.92	0.52
Social Sci., Journalism & Information	22.95	77.05	0.30
Vocational training	n.a.	n. a.	n. a.
PhD graduates	n. a.	0.20	0.09
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	n. a.	n. a.	n. a.
Health Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		20.90
Births attended by skilled personnel %	live births		89.00
Maternal mortality deaths per 100,000 live	births		160.00
Total fertility rate births per woman			2.48
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Cameroon

Rank

Index Edition

2022

2022

## Global Gender Gap Index 2022 Edition Cameroon score average score **Economic Participation and Opportunity** 0.704 Political Empowerment **Educational Attainment** 0.202 0.887 0.973 Health and Survival



#### Global Gender Gap Index Indicators Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Min Max Economic Participation and Opportunity 66th **•** Labour-force participation rate % 33rd 0.869 -10.59 70.15 80.75 0-100 Wage equality for similar work 1-7 (best) 60th 0.679 Estimated earned income int'l \$ 1,000 121st 0.489 -2.51k 2.41k 4.92k 0-150k 49.26 \$ 50.74 Legislators, senior officials and managers % 14th 0.971 -1.47 0-100 36.03 ♦ ♦ 63.97 Professional and technical workers % 110th 0.563 -27.94 0-100 • Educational Attainment 0.887 129th Literacy rate % 114th 0.866 • 0.909 Enrolment in primary education % 110th i 🍑 iii -8.72 87.28 • • 96.00 0-100 Enrolment in secondary education % 125th 0.858 -9.18 55.44 64.62 0-200 0.886 Enrolment in tertiary education % 109th ...... -1.72 13.40 • 15.12 0-200 0.973 Health and Survival 60th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 67th 1.040 0.202 **Political Empowerment** 76th 33.90 ♦ ♦ 66.10 43rd 0.513 -32.20 Women in parliament % • 0-100 Women in ministerial positions % 99th -70.21 14.89♦ ♦ 85.11 0-100 Years with female/male head of state (last 50) 78th -50.00 **♦** 50.00 0-50

#### Cameroon

### **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			40.8
GDP per capita constant '17, intl. \$ 1000			3.67
Population sex ratio female/male			1.00
Population growth rate %			2.55
Indicator Million people	♦ Female		Value
Total population	13.27	13.28	26.55
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership $^{9}$	6 firms		31.00
Firms with female top managers % firms	3		22.90
Share of workers in informal sector $\%$ v	vorkers		90.10
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		4.11
Indicator 1 Million people	♦ Female	◆ Male	Value
Labour-force	5.59	6.36	0.47
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	4.37	3.25	3.77
₩			
Workers employed part-time % of employed people	0.43	0.32	0.37
Proportion of time spent on unpaid domestic and care work %	2.85	0.86	n. a.
Access to finance			
			Value
Indicator 0-1 (Equal rights)		NI	
Access to financial services	htoro	Near-equal	- *
Inheritance rights for widows and daug	liters	Near-equal	
Access to land assets Access to non-land assets		•	rights ⊗ rights ⊗
Civil and political freedom		Oricquai	rigitio 🥎
Indicator Unit			Value
Year women received right to vote year			1960
Number of female heads of state to date	e number		0
Seats held in upper house % total seats			26.00
Indicator Yes/No			Value
Election list quotas for women, nationa	I		Yes
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice		Near-equal	rights 🔷

Family and care			
Indicator Unit			Value
Public spending on family benefits $\%$ GI	PD		n.a.
Unmet family planning % women 15-49		23.00	
Early marriage %			22.30
Mean age of women at birth of first child	d years		28.91
Indicator 0-1 (Equal rights)			Value
Right to divorce		Near-equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	98.00	3.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	32.28	67.72	0.48
Agri., Forestry, Fisheries & Veterinary	29.08	70.92	0.41
Arts & Humanities	63.43	36.57	1.73
Business, Admin. & Law	54.37	45.63	1.19
Education	44.16	55.84	0.79
Engineering, Manuf. & Construction	25.19	74.81	0.34
Health & Welfare	n. a.	n. a.	n. a.
Information & Comm. Technologies	n.a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics	36.26	63.74	0.57
Social Sci., Journalism & Information	n. a.	n. a.	n. a.
Vocational training	5.21	9.11	7.17
PhD graduates	n. a.	n.a.	n.a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	n.a.	n. a.	n.a.
Health Indicator Unit			Value
Prevalence of gender violence in lifetime	e % women		51.10
Births attended by skilled personnel %	live births		69.00
Maternal mortality deaths per 100,000 live	births		529.00
Total fertility rate births per woman			4.51
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Uneven	rights 🧇

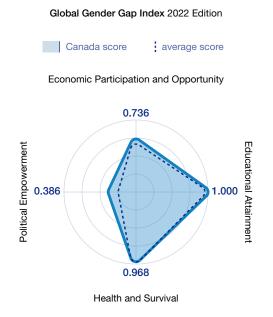
<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Canada

Rank

Index Edition 2022





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 43rd Labour-force participation rate % 31st 0.872 -8.94 60.80 69.74 0-100 Wage equality for similar work 1-7 (best) 71st 0.657 Estimated earned income int'l \$ 1,000 47th -16.14k 38.05k ◆ ◆ 54.19k 0-150k 62nd 0.551 -28.96 35.52♦ ♦ 64.48 Legislators, senior officials and managers % 0-100 42.41 ◆ ◆ 57.59 Professional and technical workers % 1st 1.000 • 15.17 0-100 Educational Attainment 1.000 1st Literacy rate % 1.000 1st Enrolment in primary education % Enrolment in secondary education % 1st 1.000 0.95 113.87 • 114.82 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 21.10 65.41 ◆ ◆ 86.51 0-200 0.968 Health and Survival 94th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 103rd 1.021 **Political Empowerment** 0.386 **•** 31st 50th Women in parliament % 0.439 -39.00 30.50 ♦ ♦ 69.50 • 0-100 Women in ministerial positions % 1st 1.000 • 2.86 48.57 🏶 51.43 0-100 Years with female/male head of state (last 50) 68th 0.007 -49.28 0.36 **49.64** 0-50

#### Canada

#### **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			1,645.42
GDP per capita constant '17, intl. \$ 1000			46.10
Population sex ratio female/male			1.01
Population growth rate %			1.15
Indicator Million people	♦ Female	♦ Male	Value
Total population	19.16	18.88	38.04
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			16.11
Share of women's membership in boar	ds % (OECD co	untries only)	32.90
Firms with female majority ownership 9	% firms		n.a.
Firms with female top managers % firms	S		n.a.
Share of workers in informal sector $\%$ $\mbox{\tiny V}$	vorkers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		4.84
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	9.88	11.04	0.47
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	5.76	6.49	6.15
Workers employed part-time % of employed people	0.48	0.32	0.39
Proportion of time spent on unpaid domestic and care work %	2.08	1.25	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Egual	rights 🔷
Inheritance rights for widows and daug	hters	•	rights 🔷
Access to land assets		•	rights 🥎
Access to non-land assets		Equal	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1920
Number of female heads of state to date	te number		1.00
Seats held in upper house % total seats			48.90
Indicator Yes/No			Value
Election list quotas for women, nationa	I		No
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice		Equal	rights 🔷
Freedom of movement		Equal	rights 🔷

Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		1.73
Unmet family planning % women 15-49			n.a.
Early marriage %			1.70
Mean age of women at birth of first chil	<b>Q</b> years		30.77
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	105.00	0	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	31.43	68.57	0.46
<b>*</b>	<b>♦</b>		
Agri., Forestry, Fisheries & Veterinary	54.19	45.81	1.18
Arts & Humanities	62.93	37.07	1.70
Business, Admin. & Law	n. a.	n. a.	n.a.
Education	n. a.	n. a.	n. a.
Engineering, Manuf. & Construction	n.a.	n. a.	n. a.
Health & Welfare	n.a.	n. a.	n. a.
Information & Comm. Technologies	n.a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics	53.76	46.24	1.16
Social Sci., Journalism & Information	70.24	29.76	2.36
Vocational training	7.24	7.75	7.50
PhD graduates	0.69	1.22	0.95
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	50.46	32.86	41.45
I I e alale			
Health Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		1.90
Births attended by skilled personnel %			98.00
Maternal mortality deaths per 100,000 live			10.00
Total fertility rate births per woman			1.47
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Egual	rights 🔷
,		-9-4	J

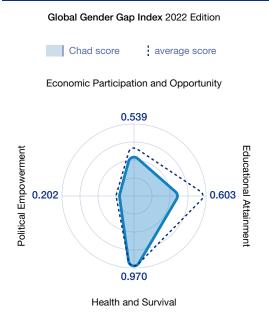
<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Chad

Rank 142nd

2022





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.539 **•** 124th Labour-force participation rate % 103rd 0.671 -23.01 46.91 69.93 0-100 0.575 Wage equality for similar work 1-7 (best) 111th Estimated earned income int'l \$ 1,000 108th 0.546 -892.13 1.07k • 1.97k 0-150k Legislators, senior officials and managers % -64.30 Professional and technical workers % 138th 0.217 **•** 17.85♦ ♦ 82.15 0-100 Educational Attainment 0.603 145th Literacy rate % 142nd 0.445 Enrolment in primary education % 114th numiji -17.73 64.96 ◆ ◆ 82.69 0-100 Enrolment in secondary education % 137th 0.533 -12.53 14.28 >>> 26.81 0-200 Enrolment in tertiary education % 137th m m m mm mjuj -3.57 1.46 \$ 5.03 0-200 0.970 Health and Survival 79th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 86th 1.029 0.202 **Political Empowerment** • 74th 47th 0.453 -37.60 31.20♦ ♦ 68.80 Women in parliament % • 0-100 Women in ministerial positions % 78th 0.250 -60.00 20.00♦ ♦80.00 0-100 Years with female/male head of state (last 50) 78th 0.000 -50.00 ◆ 50.00 0-50

0.579 142nd

#### **Complementary Targets and Contextual Indicators**

2022

General indicators				Family and care
ndicator Unit			Value	Indicator Unit
GDP US\$ billions			10.83	Public spending on family be
GDP per capita constant '17, intl. \$ 1000			1.52	Unmet family planning % wo
Population sex ratio female/male			1.00	Early marriage %
Population growth rate %			2.96	Mean age of women at birth
ndicator Million people	♦ Female	◆ Male	Value	Indicator 0-1 (Equal rights)
Total population	8.23	8.20	16.43	Right to divorce
Work participation and leadership				Indicator Days
ndicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			n.a.	Education and skills
Share of women's membership in boar	ds % (OECD co	untries only)	n.a.	Graduates Attainment %
Firms with female majority ownership 9			9.00	STEM Graduates
Firms with female top managers % firms			12.00	
Share of workers in informal sector % v	vorkers		96.90	Agri., Forestry, Fisheries & V
ndicator 1-7 (best)			Value	
Advancement of women to leadership	roles		3.31	Arts & Humanities
ndicator 1 Million people	♦ Female	♦ Male	Value	Business, Admin. & Law
abour-force	2.15	3.16	0.40	business, Aumin. & Law
ndicator Unit	♦ Female	◆ Male	Value	Education
nemployed adults % of labour force 5-64)	1.32	2.08	1.77	Engineering, Manuf. & Cons
Vorkers employed part-time % of mployed people	n. a.	n.a.	n. a.	Health & Welfare
Proportion of time spent on unpaid lomestic and care work %	n. a.	n. a.	n. a.	Information & Comm. Techn
				Natural Sci., Mathematics &
Access to finance				
ndicator 0-1 (Equal rights)			Value	Social Sci., Journalism & Inf
Access to financial services		Unequal	rights 🗇	Vocational training
nheritance rights for widows and daug	hters	Uneven	rights 🔷	vocational training
Access to land assets			rights 🔷	PhD graduates
Access to non-land assets		Uneven	rights 🧇	<b>J</b>
Civil and political freedom			17-1	Graduates %
ndicator <sub>Unit</sub>			Value	Graduates from tertiary educ
Year women received right to vote year			1960	Graduates from tortially such
Number of female heads of state to dat Seats held in upper house % total seats	.e number		0 n. a.	Health
				Indicator Unit
ndicator Yes/No	1		Value	Prevalence of gender violen
Election list quotas for women, nationa Party membership quotas, voluntary	I		n. a. n. a.	Births attended by skilled per Maternal mortality deaths per
ndicator 0-1 (Equal rights)			Value	Total fertility rate births per wo
Access to justice		Restricted	rights 💠	Indicator 0-1 (Equal rights)
Freedom of movement		Equal	rights 🔷	Reproductive autonomy
				sp. saass aatonomy

Family and care Indicator Unit Value Public spending on family benefits % GPD Unmet family planning % women 15-49 22-90 Mean age of women at birth of first child years 22-76 Indicator 0-1 (Equal rights) Value Right to divorce Uneven rights ♦ Indicator Days Ind								
Public spending on family benefits % GPD Unmet family planning % women 15-49  Early marriage %  Mean age of women at birth of first child years  Right to divorce  Indicator Days  Indicator Days  Female  Indicator Days  Female  Indicator Days  Female  Indicator Days  Indicator Unit  In				\/alue				
Unmet family planning % women 15-49       22.90         Early marriage %       40.50         Mean age of women at birth of first child years       28.76         Indicator 0-1 (Equal rights)       Value         Right to divorce       Uneven rights ❖         Indicator Days       Female       Male       Value         Length of parental leave       98.00       1.00       n. a.         Education and skills       Female       Male       Value         STEM Graduates Attainment %       Female       Male       Value         STEM Graduates Attainment %       Female       Male       Value         STEM Graduates       n. a.       n. a.       n. a.         Agri., Forestry, Fisheries & Veterinary       n. a.       n. a.       n. a.         Arts & Humanities       n. a.       n. a.       n. a.         Business, Admin. & Law       n. a.       n. a.       n. a.         Education       n. a.       n. a.       n. a.         Education       n. a.       n. a.       n. a.         Health & Welfare       n. a.       n. a.       n. a.         Information & Comm. Technologies       n. a.       n. a.       n. a.         Vocational training       n. a								
Early marriage % 40.50 Mean age of women at birth of first child years 28.76 Indicator 0-1 (Equal rights) Value Right to divorce Uneven rights ❖ Indicator Days ♣ Female ♠ Male Value Length of parental leave 98.00 1.00 n. a.  Education and skills Graduates Attainment % ♠ Female ♠ Male Value STEM Graduates Attainment % ♠ Female ♠ Male Value STEM Graduates n. a. n. a. n. a. n. a.  Agri., Forestry, Fisheries & Veterinary n. a. n. a. n. a. n. a.  Business, Admin. & Law n. a. n. a. n. a. n. a.  Education n. a. n. a. n. a. n. a.  Education n. a. n. a. n. a. n. a.  Education n. a. n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a.  FhD graduates n. a. n. a. n. a. n. a.  Graduates % ♠ Female ♠ Male Value Graduates from tertiary education n. a. n. a. n. a. n. a.  Health Indicator Unit Value Prevalence of gender violence in lifetime % women 28.60 Births attended by skilled personnel % live births 24.30 Maternal mortality deaths per 100,000 live births 1.14 Total fertility rate births per woman 5.65								
Mean age of women at birth of first child years 28.76   Indicator 0-1 (Equal rights) Value   Right to divorce Uneven rights ♦   Indicator Days Female Male Value   Length of parental leave 98.00 1.00 n. a.   Education and skills Graduates Attainment % Female Male Value   STEM Graduates n. a. n. a. n. a. n. a.   Agri., Forestry, Fisheries & Veterinary n. a. n. a. n. a. n. a.   Arts & Humanities n. a. n. a. n. a. n. a.   Business, Admin. & Law n. a. n. a. n. a. n. a.   Education n. a. n. a. n. a. n. a.   Education n. a. n. a. n. a. n. a.   Health & Welfare n. a. n. a. n. a. n. a.   Information & Comm. Technologies n. a. n. a. n. a. n. a.   Natural Sci., Mathematics & Statistics n. a. n. a. n. a. n. a.   Vocational training n. a. n. a. n. a. n. a.   PhD graduates n. a. n. a. n. a. n. a.   Graduates % Female Male Value   Graduates from tertiary education n. a. n. a. n. a. n. a.   Health Indicator Unit Value Prevalence of gender violence in lifetime % women 28.60 Births attended by skilled personnel % live births 24.30   Maternal mort	,							
Indicator 0-1 (Equal rights)  Right to divorce  Uneven rights ♦  Indicator Days  Female  Male  Value  Length of parental leave  98.00  1.00  n. a.  Education and skills  Graduates Attainment %  Female  Female  Male  Value  STEM Graduates  n. a.  n. a.  n. a.  Agri., Forestry, Fisheries & Veterinary  n. a.  n. a.  n. a.  n. a.  Arts & Humanities  n. a.  n. a.  n. a.  n. a.  Education  n. a.  Regineering, Manuf. & Construction  n. a.  In a.  Information & Comm. Technologies  n. a.  Natural Sci., Mathematics & Statistics  n. a.  In a.  I	, ,							
Indicator Days  Indicator Unit  Indicator Uni								
Length of parental leave       98.00       1.00       n. a.         Education and skills       Female       ♦ Male       Value         STEM Graduates       n. a.       n. a.       n. a.       n. a.         Agri., Forestry, Fisheries & Veterinary       n. a.       n. a.       n. a.       n. a.         Arts & Humanities       n. a.       n. a.       n. a.       n. a.         Business, Admin. & Law       n. a.       n. a.       n. a.       n. a.         Education       n. a.       n. a.       n. a.       n. a.         Education       n. a.       n. a.       n. a.       n. a.         Education       n. a.       n. a.       n. a.       n. a.         Health & Welfare       n. a.       n. a.       n. a.       n. a.         Information & Comm. Technologies       n. a.       n. a.       n. a.       n. a.         Natural Sci., Mathematics & Statistics       n. a.       n. a.       n. a.       n. a.         Social Sci., Journalism & Information       n. a.       n. a.       n. a.       n. a.         PhD graduates       n. a.       n. a.       n. a.       n. a.         Graduates from tertiary education       n. a.       n. a. <td< td=""><td></td><td></td><td>Uneven</td><td>rights 🔷</td></td<>			Uneven	rights 🔷				
Education and skills  Graduates Attainment % Female Male Value  STEM Graduates n. a. n. a. n. a. n. a.  Agri., Forestry, Fisheries & Veterinary n. a. n. a. n. a.  Arts & Humanities n. a. n. a. n. a. n. a.  Business, Admin. & Law n. a. n. a. n. a. n. a.  Education n. a. n. a. n. a. n. a. n. a.  Engineering, Manuf. & Construction n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Vocational training n. a. n. a. n. a. n. a.  PhD graduates n. a. n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 28.60  Births attended by skilled personnel % live births 24.30  Maternal mortality deaths per 100,000 live births 1.14  Total fertility rate births per woman 5.65	Indicator Days	♦ Female	♦ Male	Value				
Graduates Attainment % Female Male Value  STEM Graduates  n. a.  n. a.  n. a.  Agri., Forestry, Fisheries & Veterinary  n. a.  Arts & Humanities  n. a.  n. a.  n. a.  Rusiness, Admin. & Law  n. a.  Education  n. a.  Education  n. a.  In. a.  In. a.  In. a.  In. a.  Information & Construction  n. a.  In. a.  Information & Comm. Technologies  n. a.  In. a.  Natural Sci., Mathematics & Statistics  n. a.  Na.  Social Sci., Journalism & Information  n. a.  N. a.  PhD graduates  n. a.  In. a.  I	Length of parental leave	98.00	1.00	n.a.				
STEM Graduates n. a. n. a. n. a. n. a.  Agri., Forestry, Fisheries & Veterinary n. a. n. a. n. a.  Arts & Humanities n. a. n. a. n. a.  Business, Admin. & Law n. a. n. a. n. a. n. a.  Education n. a. n. a. n. a. n. a.  Education n. a. n. a. n. a. n. a.  Engineering, Manuf. & Construction n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Natural Sci., Journalism & Information n. a. n. a. n. a.  Yocational training n. a. n. a. n. a. n. a.  PhD graduates n. a. n. a. n. a. n. a.  Graduates % • Female • Male Value  Graduates from tertiary education n. a. n. a. n. a.  Health  Indicator Unit Value  Prevalence of gender violence in lifetime % women  Births attended by skilled personnel % live births  Attended by skilled personnel % live births  Maternal mortality deaths per 100,000 live births  1.14  Total fertility rate births per woman 5.665	Education and skills							
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Business, Admin. & Law  n. a.	Arts & Humanities	n.a.	n.a.	n.a.				
Education n. a. n. a. n. a. n. a.  Engineering, Manuf. & Construction n. a. n. a. n. a.  Health & Welfare n. a. n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a. n. a.  Vocational training n. a. n. a. n. a. n. a.  PhD graduates n. a. n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education n. a. n. a. n. a. n. a.  Health  Indicator Unit Value  Prevalence of gender violence in lifetime % women 28.60  Births attended by skilled personnel % live births 24.30  Maternal mortality deaths per 100,000 live births 1.14  Total fertility rate births per woman 5.65								
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Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training n. a. n. a. n. a.  PhD graduates n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education n. a. n. a. n. a.  Health  Indicator Unit Value  Prevalence of gender violence in lifetime % women 28.60  Births attended by skilled personnel % live births 24.30  Maternal mortality deaths per 100,000 live births 1.14  Total fertility rate births per woman 5.65								
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Graduates % Female Male Value Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value Prevalence of gender violence in lifetime % women 28.60 Births attended by skilled personnel % live births 24.30 Maternal mortality deaths per 100,000 live births 1.14 Total fertility rate births per woman 5.65	Vocational training	n. a.	n. a.	n.a.				
Graduates % Female Male Value Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value Prevalence of gender violence in lifetime % women 28.60 Births attended by skilled personnel % live births 24.30 Maternal mortality deaths per 100,000 live births 1.14 Total fertility rate births per woman 5.65								
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Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit  Prevalence of gender violence in lifetime % women Births attended by skilled personnel % live births  24.30  Maternal mortality deaths per 100,000 live births  1.14  Total fertility rate births per woman  5.65								
Health Indicator Unit Value Prevalence of gender violence in lifetime % women 28.60 Births attended by skilled personnel % live births 24.30 Maternal mortality deaths per 100,000 live births 1.14 Total fertility rate births per woman 5.65	Graduates %	♦ Female	◆ Male	Value				
Indicator UnitValuePrevalence of gender violence in lifetime % women28.60Births attended by skilled personnel % live births24.30Maternal mortality deaths per 100,000 live births1.14Total fertility rate births per woman5.65	Graduates from tertiary education	n. a.	n. a.	n.a.				
Indicator UnitValuePrevalence of gender violence in lifetime % women28.60Births attended by skilled personnel % live births24.30Maternal mortality deaths per 100,000 live births1.14Total fertility rate births per woman5.65								
Births attended by skilled personnel % live births 24.30  Maternal mortality deaths per 100,000 live births 1.14  Total fertility rate births per woman 5.65								
Maternal mortality deaths per 100,000 live births  1.14  Total fertility rate births per woman  5.65	Prevalence of gender violence in lifetime % women							
Total fertility rate births per woman 5.65	_			24.30				
,	Maternal mortality deaths per 100,000 live births							
Indicator 0-1 (Equal rights)	Total fertility rate births per woman			5.65				
value	Indicator 0-1 (Equal rights)			Value				

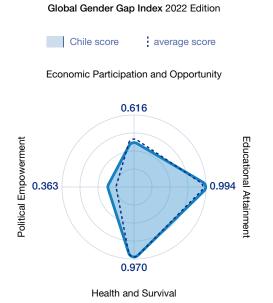
<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

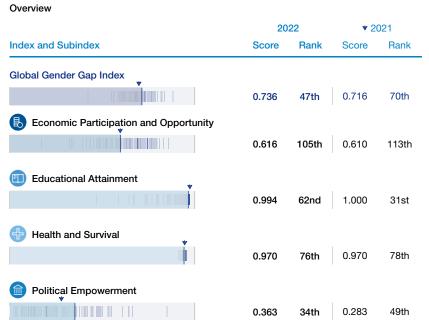
Near-equal rights 💠

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Chile

Index Edition





Global Gender Gap Index Indicators 2022						
ndicator	Rank	Score*	Compare with Global average	Gap F-M <b></b> ■	♦ Female vs ♦ Male	Min Max
Economic Participation and Opportunity	105th	0.616	0 1	-	Min Max -	-
Labour-force participation rate %	102nd	0.674	•	-21.37	44.17 ◆ ◆ 65.55	0-100
Wage equality for similar work 1-7 (best)	107th	0.581	•	-	-	-
Estimated earned income int'l \$ 1,000	114th	0.523		-14.69k	16.08k ◆ ◆ 30.77k	0-150k
Legislators, senior officials and managers %	89th	0.436	<b>*</b>	-39.28	30.36 ♦ ♦ 69.64	0-100
Professional and technical workers %	1st	1.000		4.96	47.52   52.48	0-100
Educational Attainment	62nd	0.994		-	-	-
Literacy rate %	56th	0.998	1 1111 II III III III III III III III I	-	-	-
Enrolment in primary education %	90th	0.992	ı mı	-0.82	99.12♦ 99.94	0-100
Enrolment in secondary education %	83rd	0.992		-0.79	103.26 ♦ 104.05	0-200
Enrolment in tertiary education %	1st	1.000		14.29	86.07 ◆◆ 100.36	0-200
Health and Survival	76th	0.970	<b>*</b>	-	-	-
Sex ratio at birth** %	1st	0.944	•	-	-	-
Healthy life expectancy** years	83rd	1.030	•	-	-	-
Political Empowerment	34th	0.363	<b></b>	-	-	-
Women in parliament %	39th	0.550	• • • • • • • • • • • • • • • • • • • •	-29.00	35.50 ◆ ◆ 64.50	0-100
Women in ministerial positions %	51st	0.438	••••••••••••••••••••••••••••••••••••••	-39.13	30.43 ◆ ◆ 69.57	0-100
Years with female/male head of state (last 50)	18th	0.191	<b>***</b>	-33.99	8.01♦ ♦41.99	0-50

#### Chile

#### **Complementary Targets and Contextual Indicators**

2022

Complementary range				
General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			252.94	Public spending on family ben
GDP per capita constant '17, intl. \$ 1000			23.32	Unmet family planning % women
Population sex ratio female/male			1.03	Early marriage %
Population growth rate %			0.86	Mean age of women at birth o
Indicator Million people	♦ Female		Value	Indicator 0-1 (Equal rights)
Total population	9.69	9.43	19.12	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			8.60	Education and skills
Share of women's membership in boar	ds % (OECD co	untries only)	15.20	Graduates Attainment %
Firms with female majority ownership	% firms		n.a.	STEM Graduates
Firms with female top managers % firm	S		n.a.	OT LIVI Graduates  ♦
Share of workers in informal sector %	vorkers		27.10	Agri., Forestry, Fisheries & Vete
Indicator 1-7 (best)			Value	J, 1 2. 22. J, 1 10.10.100 & 10.10
Advancement of women to leadership	roles		4.29	Arts & Humanities
Indicator 1 Million people	♦ Female	◆ Male	Value	
Labour-force	3.51	4.99	0.41	Business, Admin. & Law
Indicator Unit	♦ Female	♦ Male	Value	Education
Unemployed adults % of labour force (15-64)	8.64	7.95	8.24	Engineering, Manuf. & Constru
<b>*</b>				trigineering, Marian & Constitu
Workers employed part-time % of employed people	0.38	0.23	0.29	Health & Welfare
Proportion of time apont on unpoid				Information & Comm. Technology
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n.a.	<b>♦</b>
				Natural Sci., Mathematics & St
Access to finance				
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism & Inform
Access to financial services		Equal	rights 🔷	Vocational training
Inheritance rights for widows and daug	hters		rights 🔷	Ocational training
Access to land assets		Restricted	- *	PhD graduates
Access to non-land assets		Unequal	rights ⊗	9. 4444.00
Civil and political freedom			Medi	Graduates %
Indicator Unit			Value	Graduates from tertiary educate
Year women received right to vote year			1970	₩
Number of female heads of state to da	te number		1.00	Llookh
Seats held in upper house % total seats			24.00	Health Indicator Unit
Indicator Yes/No			Value	
Election list quotas for women, nationa	l		Yes	Prevalence of gender violence
Party membership quotas, voluntary			Yes	Births attended by skilled pers
Indicator 0-1 (Equal rights)			Value	Maternal mortality deaths per 10  Total fertility rate births per wom
Access to justice		Equal	rights 🔷	
Freedom of movement		Equal	rights 🔷	Indicator 0-1 (Equal rights)
			•	Reproductive autonomy

Family and care Indicator Unit			Value
Public spending on family benefits % G	:PD		1.72
Unmet family planning % women 15-49			n. a.
Early marriage %			5.90
Mean age of women at birth of first chi	ld years		28.82
Indicator 0-1 (Equal rights)			Value
Right to divorce		Near-equal	rights 🔷
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	126.00	7.00	n. a.
Education and skills			
Graduates Attainment %	♦ Female	♦ Male	Value
STEM Graduates	18.83	81.17	0.23
<b>♦</b>		<b>♦</b>	
Agri., Forestry, Fisheries & Veterinary	n.a.	n.a.	n.a.
Arts & Humanities	56.49	43.51	1.30
Business, Admin. & Law	56.33	43.67	1.29
Education	n. a.	n. a.	n. a.
Engineering, Manuf. & Construction	17.74	82.26	0.22
Health & Welfare	78.01	21.99	3.55
Information & Comm. Technologies	12.74	87.26	0.15
Natural Cai Mathematics 9 Chatistics			
Natural Sci., Mathematics & Statistics	n. a.	n.a.	n.a.
Social Sci., Journalism & Information	66.69	33.31	2.00
Vocational training	14.33	13.68	14.00
PhD graduates	n.a.	n.a.	n. a.
Graduates of	▲ Fomolo	A Mala	Volus
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	13.85	15.07	14.47
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetime	e % women		6.70
Births attended by skilled personnel $\%$	live births		99.80
Maternal mortality deaths per 100,000 live	births		13.00
Total fertility rate births per woman			1.63
Indicator 0-1 (Equal rights)			Value
Poproductive autonomy		Unavan	riahta 🛦

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

Uneven rights 🔷

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

# Economy Profile China



Global Gender Gap Index II	ndicat	tors				2022
ndicator	Rank	Score*	Compare with Global average	Gap F-M <b>■</b>	♦ Female vs ♦ Male	Min Max
Economic Participation and Opportunity	37th	0.741	0 1	-	Min Max -	-
Labour-force participation rate %	54th	0.829		-12.68	61.61 ◆ ◆ 74.29	0-100
Wage equality for similar work 1-7 (best)	14th	0.762	•	-	-	-
Estimated earned income int'l \$ 1,000	77th	0.633		-7.29k	12.58k <b>↔</b> 19.87k	0-150
Legislators, senior officials and managers %	-	-	-	-	-	-
Professional and technical workers $\%$	-	-	-	-	-	-
Educational Attainment	120th	0.936	1 1 11 11 11 14 1	-	-	-
Literacy rate %	89th	0.966		-	-	-
Enrolment in primary education %	-	-	-	-	-	-
Enrolment in secondary education %	123rd	0.877	11 11 11 11	-0.07	0.47♦ 0.53	0-200
Enrolment in tertiary education %	1st	1.000		10.35	53.57   63.93	0-200
Health and Survival	145th	0.940	<b>4</b> i	-	-	-
Sex ratio at birth** %	145th	0.894	<b>◆</b> į	-	-	-
Healthy life expectancy** years	65th	1.042	•	-	-	-
Political Empowerment	120th	0.113	•	-	-	-
Women in parliament %	80th	0.332	•	-50.20	24.90♦ ♦ 75.10	0-100
Women in ministerial positions %	139th	0.033	<b>**********</b>	-93.55	3.23♦ ♦ 96.7	7 0-100
Years with female/male head of state (last 50)	71st	0.004	<b>*</b>	-49.64	0.18♦ ♦ 49.8	0-50

#### China

102nd 0.682

#### **Complementary Targets and Contextual Indicators**

2022

General indicators				Family and care			
Indicator Unit			Value	Indicator Unit			Value
GDP US\$ billions			14,722.73	Public spending on family benefits % G	PD .		n.a.
GDP per capita constant '17, intl. \$ 1000			16.32	Unmet family planning % women 15-49			n.a.
Population sex ratio female/male			0.95	Early marriage %			3.20
Population growth rate %			0.23	Mean age of women at birth of first chi	ld years		27.64
Indicator Million people	♦ Female	◆ Male	Value	Indicator 0-1 (Equal rights)			Value
Total population	687.25	723.68	1410.93	Right to divorce		Equal	rights 🔷
Work participation and leadership				Indicator Days	♦ Female	♦ Male	Value
Indicator Unit			Value	Length of parental leave	128.00	14.00	n.a.
Gender pay gap (OECD only) %			n.a.	Education and skills			
Share of women's membership in boa	ards % (OECD co	untries only)	13.80	Graduates Attainment %	♦ Female	♦ Male	Value
Firms with female majority ownership	% firms		n.a.	STEM Graduates	n. a.	n. a.	n. a.
Firms with female top managers % firm			17.50				
Share of workers in informal sector %	workers		n.a.	Agri., Forestry, Fisheries & Veterinary	n.a.	n.a.	n. a.
Indicator 1-7 (best)			Value				
Advancement of women to leadership	roles		5.24	Arts & Humanities	n.a.	n.a.	n.a.
Indicator 1 Million people	◆ Female	♦ Male	Value	Business, Admin. & Law	n. a.	n. a.	n. a.
Labour-force	360.49	449.45	0.45	busiless, Auffill. & Law	II. a.	II. a.	II. a.
Indicator Unit	♦ Female	◆ Male	Value	Education	n.a.	n.a.	n.a.
Unemployed adults % of labour force (15-64)	4.14	5.17	4.71	Engineering, Manuf. & Construction	n. a.	n. a.	n. a.
Workers employed part-time % of employed people	n.a.	n.a.	n. a.	Health & Welfare	n. a.	n.a.	n.a.
Proportion of time spent on unpaid domestic and care work %	5.14	2.08	n. a.	Information & Comm. Technologies	n. a.	n. a.	n. a.
♦ ♦				Natural Sci., Mathematics & Statistics	n.a.	n.a.	n.a.
Access to finance							
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism & Information	n.a.	n.a.	n. a.
Access to financial services Inheritance rights for widows and dau	ghters	•	al rights 🔷 al rights 🔷	Vocational training	7.65	6.77	7.18
Access to land assets Access to non-land assets		•	al rights 🔷 al rights 🔷	PhD graduates	n.a.	n. a.	n. a.
Civil and political freedom				Graduates %	♦ Female	◆ Male	Value
Indicator Unit			Value	Graduates from tertiary education	41.67	29.65	35.29
Year women received right to vote year	ır		1947	Araduates from tertiary education	41.07	29.00	35.29
Number of female heads of state to da			0				
Seats held in upper house % total seats	8		n.a.	Health			Value
Indicator Yes/No			Value	Indicator Unit	- 0/		Value
Election list quotas for women, nation	al		Yes	Prevalence of gender violence in lifetim			n.a.
Party membership quotas, voluntary			No	Births attended by skilled personnel %			99.90
Indicator 0-1 (Equal rights)			Value	Maternal mortality deaths per 100,000 live  Total fertility rate births per woman	e DITTIS		29.00 1.70
Access to justice		Equ	al rights 🔷	Indicator 0-1 (Equal rights)			Value
Freedom of movement		Equ	al rights 🔷	Reproductive autonomy		Faual	rights 🇆
				reproductive autoriority		Lquai	ngino 🤝

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Colombia

0.710

Rank

Index Edition

2022

## Global Gender Gap Index 2022 Edition Colombia score average score **Economic Participation and Opportunity** 0.649 Political Empowerment **Educational Attainment** 0.215 0.975 Health and Survival



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.649 93rd **4** Labour-force participation rate % 104th 0.669 -25.82 0-100 Wage equality for similar work 1-7 (best) 96th 0.609 Estimated earned income int'l \$ 1,000 52nd 0.686 -5.02k 10.98k **4** 16.01k 0-150k Legislators, senior officials and managers % Professional and technical workers % Educational Attainment 1.000 1st . Literacy rate % 1.000 1st Enrolment in primary education % 1st 1.000 1.22 98.47 • 99.68 0-100 98.37 🔷 103.35 Enrolment in secondary education % 1st 1.000 4.99 0-200 Enrolment in tertiary education % 1st 1.000 arana amanipi 8.53 50.05 58.59 0-200 0.975 Health and Survival 56th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 62nd 1.045 0.215 **Political Empowerment** 70th • 0.229 Women in parliament % 104th -62.80 18.60♦ ♦ 81.40 **•** 0-100 Women in ministerial positions % 32nd 0.583 -26.32 36.84 ◆ ◆ 63.16 0-100 Years with female/male head of state (last 50) 78th -50.00 **♦** 50.00 0-50

### Colombia

### **Complementary Targets and Contextual Indicators**

General indicators					
Indicator Unit			Value		
GDP US\$ billions			271.44		
GDP per capita constant '17, intl. \$ 1000			13.45		
Population sex ratio female/male			1.04		
Population growth rate %			1.07		
Indicator Million people	♦ Female	♦ Male	Value		
Total population	25.90	24.98	50.88		
Work participation and leadership					
Indicator Unit			Value		
Gender pay gap (OECD only) %			4.00		
Share of women's membership in board	ds % (OECD co	untries only)	12.90		
Firms with female majority ownership %	6 firms		17.30		
Firms with female top managers % firms			18.90		
Share of workers in informal sector % w	orkers		63.20		
Indicator 1-7 (best)			Value		
Advancement of women to leadership r	roles		4.41		
Indicator 1 Million people	♦ Female	◆ Male	Value		
Labour-force	10.76	15.16	0.42		
Indicator Unit	♦ Female	♦ Male	Value		
Unemployed adults % of labour force	40.70	40.54	40.40		
(15-64)	16.70	10.51	13.10		
Workers employed part-time % of employed people	0.33	0.18	0.24		
Proportion of time spent on unpaid domestic and care work %	1.10	0.91	n. a.		
Access to finance					
Indicator 0-1 (Equal rights)			Value		
Access to financial services			rights 🤷		
Inheritance rights for widows and daug	hters		rights 🔷		
Access to land assets		•	rights 🔷		
Access to non-land assets		Equai	rights 🔷		
Civil and political freedom Indicator Unit			Value		
Year women received right to vote year			1957		
Number of female heads of state to dat	• number		1957		
Seats held in upper house % total seats	e number		22.90		
Indicator Yes/No			Value		
Election list quotas for women, national			Yes		
Party membership quotas, voluntary			No		
Indicator 0-1 (Equal rights)			Value		
Access to justice		Equal	rights 🔷		
Freedom of movement Equa					

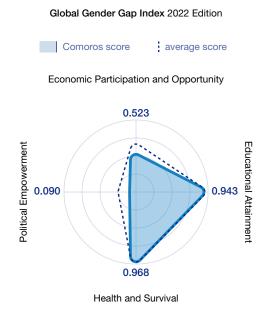
Family and care			
Indicator Unit			Value
Public spending on family benefits % G Unmet family planning % women 15-49	PD		1.67 7.00
Early marriage %			14.50
Mean age of women at birth of first chil	d years		26.95
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	84.00	14.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	♦ Male	Value
STEM Graduates	33.41	66.59	0.50
Agri Farcetry Figharing 9 Veterinany	44.69	EE 22	0.01
Agri., Forestry, Fisheries & Veterinary	44.68	55.32	0.81
Arts & Humanities	50.62	49.38	1.02
Business, Admin. & Law	62.69	37.31	1.68
Education	68.62	31.38	2.19
Engineering, Manuf. & Construction	n. a.	n.a.	n. a.
Health & Welfare	72.06	27.94	2.58
Information & Comm. Technologies	23.31	76.69	0.30
Natural Sci., Mathematics & Statistics	54.17	45.83	1.18
Social Sci., Journalism & Information	70.63	29.37	2.41
Vocational training	n. a.	n. a.	n. a.
PhD graduates	n.a.	n.a.	n. a.
Overheader	. Famile	. Mala	Malica
Graduates %  Graduates from tertiany adjugation	♦ Female	♦ Male	Value
Graduates from tertiary education	32.05	21.22	26.55
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		37.40
Births attended by skilled personnel %	live births		99.10
Maternal mortality deaths per 100,000 live	births		83.00
Total fertility rate births per woman			1.79
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Uneven	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

**Comoros** 

Rank 134th Index Edition 2022





#### 2022 Global Gender Gap Index Indicators Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.523 **♦** 129th Labour-force participation rate % 120th 0.589 -22.41 32.12 ◆ ◆ 54.53 0-100 Wage equality for similar work 1-7 (best) Estimated earned income int'l \$ 1,000 97th 0.570 -1.63k 2.16k 3.80k 103rd -48.89 25.55♦ Legislators, senior officials and managers % 0.343 0-100 -29.07 Professional and technical workers % 111th 0.550 35.46 ♦ ♦ 64.53 0-100 • Educational Attainment 0.943 116th Literacy rate % 119th 0.819 Enrolment in primary education % 71st 1.000 -0.04 81.83 81.86 0-100 Enrolment in secondary education % 1st 1.000 .... 3.83 57.59 4 61.41 0-200 Enrolment in tertiary education % 114th 0.812 -1.86 8.05 • 9.91 0-200 0.968 Health and Survival 87th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 95th 1.023 0.090 **Political Empowerment •** 127th 0.200 Women in parliament % 112th -66.60 16.70♦ ♦83.30 **•** 0-100 Women in ministerial positions % 120th 0.111 ) **------**-80.00 10.00 ♦ 90.00 0-100 Years with female/male head of state (last 50) 78th • -50.00 ◆ 50.00 0-50

#### **Comoros**

0.631 134th

#### **Complementary Targets and Contextual Indicators**

2022

Page 2 of 2

Solution	General indicators				Family and care			
Committed   Com				Value	•			Value
CDP per capital correlated 17, intil. \$1000   2.99   Unimer family planning % scores 16-49   32.30   32.30   Population growth rate %   19.60   Population growth rate %   19.60   Population growth rate %   2.17   Mails propie   Fernale   Mails   Value						PD		
Population sex ratio female/male   0.98   Early marriage %   19.80   2.17   Mana age of women at birth of first child years   30.05   Mana age of women and sales   30.05   M								
Population growth rate %   2.17   Mean age of women at birth of first child years   30.05   Indication Million people   Formate   Formate   Male   Value   Indication Million people   Formate   Formate   Male   Value   Indication Unt   Value   Male   Value   Indication Unt   Value   Male   Value   Indication Unt   Male   Male   Value   Indication Unt   Male   Male   Value   Indication Unt   Male   Male   Value   Indication 1.7 (hear)   Male   Male   Male   Male   Indication 1.7 (hear)   Male   Male   Male   Male   Indication 1.7 (hear)   Male   Ma					• • •			
Total population  Outs	·				, ,	d years		
Total population  Outs	Indicator Million people	♦ Female		Value	Indicator 0-1 (Equal rights)			Value
Indicator Unit  Gender pay gap (DECD only) %  Share of women's membership in boards % (DECD countries only)  n. a.  Firms with female majority ownership % firms  Firms with female top managers % firms  n. a.  Share of women's membership in boards % (DECD countries only)  n. a.  Firms with female top managers % firms  n. a.  Firms with female top managers % firms  n. a.  Share of workers in informal sector % workers  noticator 17 membership only  Advancement of women to leadership roles  n. a.  Adra, Forestry, Fisheries & Veterinary  n. a.  Arts & Humanities  n. a.  n. a.  Arts & Humanities  n. a.  n. a.  Arts & Humanities  n. a.  n. a.  n. a.  Indicator 1 Million people  Formale  Male  Value  Arts & Humanities  n. a.  Arts & Humanities  n. a.  n. a.  n. a.  Indicator 1 Million people  Formale  Male  Value  Workers employed part-time % of employed papers  Formale work %  n. a.  n. a.  n. a.  n. a.  n. a.  Information & Comm. Technologies  n. a.  n. a.  Natural Sci., Mathematics & Statistics  n. a.  n. a.  n. a.  Natural Sci., Mathematics & Statistics  n. a.  n. a.  n. a.  n. a.  Natural Sci., Mathematics & Female  Male  Value  Nocass to financel services  Near-equal rights ♦  Civil and political freedom  Indicator 1 to type of the spent on unpaid domestic and care work %  No are unpowed part-time % of unpaid domestic and care work %  Near-equal rights ♦  Civil and political freedom  Indicator 1 to type of the spent on unpaid domestic and care work %  Near-equal rights ♦  Civil and political freedom  Indicator 1 to type of the spent on unpaid domestic and care work %  Near-equal rights ♦  Civil and political freedom  Indicator 1 to type of the spent on unpaid domestic and care work %  Near-equal rights ♦  Civil and political freedom  Indicator 1 to type of the spent on unpaid domestic and care work %  Near-equal rights ♦  Civil and political freedom  Indicator 1 to type of the spent on unpaid domestic and care work %  Near-equal rights ♦  Civil and political freedom  Indicator 1 to type of the spent on the spent		0.43						
Indicator Unit  Gender pay gap (DECD only) %  Share of women's membership in boards % (DECD countries only)  n. a.  Firms with female majority ownership % firms  Firms with female top managers % firms  n. a.  Share of women's membership in boards % (DECD countries only)  n. a.  Firms with female top managers % firms  n. a.  Firms with female top managers % firms  n. a.  Share of workers in informal sector % workers  noticator 17 membership only  Advancement of women to leadership roles  n. a.  Adra, Forestry, Fisheries & Veterinary  n. a.  Arts & Humanities  n. a.  n. a.  Arts & Humanities  n. a.  n. a.  Arts & Humanities  n. a.  n. a.  n. a.  Indicator 1 Million people  Formale  Male  Value  Arts & Humanities  n. a.  Arts & Humanities  n. a.  n. a.  n. a.  Indicator 1 Million people  Formale  Male  Value  Workers employed part-time % of employed papers  Formale work %  n. a.  n. a.  n. a.  n. a.  n. a.  Information & Comm. Technologies  n. a.  n. a.  Natural Sci., Mathematics & Statistics  n. a.  n. a.  n. a.  Natural Sci., Mathematics & Statistics  n. a.  n. a.  n. a.  n. a.  Natural Sci., Mathematics & Female  Male  Value  Nocass to financel services  Near-equal rights ♦  Civil and political freedom  Indicator 1 to type of the spent on unpaid domestic and care work %  No are unpowed part-time % of unpaid domestic and care work %  Near-equal rights ♦  Civil and political freedom  Indicator 1 to type of the spent on unpaid domestic and care work %  Near-equal rights ♦  Civil and political freedom  Indicator 1 to type of the spent on unpaid domestic and care work %  Near-equal rights ♦  Civil and political freedom  Indicator 1 to type of the spent on unpaid domestic and care work %  Near-equal rights ♦  Civil and political freedom  Indicator 1 to type of the spent on unpaid domestic and care work %  Near-equal rights ♦  Civil and political freedom  Indicator 1 to type of the spent on unpaid domestic and care work %  Near-equal rights ♦  Civil and political freedom  Indicator 1 to type of the spent on the spent	Work participation and leadership				Indicator Days	◆ Female	◆ Male	Value
Share of women's membership in boards % (OECD countries only)   n. a.   Education and skills   Graduates Attainment %   Female   Male   Value   STEM Graduates   n. a.   n. a.   n. a.   n. a.   n. a.   n. a.				Value	•		,	
Share of women's membership in boards % (OECD countries only)  Firms with fenale majority ownership % firms  n. a. Share of workers in informal sector % workers  94.70 Indicator 1-7 (bast)  Advancement of women to leadership roles  n. a. Indicator 1-7 (bast)  Advancement of women to leadership roles  n. a. Indicator 1-7 (bast)  Advancement of women to leadership roles  n. a. Indicator 1-7 (bast)  Advancement of women to leadership roles  n. a. Indicator 1-7 (bast)  Advancement of women to leadership roles  n. a. Indicator 1-7 (bast)  Advancement of women to leadership roles  n. a. Indicator 1-7 (bast)  Advancement of women to leadership roles  n. a. Indicator 1-7 (bast)  Advancement of women to leadership roles  n. a. Indicator 1-8 (bast)  Advancement of women to leadership roles  n. a. Indicator 1-7 (bast)  Advancement of women to leadership roles  n. a. Indicator 1-8 (bast)  Advancement of women to leadership roles  n. a. Indicator 1-8 (bast)  Advancement of women to leadership roles  n. a. Indicator 1-8 (bast)  Advancement of women to leadership roles  n. a. Indicator 1-8 (bast)  Advancement of women to leadership roles  n. a. Indicator 1-8 (bast)  Advancement of women to leadership roles  n. a. Indicator 1-8 (bast)  Advancement of women to leadership roles  n. a. Indicator 1-8 (bast)  Advancement of women to leadership roles  n. a. Indicator 1-8 (bast)  Advancement of women to leadership roles  n. a. Indicator 1-8 (bast)  Advancement 3-8 (bas	Gender pay gap (OECD only) %			n. a.	<u> </u>			11. (4.
Firms with female majority ownership % firms Share of workers in informal sector % workers Indicator 1 Million people Special Share of workers Share of workers in informal sector % workers Information & Comm. Technologies Information & Co		ards % (OECD co	untries only)	n.a.		<b>▲</b> Fomolo	↑ Mala	Value
Firms with female top managers % firms In. a. Share of workers in informal sector % workers Indicator 1-7 (best)  Advancement of women to leadership roles Indicator 1 Million people  Female  Advancement of women to leadership roles Indicator 1 Million people  Female  Female  Male  Value  Labour-force  0.09 0.15 0.37  Indicator Unit  Female  Male  Value  Labour-force  0.09 0.15 0.37  Indicator Unit  Female  Male  Male  Value  Business, Admin. & Law  In. a.  I	Firms with female majority ownership	% firms						
Agri., Forestry, Fisheries & Veterinary n. a. lindicator 1-7 (best)  Advancement of women to leadership roles n. a. lindicator 1 Million people	Firms with female top managers % firm	ns		n.a.	STEM Graduates	n. a.	n.a.	n. a.
Advancement of women to leadership roles n. a. Indicator 1 Million people Female Male Value Labour-force 0.09 0.15 0.37  Unemployed adults % of labour force (15-69) 11.71 7.62 9.14  Unemployed adults % of labour force (15-69) 11.71 7.62 9.14  Workers employed part-time % of employed paperle 0.27 0.19 0.22  Workers employed part-time % of employed paperle 0.27 0.19 0.22  Workers employed paperle 0.27 0.19 0.22  Workers employed paperle 0.27 0.19 0.22  Health & Welfare 44.44 55.56 0.80  Proportion of time spent on unpaid domestic and care work % n. a. n. a. n. a. n. a.  Access to finance Indicator 0-1 (Equal rights) Value Near-equal rights ♦ Access to land assets Uneven rights ♦ Access to land assets Uneven rights ♦ Townshiper of female heads of state to date number 00 Seats held in upper house % total seats n. a. Indicator Ves/No Value Election list quotas for women, national Party membership quotas, voluntary n. a. Party membership quotas, voluntary Near-equal rights ♦ Value Clepton list quotas for women, national Party membership quotas, voluntary n. a. Party membership quotas, voluntary near needed of nowement Equal rights ♦ Value Freedom of movement (Sequel rights) Value Freedom of movement (	Share of workers in informal sector %	workers		94.70	Anni Farratur, Fishanias 9 Vetaninam			-
Indicator 1 Million people	Indicator 1-7 (best)			Value	Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n.a.
Labour-force 0.09 0.15 0.37 Indicator Unit	Advancement of women to leadership	roles		n. a.	Arts & Humanities	n.a.	n.a.	n.a.
Labour/force 0.09 0.15 0.37  Indicator Unit	Indicator 1 Million people	♦ Female	♦ Male	Value				
Unemployed adults % of labour force (15-64) 11.71 7.62 9.14 Engineering, Manuf. & Construction n. a. n. a. n. a. n. a. n. a. workers employed part-time % of employed people 0.27 0.19 0.22 Health & Welfare 44.44 55.56 0.80 Proportion of time spent on unpaid domestic and care work % n. a. n. a. n. a. n. a. n. a. n. a. whatural Sci., Mathematics & Statistics n. a. n. a. n. a. n. a. n. a. whatural Sci., Mathematics & Statistics n. a. n. a	Labour-force	0.09	0.15	0.37	Business, Admin. & Law	n. a.	n.a.	n.a.
Tight   Tigh	Indicator Unit	♦ Female	♦ Male	Value	Education	45.00	55.00	0.82
Workers employed part-time % of employed people 0.27 0.19 0.22  Proportion of time spent on unpaid domestic and care work % n. a. n. a. n. a. n. a. n. a. n. a. linformation & Comm. Technologies n. a. n. a. n. a. n. a. n. a. Natural Sci., Mathematics & Statistics n. a. n. a. n. a. n. a. n. a. Natural Sci., Mathematics & Statistics n. a. n. a	(15-64)	11.71	7.62	9.14	Engineering, Manuf. & Construction	• n. a.	n. a.	n. a.
Access to finance Indicator 0-1 (Equal rights)  Near-equal rights Inneritance rights for widows and daughters  Access to land assets  Uneven rights Access to non-land assets  Vocational training  N. a. n. a. n. a. n. a. n. a.  PhD graduates  Access form tertiary education  N. a. n. a. n. a.  N. a. h. a.  Health  Indicator Unit  Value  Prevalence of gender violence in lifetime % women  6.40  Births attended by skilled personnel % live births  82.20  Access to justice  Near-equal rights Access to justice  Near-equal	Workers employed part-time % of	0.27	0.19	0.22	Health & Welfare	44.44	55.56	0.80
Natural Sci., Mathematics & Statistics n. a. n. a. n. a. n. a.  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Uneven rights ♦  Civil and political freedom Indicator Unit  Year women received right to vote year  Natural Sci., Mathematics & Statistics n. a. n. a. n. a. n. a.  No. a.  Vocational training  No. a.  PhD graduates  PhD graduates  PhD graduates  No. a.  Realled  Graduates %  Female  Access to more land assets  Indicator Unit  Walue  Featth Indicator Unit  Prevalence of gender violence in lifetime % women  Births attended by skilled personnel % live births  Realled  Prevalence of gender violence in lifetime % women  Access to justice  Near-equal rights  Freedom of movement  Natural Sci., Mathematics & Statistics  n. a.  Thealth Indicator Unit  Value  Prevalence of gender violence in lifetime % women  6.40  Births attended by skilled personnel % live births  82.20  Maternal mortality deaths per 100,000 live births  82.20  Maternal mortality deaths per 100,000 live births  82.20  Maternal mortality deaths per 100,000 live births  70 Total fertility rate births per woman  4.14  Indicator 0-1 (Equal rights)  Value		n a	n a	n a	Information & Comm. Technologies	n. a.	n.a.	n. a.
Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Uneven rights ♦  Uneven rights ♦  Uneven rights ♦  Uneven rights ♦  Civil and political freedom  Indicator Unit  Value  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Access to justice  Near-equal rights ♦  Freedom of movement  Near-equal rights  Freedom of movement  Social Sci., Journalism & Information n. a. n.	democratic date work 70	11. 0.	11. 0.	11. (4.	Natural Sci., Mathematics & Statistics	n. a.	n.a.	n.a.
Access to financial services Inheritance rights for widows and daughters Inheritance rights for widows and aughters Inneritance	Access to finance							
Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Uneven rights ❖  PhD graduates  n. a. n. a. n. a. n. a. n. a. n. a.  r. a. or a. n. a. n. a. n. a. n. a. n. a.  Raduates %  Graduates from tertiary education  Freadom of movement  Value  Graduates from tertiary education  n. a. n. a. n. a. n. a. n. a.  Near-equal rights ❖  Vocational training  n. a. n. a. n. a. n. a. n. a.  n. a. n. a. n. a.  n. a. n. a.  Near-equal rights ❖  Vocational training  n. a. n. a. n. a. n. a.  n. a. n. a.  N. a.  PhD graduates  n. a. n. a. n. a.  n. a. n. a.  N. a.  Health  Indicator Unit  Prevalence of gender violence in lifetime % women  6.40  Births attended by skilled personnel % live births  82.20  Maternal mortality deaths per 100,000 live births  7 total fertility rate births per woman  4.14  Indicator 0-1 (Equal rights)  Value	Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism & Information	n.a.	n.a.	n.a.
Access to non-land assets  Uneven rights Civil and political freedom Indicator Unit  Value Year women received right to vote year Number of female heads of state to date number Seats held in upper house % total seats Indicator Yes/No  Value Election list quotas for women, national Party membership quotas, voluntary Indicator 0-1 (Equal rights)  Access to justice  Near-equal rights Freedom of movement  PhD graduates  n. a.  Parduates %  Female  Male Value  Graduates from tertiary education n. a. n. a. n. a.  Indicator Unit Prevalence of gender violence in lifetime % women Births attended by skilled personnel % live births Maternal mortality deaths per 100,000 live births Total fertility rate births per woman  4.14  Indicator 0-1 (Equal rights)  Value			•	- •	Vocational training	n. a.	n.a.	n. a.
Indicator Unit       Value       Graduates %       ◆ Female       ◆ Male       Value         Year women received right to vote year       1975       Graduates from tertiary education       n. a.       health       lndicator Yes/No       Value       Value       Prevalence of gender violence in lifetime % women       6.40       Births attended by skilled personnel % live births       82.20       Maternal mortality deaths per 100,000 live births       82.20       Maternal mortality deaths per woman       4.14         Access to justice       Near-equal rights ♦       Indicator 0-1 (Equal rights)       Indicator 0-1 (Equal rights)       Value				- •	PhD graduates	n.a.	n.a.	n. a.
Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  n. a.  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Indicator 0-1 (Equal rights)  Near-equal rights  Freedom of movement  Access to justice  Freedom of movement  Party women received right to vote year  1975  Graduates from tertiary education  n. a.  Indicator Unit  Value  Prevalence of gender violence in lifetime % women  6.40  Births attended by skilled personnel % live births  82.20  Maternal mortality deaths per 100,000 live births  773.00  Total fertility rate births per woman  101  Total fertility rate births per woman  102  Total fertility rate births per woman  103  Value  Near-equal rights  Value  Freedom of movement	·			Value	Graduates %	♦ Female	♦ Male	Value
Number of female heads of state to date number  Seats held in upper house % total seats  n. a.  Health  Indicator Yes/No  Election list quotas for women, national  Party membership quotas, voluntary  Indicator 0-1 (Equal rights)  Access to justice  Near-equal rights  Freedom of movement  Indicator total female heads of state to date number  Near-equal rights  Naternal mortality deaths per 100,000 live births  Total fertility rate births per woman  Acless to justice  Near-equal rights  Indicator 0-1 (Equal rights)  Value						n. a.	n. a.	n. a.
Seats held in upper house % total seats  n. a.  Health  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Indicator 0-1 (Equal rights)  Access to justice  Near-equal rights  Freedom of movement  Indicator 10-1 (Equal rights)  Near-equal rights  Near-equal rights  Indicator 10-1 (Equal rights)  Near-equal rights								
Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Indicator 0-1 (Equal rights)  Access to justice  Near-equal rights  Indicator 0-1 (Equal rights)  Value  Indicator Unit  Value  Prevalence of gender violence in lifetime % women  6.40  Births attended by skilled personnel % live births  82.20  Maternal mortality deaths per 100,000 live births  273.00  Total fertility rate births per woman  4.14  Indicator 0-1 (Equal rights)  Value					Health			
Election list quotas for women, national Party membership quotas, voluntary  Indicator 0-1 (Equal rights)  Near-equal rights  Near-equal rights  Prevalence of gender violence in lifetime % women 6.40  Births attended by skilled personnel % live births 82.20  Maternal mortality deaths per 100,000 live births 273.00  Total fertility rate births per woman 4.14  Access to justice  Near-equal rights  Freedom of movement  Prevalence of gender violence in lifetime % women 6.40  Births attended by skilled personnel % live births 273.00  Total fertility rate births per woman 4.14  Indicator 0-1 (Equal rights)  Value		5						Value
Election list quotas for women, national  Party membership quotas, voluntary  Indicator 0-1 (Equal rights)  Near-equal rights  Freedom of movement  Party membership quotas, voluntary  Near-equal rights  Near-equal rights  Indicator 0-1 (Equal rights)  Near-equal rights  Equal rights  Value  Requal rights  Indicator 0-1 (Equal rights)  Value					Prevalence of gender violence in lifetim	e % women		6.40
Indicator 0-1 (Equal rights)  Near-equal rights  Freedom of movement  Naternal mortality deaths per 100,000 live births  Total fertility rate births per woman  4.14  Indicator 0-1 (Equal rights)  Value	·	al			_			
Indicator0-1 (Equal rights)ValueTotal fertility rate births per woman4.14Access to justiceNear-equal rights ♦Indicator 0-1 (Equal rights)ValueFreedom of movementEqual rights ♦	Party membership quotas, voluntary			n.a.	•			
Access to justice  Near-equal rights  Freedom of movement  Figure 1	Indicator 0-1 (Equal rights)			Value	- · ·	-		
Freedom of movement Equal rights 🔷	•		•	- •				Value
Total to a second training to a second training	Freedom of movement		Equal	rights 🔷	Reproductive autonomy		Restricted	l rights 🐟

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Overview

Rank 144th Index Edition

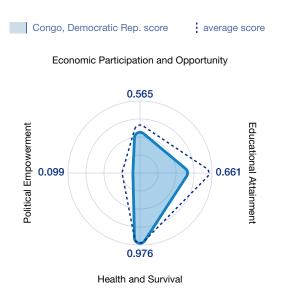
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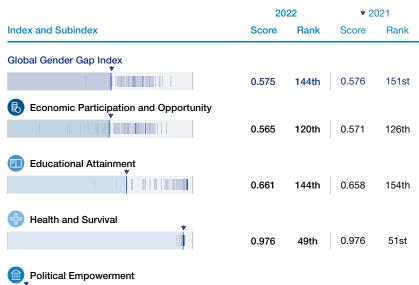
130th

2022

## Congo, Democratic Rep.

Global Gender Gap Index 2022 Edition





0.099

#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.565 **♦** 120th Labour-force participation rate % 22nd 0.886 -7.86 61.21 • 69.07 0-100 Wage equality for similar work 1-7 (best) 118th 0.553 Estimated earned income int'l \$ 1,000 76th 0.634 -485.31 840.13 • 1.33k 0.253 -59.64 Legislators, senior officials and managers % 115th 20.18 0-100 -51.25 Professional and technical workers % 129th 0.322 24.38 ♦ 75.62 0-100 Educational Attainment 144th 0.661 Literacy rate % 126th • 0.751 Enrolment in primary education % Enrolment in secondary education % 135th 0.640 -20.28 35.98 ♦ ♦ 56.26 0-200 Enrolment in tertiary education % 130th 0.559 -3.74 4.73 8.47 0-200 0.976 Health and Survival 49th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 55th 1.050 0.099 **Political Empowerment** • 124th 0.147 125th -74.40 12.80♦ Women in parliament % **---**♦ 87.20 0-100 Women in ministerial positions % 85th 0.216 -64.44 17.78 ♦ 82.22 0-100 Years with female/male head of state (last 50) 78th -50.00 ♦ 50.00 0-50

Score

## Congo, Democratic Rep.

0.575 144th

#### **Complementary Targets and Contextual Indicators**

2022

Value n.a. 27.70 23.90 29.36 Value

Value

n.a.

Value

0.34

0.35

1.15

0.33

0.11

n.a.

0.48

0.55

n.a.

0.02

Value

5.15

Value 50.70 80.10 473.00 5.82 Value

Restricted rights 🐟

Male

Male

74.90

74.15

46.55

61.66

75.46

90.20

n.a.

63.35

67.39

64.65

n.a.

0.04

Male

6.40

2.00

General indicators				Family and care	
Indicator Unit			Value	Indicator Unit	
GDP US\$ billions	48.72 Public spending on family bene			PD	
GDP per capita constant '17, intl. \$ 1000			1.08	Unmet family planning % women 15-49	
Population sex ratio female/male			1.00	Early marriage %	
Population growth rate %			3.14	Mean age of women at birth of first chil	d years
Indicator Million people	♦ Female	♦ Male	Value	Indicator 0-1 (Equal rights)	
Total population	44.85	44.71	89.56	Right to divorce	
Work participation and leadership				Indicator Days	♦ Female
Indicator Unit			Value	Length of parental leave	98.00
Gender pay gap (OECD only) %			n.a.	Education and skills	
Share of women's membership in board	ds % (OECD co	untries only)	n.a.	Graduates Attainment %	♦ Female
Firms with female majority ownership 9	6 firms		8.00	STEM Graduates	25.10
Firms with female top managers % firms	8		10.80	<b>♦</b>	
Share of workers in informal sector % v	orkers/		97.30	Agri., Forestry, Fisheries & Veterinary	25.85
Indicator 1-7 (best)			Value	•	
Advancement of women to leadership	roles		3.57	Arts & Humanities	53.45 <b>◆</b>
Indicator 1 Million people	♦ Female	◆ Male	Value	Business, Admin. & Law	38.34
Labour-force	15.53	17.18	0.47	<b>♦</b>	<b>♦</b>
Indicator Unit	♦ Female	◆ Male	Value	Education	24.54
Unemployed adults % of labour force (15-64)	4.65	5.99	5.35	<b>♦</b>	
(15 04)	4.00	0.00	0.00	Engineering, Manuf. & Construction	9.80
Workers employed part-time % of employed people	0.46	0.39	0.43	Health & Welfare	n.a.
<b>♦</b>				Information & Comm. Technologies	36.65
Proportion of time spent on unpaid domestic and care work %	n.a.	n. a.	n. a.	• • • • • • • • • • • • • • • • • • •	\$ 00.000
				Natural Sci., Mathematics & Statistics	32.61
Access to finance				<b>♦</b>	<b>♦</b>
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism & Information	35.35
Access to financial services Inheritance rights for widows and daug	hters	Near-equal rights � Near-equal rights �		Vocational training	n. a.
Access to land assets		•	rights 🐟		
Access to non-land assets			rights 🔷	PhD graduates	0.01
Civil and political freedom				*	
Indicator Unit			Value	Graduates %	◆ Female
Year women received right to vote year		1967		Graduates from tertiary education	3.90
Number of female heads of state to dat	e number		0	<b>*</b>	
Seats held in upper house % total seats			23.90	Health	
Indicator Yes/No			Value	Indicator Unit	
Election list quotas for women, nationa	İ		n. a.	Prevalence of gender violence in lifetim	e % women
Party membership quotas, voluntary	•		n. a.	Births attended by skilled personnel $\%$	live births
				Maternal mortality deaths per 100,000 live	births
Indicator 0-1 (Equal rights)			Value	Total fertility rate births per woman	
Access to justice		Near-equal		Indicator 0-1 (Equal rights)	
Freedom of movement		Equai	rights 🔷	Reproductive autonomy	

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

Restricted rights 🐟

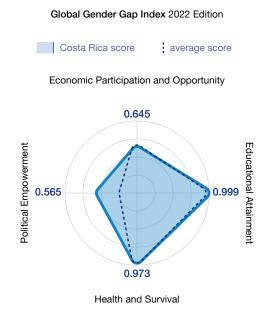
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

0.796

Rank

Index Edition 2022

## Costa Rica





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.645 94th **4** Labour-force participation rate % 106th 0.668 -23.61 47.53 ♦ ♦ 71.14 0-100 Wage equality for similar work 1-7 (best) 85th 0.622 Estimated earned income int'l \$ 1,000 68th 0.657 -8.24k 15.79k **→** 24.03k Legislators, senior officials and managers % Professional and technical workers % **Educational Attainment** 0.999 31st . Literacy rate % 1.000 1st Enrolment in primary education % 74th 0.999 -0.13 96.69 ♦ 96.81 0-100 Enrolment in secondary education % 1st 1.000 11.76 136.27 • 148.03 0-200 Enrolment in tertiary education % 1st 1.000 arana amanipi 11.64 51.98 • 63.62 0-200 0.973 Health and Survival 64th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 70th 1.039 **Political Empowerment** 6th 0.565 0.901 Women in parliament % 7th -5.20 47.40 52.60 • 0-100 Women in ministerial positions % 1st 1.000 4.00 48.00 52.00 0-100 Years with female/male head of state (last 50) 36th 0.087 -41.99 **46.00** 0-50

Rank

### Costa Rica

### **Complementary Targets and Contextual Indicators**

. , ,				
General indicators				
Indicator Unit			Value	
GDP US\$ billions			61.85	
GDP per capita constant '17, intl. \$ 1000			19.90	
Population sex ratio female/male			1.00	
Population growth rate %			0.92	
Indicator Million people	♦ Female	♦ Male	Value	
Total population	2.55	2.55	5.09	
Work participation and leadership				
Indicator Unit			Value	
Gender pay gap (OECD only) %			0	
Share of women's membership in board	ds % (OECD co	untries only)	n.a.	
Firms with female majority ownership 9	% firms		n.a.	
Firms with female top managers % firms			n.a.	
Share of workers in informal sector % v	vorkers		40.80	
Indicator 1-7 (best)			Value	
Advancement of women to leadership	roles		4.81	
Indicator 1 Million people	♦ Female	◆ Male	Value	
Labour-force	0.98	1.44	0.40	
Indicator Unit	♦ Female	◆ Male	Value	
Unemployed adults % of labour force (15-64)	22.83	13.12	17.06	
Workers employed part-time % of employed people	0.36	0.20	0.26	
Proportion of time spent on unpaid domestic and care work %	3.94	1.48	n. a.	
Access to finance				
Indicator 0-1 (Equal rights)			Value	
Access to financial services		Restricted	riahts 🐟	
Inheritance rights for widows and daug	ıhters		rights 🥎	
Access to land assets			al rights 🧆	
Access to non-land assets		Equal	rights 🔷	
Civil and political freedom				
Indicator Unit			Value	
Year women received right to vote year			1949	
Number of female heads of state to dat	Number of female heads of state to date number			
Seats held in upper house % total seats			n.a.	
Indicator Yes/No			Value	
Election list quotas for women, nationa	I		Yes	
Party membership quotas, voluntary			Yes	
Indicator 0-1 (Equal rights)			Value	
Access to justice		Equal	rights 🔷	
Freedom of movement		Equal	rights 🔷	

Family and care			
Indicator Unit			Value
Public spending on family benefits % GF	PD		n.a.
Unmet family planning % women 15-49	n. a.		
Early marriage %			8.40
Mean age of women at birth of first child	years		27.23
Indicator 0-1 (Equal rights)			Value
Right to divorce		Uneven	rights 🔷
Indicator Days	◆ Female	◆ Male	Value
Length of parental leave	120.00	0	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	32.20	67.80	0.47
And Founday Fishering 8 Valorings	40.00	E7.01	0.74
Agri., Forestry, Fisheries & Veterinary	42.69	57.31	0.74
Arts & Humanities	59.34	40.66	1.46
Business, Admin. & Law	n. a.	n.a.	n. a.
Education	71.87	28.13	2.56
Engineering, Manuf. & Construction	35.37	64.63	0.55
Health & Welfare	n. a.	n.a.	n. a.
Information & Comm. Technologies	20.29	79.71	0.25
Natural Sci., Mathematics & Statistics	51.72	48.28	1.07
Social Sci., Journalism & Information	69.02	30.98	2.23
Vocational training	9.72	8.92	9.31
PhD graduates	0.13	0.33	0.22
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	n. a.	n.a.	n.a.
Health Indicator Unit			Value
Prevalence of gender violence in lifetime	% women		36.00
Births attended by skilled personnel % li	ive births		99.00
Maternal mortality deaths per 100,000 live b	oirths		27.00
Total fertility rate births per woman			1.74
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Restricted	rights 💠

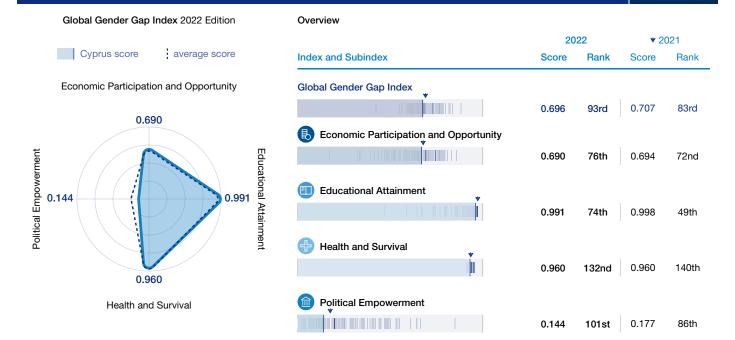
<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Rank

## Cyprus

**Economy Profile** 



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.690 76th • 56.65 ♦ ♦ 68.77 Labour-force participation rate % 57th 0.824 -12.12 0-100 Wage equality for similar work 1-7 (best) 75th 0.646 Estimated earned income int'l \$ 1,000 44th -13.20k 32.22k • • 45.41k 0-150k 109th -51.65 24.18♦ ♦ 75.82 Legislators, senior officials and managers % 0.319 0-100 46.36 ◆◆ 53.64 Professional and technical workers % 1.000 7.28 0-100 1st • Educational Attainment 0.991 74th Literacy rate % 1.000 1st 0.995 Enrolment in primary education % 83rd -0.48 99.18 ♦ 99.66 0-100 Enrolment in secondary education % 101st 0.969 -3.20 99.23 • 102.43 0-200 Enrolment in tertiary education % 1st 1.000 arana amanipi 5.41 85.69 91.10 0-200 0.960 Health and Survival 132nd 0.935 Sex ratio at birth\*\* % 137th 1.016 Healthy life expectancy\*\* years 110th 0.144 **Political Empowerment** • 101st 0.167 -71.40 14.30 ♦ ♦ 85.70 Women in parliament % 121st **---**0-100 Women in ministerial positions % 60th 0.375 -45.45 27.27♦ ♦ 72.73 0-100 Years with female/male head of state (last 50) 78th -50.00 **♦** 50.00 0-50

Score

# **Cyprus**

# **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			24.61
GDP per capita constant '17, intl. \$ 1000			38.82
Population sex ratio female/male			1.00
Population growth rate %			0.73
Indicator Million people	♦ Female	◆ Male	Value
Total population	0.60	0.60	1.21
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			15.87
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %	í firms		7.70
Firms with female top managers % firms			8.20
Share of workers in informal sector % w	orkers		n. a.
Indicator 1-7 (best)			Value
Advancement of women to leadership r	roles		4.53
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	0.29	0.35	0.45
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force (15-64)	7.68	4.56	5.98
Madage and based and the ext			
Workers employed part-time % of employed people	0.40	0.33	0.36
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n.a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Equal	rights 🔷
Inheritance rights for widows and daugl	hters	Equal	rights 🔷
Access to land assets		Equal	rights 🔷
Access to non-land assets		Equal	rights 🔷
Civil and political freedom			Value
Year women received right to vote year	o		1960
Number of female heads of state to dat Seats held in upper house % total seats	e number		0 n. a.
Indicator Yes/No			Value
Election list quotas for women, national			No
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice		Equal	rights 🔷
Freedom of movement		Restricted	rights 💠

ators			2022				
Family and care							
Indicator Unit			Value				
Public spending on family benefits % G	PD		n. a.				
Unmet family planning % women 15-49			n.a.				
Early marriage %							
Mean age of women at birth of first chil	d years		29.77				
Indicator 0-1 (Equal rights)			Value				
Right to divorce		Uneven	rights 🔷				
Indicator Days	♦ Female	◆ Male	Value				
Length of parental leave	126.00	14.00	n.a.				
Education and skills							
Graduates Attainment %	♦ Female	♦ Male	Value				
STEM Graduates	n.a.	n.a.	n.a.				
Agri., Forestry, Fisheries & Veterinary	34.48	65.52	0.53				
•	<b>♦</b>	00.02	0.00				
Arts & Humanities	n.a.	n.a.	n.a.				
Business, Admin. & Law	55.47	44.53	1.25				
<b>♦</b>	<b>♦</b>	11.00	1.20				
Education	86.89	13.11	6.63				
Engineering, Manuf. & Construction	32.85	67.15	0.49				
<b>♦</b>	<b>♦</b>						
Health & Welfare	76.42	23.58	3.24				
Information & Comm. Technologies	28.46	71.54	0.40				
<b>•</b>	<b>(</b>	<b>&gt;</b>					
Natural Sci., Mathematics & Statistics	69.49	30.51	2.28				
Social Sci., Journalism & Information	74.43	25.57	2.91				
Vocational training	3.96	10.22	7.00				
<b>♦</b> •							
PhD graduates	0.85	1.26	1.05				
Graduates %	♦ Female	♦ Male	Value				
Graduates from tertiary education	29.57	24.87	27.38				
<b>♦ ♦</b>	20.07	24.01	27.00				
Health							
Indicator Unit			Value				
Prevalence of gender violence in lifetim	e % women		15.00				
Births attended by skilled personnel $\%$	live births		98.30				
Maternal mortality deaths per 100,000 live	births		6.00				
Total fertility rate births per woman			1.32				
Indicator 0-1 (Equal rights)			Value				
Reproductive autonomy		Near-equal	rights 🔷				

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

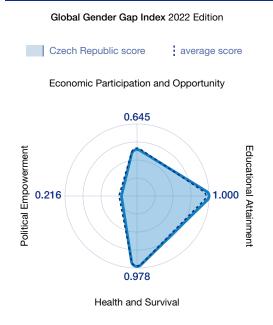
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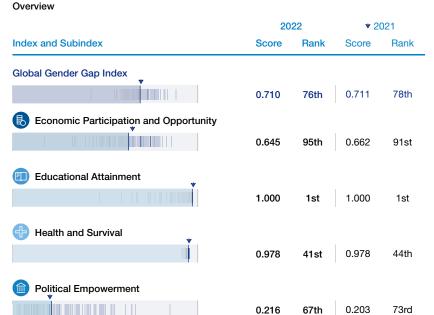
Rank

Index Edition

2022

# Czech Republic





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.645 95th **4** 51.67 ◆ ◆ 68.06 Labour-force participation rate % 80th -16.40 0-100 Wage equality for similar work 1-7 (best) 103rd 0.590 Estimated earned income int'l \$ 1,000 72nd 0.644 -16.73k 30.27k ◆ ◆ 47.00k 0-150k 96th 27.78♦ ♦ 72.22 Legislators, senior officials and managers % 0.385 -44.44 0-100 47.83 🔷 52.17 Professional and technical workers % 80th 0.917 -4.33 0-100 • Educational Attainment 1.000 1st . Literacy rate % 1.000 1st Enrolment in primary education % 1st 1.000 0.72 98.79 • 99.51 0-100 Enrolment in secondary education % 1st 1.000 0.99 100.82 • 101.81 0-200 Enrolment in tertiary education % 1st 1.000 arana amanipi 21.47 55.11 ◆ ◆ 76.57 0-200 0.978 Health and Survival 41st 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 48th 1.054 0.216 **Political Empowerment** 67th ..... 0.342 78th -49.00 25.50♦ ♦ 74.50 Women in parliament % 0-100 Women in ministerial positions % 48th 0.444 -38.46 30.77 ♦ ♦ 69.23 0-100 Years with female/male head of state (last 50) 78th ♦ -50.00 ♦ 50.00 0-50

# **Czech Republic**

# **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			245.34
GDP per capita constant '17, intl. \$ 1000			38.51
Population sex ratio female/male			1.03
Population growth rate %			0.24
Indicator Million people	♦ Female	♦ Male	Value
Total population	5.43	5.27	10.70
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			12.37
Share of women's membership in board	ds % (OECD co	untries only)	23.00
Firms with female majority ownership $\%$	6 firms		16.00
Firms with female top managers $\%$ firms	3		16.10
Share of workers in informal sector $\%$ w	orkers/		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership r	roles		5.23
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	2.39	3.00	0.44
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force			
(15-64)	2.92	1.79	2.29
Workers employed part-time % of			
Workers employed part-time % of employed people	0.41	0.29	0.34
<b>•</b>			
Proportion of time spent on unpaid domestic and care work %	n 0	n 0	n 0
domestic and care work %	n. a.	n. a.	n.a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Near-equal	
Inheritance rights for widows and daugi	hters	•	rights 🔷
Access to land assets	TILOTO		rights 🔷
Access to non-land assets		•	rights 🔷
			inginio 🔷
Civil and political freedom Indicator Unit			Value
Year women received right to vote year			1920
Number of female heads of state to dat	e number		1920
Seats held in upper house % total seats			14.80
			Value
Indicator Yes/No			
Election list quotas for women, national Party membership quotas, voluntary			n.a.
			n.a.
Indicator 0-1 (Equal rights)			Value
		Near-equal	

Family and care			
Indicator Unit			Value
Public spending on family benefits $\%~\mbox{\ensuremath{\mbox{\scriptsize G}}}$	PD		2.92
Unmet family planning % women 15-49			n.a.
Early marriage %			0.20
Mean age of women at birth of first chil	d years		30.00
Indicator 0-1 (Equal rights)			Value
Right to divorce		Near-equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	196.00	7.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	♦ Male	Value
STEM Graduates	35.57	64.43	0.55
<b>♦</b>	<b>♦</b>		
Agri., Forestry, Fisheries & Veterinary	63.18	36.82	1.72
<b>*</b>	•		
Arts & Humanities	68.76	31.24	2.20
Business, Admin, & Law	64.67	35.33	1.83
<b>♦</b>	<b>♦</b>	00.00	
Education	83.23	16.77	4.96
<b>♦</b>		<b>♦</b>	
Engineering, Manuf. & Construction	n.a.	n.a.	n.a.
Health & Welfare	n. a.	n.a.	n. a.
Information & Comm. Technologies	15.57	84.43	0.18
<b>*</b>		<b>♦</b>	00
Natural Sci., Mathematics & Statistics	59.87	40.13	1.49
<b>♦</b>	<b>♦</b>		
Social Sci., Journalism & Information	68.64	31.36	2.19
<b>♦</b>	<b>♦</b>		
Vocational training	24.63	29.16	26.95
DhD was done to a	0.45	0.00	0.00
PhD graduates	0.45	0.92	0.68
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	55.42	31.19	43.02
<b>V</b>	·		
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim			21.00
Births attended by skilled personnel %			99.80
Maternal mortality deaths per 100,000 live	births		3.00
Total fertility rate births per woman			1.71
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

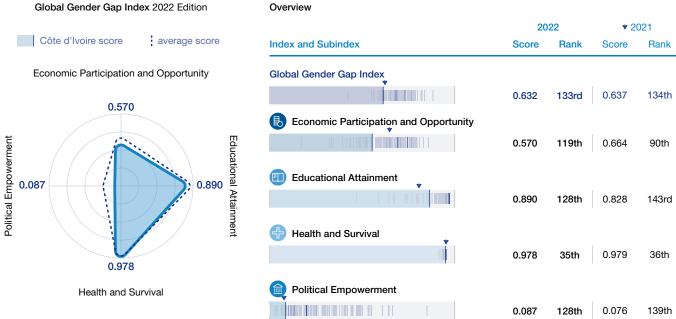
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Rank

Index Edition

2022

# Côte d'Ivoire



Global Gender Gap Index II	ndicat	tors			2	2022
Indicator	Rank	Score*	Compare with Global average	Gap F-M <b></b> ■	♦ Female vs ♦ Male	Min Max
Economic Participation and Opportunity	119th	0.570	0 1	-	Min Max -	-
Labour-force participation rate %	95th	0.708		-18.97	45.92 ◆ ◆ 64.89	0-100
Wage equality for similar work 1-7 (best)	63rd	0.674	•	-	-	-
Estimated earned income int'l \$ 1,000	111th	0.533		-3.15k	3.59k <b>♦</b> 6.75k	0-150k
Legislators, senior officials and managers %	88th	0.443	•	-38.57	30.72♦ ♦ 69.28	0-100
Professional and technical workers %	131st	0.305	• • • • • • • • • • • • • • • • • • • •	-53.28	23.36♦ ♦ 76.64	0-100
Educational Attainment	128th	0.890	1 1 1 1 1 1 <b>4</b> 1	-	-	-
Literacy rate %	100th	0.931		-	-	-
Enrolment in primary education %	108th	0.932	I II	-6.73	92.99 ◆◆ 99.72	0-100
Enrolment in secondary education %	127th	0.826		-10.91	51.96   62.87	0-200
Enrolment in tertiary education %	116th	0.783	1 11 11 11 11 11	-2.41	8.71 ◆ 11.12	0-200
Health and Survival	35th	0.978	<b>*</b>	-	-	-
Sex ratio at birth** %	1st	0.944	•	-	-	-
Healthy life expectancy** years	44th	1.056	•	-	-	-
Political Empowerment	128th	0.087	•	-	-	-
Women in parliament %	122nd	0.166	• • • • • • • • • • • • • • • • • • • •	-71.60	14.20♦ ♦ 85.80	0-100
Women in ministerial positions %	110th	0.146	••••••••••••••••••••••••••••••••••••••	-74.47	12.77♦ ♦ 87.23	0-100
Years with female/male head of state (last 50)	78th	0.000	<b>*</b>	-50.00	0 ♦ ♦ 50.00	0-50

#### 0.632 133rd

# Côte d'Ivoire

## **Complementary Targets and Contextual Indicators**

2022

Value

n.a. 27.10 22.60

29.08 Value

Value

n.a.

Value

n.a.

1.95

n.a.

Value

n.a.

Value 25.90

73.60

617.00 4.59 Value

Restricted rights 🐟

Equal rights 🔷

Male

Male

n.a.

n.a.

n.a.

n.a.

n.a.

n.a.

n.a.

n.a.

n.a.

2.10

n.a.

Male

n.a.

2.00

General indicators	Family and care
Indicator Unit Va	lue Indicator Unit
GDP US\$ billions 61	.35 Public spending on family benefits % GPD
GDP per capita constant '17, intl. \$ 1000 5	.18 Unmet family planning % women 15-49
Population sex ratio female/male 0	.98 Early marriage %
Population growth rate % 2	.54 Mean age of women at birth of first child years
Indicator Million people ♦ Female ♦ Male Va	lue Indicator 0-1 (Equal rights)
Total population 13.08 13.30 26	.38 Right to divorce
Work participation and leadership	Indicator Days ♦ Femal
Indicator Unit Va	Length of parental leave 98.0
Gender pay gap (OECD only) %	. a. Education and skills
Share of women's membership in boards % (OECD countries only)	. a. Graduates Attainment %
Firms with female majority ownership % firms 13	.00 STEM Graduates n. a
Firms with female top managers % firms 14	.30
Share of workers in informal sector % workers 91	.70 Agri., Forestry, Fisheries & Veterinary n. a
Indicator 1-7 (best)	lue
Advancement of women to leadership roles 4	.20 Arts & Humanities n. a
Indicator 1 Million people ♦ Female ♦ Male Va	lue
Labour-force 3.61 5.20 0	Business, Admin. & Law n. a
Indicator <sub>Unit</sub>	lue Education n. a
Unemployed adults % of labour force           (15-64)         4.08         2.96         3	.42
(NO 64)	Engineering, Manuf. & Construction n. a
Workers employed part-time % of employed people 0.38 0.24 0	.30 Health & Welfare n. a
Proportion of time spent on unpaid domestic and care work % n. a. n. a. n	Information & Comm. Technologies n. a.
defined to the work //	Natural Sci., Mathematics & Statistics n. a
Access to finance	
Indicator 0-1 (Equal rights)	Social Sci., Journalism & Information n. a
Access to financial services Near-equal rights	Vocational training 1.8
Inheritance rights for widows and daughters  Near-equal rights	•
Access to land assets Unequal rights  Access to non-land assets Unequal rights	PhD graduates n a
Civil and political freedom	
	lue Graduates % ♦ Femal
Year women received right to vote year 19	Graduates from tertiary education n. a
Number of female heads of state to date number	0
Seats held in upper house % total seats 19	.20 Health
Indicator Yes/No Va	Indicator Unit
	No Prevalence of gender violence in lifetime % women
comprome the company of the company	Yes Births attended by skilled personnel % live births
•	
Party membership quotas, voluntary	Maternal mortality deaths per 100,000 live births
Party membership quotas, voluntary  Indicator 0-1 (Equal rights)  Va	Total fertility rate births per woman
Party membership quotas, voluntary	Total fertility rate births per woman  Indicator 0-1 (Equal rights)

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

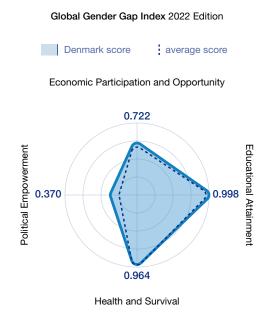
Denmark

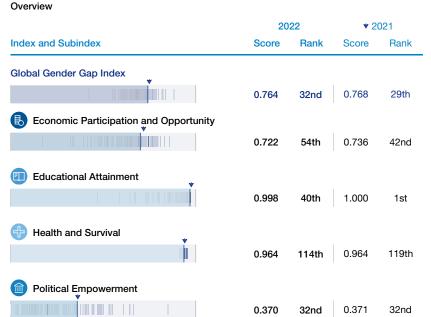
0.764

Rank

Index Edition

2022





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 54th **♦**I Labour-force participation rate % 35th 0.866 -8.93 57.72 • • 66.65 0-100 Wage equality for similar work 1-7 (best) 59th 0.679 Estimated earned income int'l \$ 1,000 35th -17.96k 46.89k ◆ ◆ 64.85k 0-150k 95th -44.28 27.86♦ ♦ 72.14 Legislators, senior officials and managers % 0.386 0-100 Professional and technical workers % 1st 1.000 1.31 49.34 \$ 50.66 0-100 • Educational Attainment 0.998 40th Literacy rate % 1.000 1st Enrolment in primary education % 1st 1.000 0.49 99.08 ♦ 99.57 0-100 Enrolment in secondary education % 85th 0.991 -1.11 129.32 • 130.43 0-200 Enrolment in tertiary education % 1st 1.000 arana amanipi 26.60 68.91 ♦ ♦ 95.51 0-200 0.964 Health and Survival 114th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 121st 1.010 **Political Empowerment** 0.370 32nd 0.658 Women in parliament % 29th -20.60 39.70 ♦ ♦ 60.30 • 0-100 Women in ministerial positions % 42nd 0.462 -36.84 31.58♦ ♦ 68.42 0-100 Years with female/male head of state (last 50) 27th 0.118 -39.41 0-50

### **Denmark**

## **Complementary Targets and Contextual Indicators**

2022

- compression y				
General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			356.08	Public spending on family
GDP per capita constant '17, intl. \$ 1000			55.82	Unmet family planning %
Population sex ratio female/male			1.01	Early marriage %
Population growth rate %			0.29	Mean age of women at b
Indicator Million people	♦ Female		Value	Indicator 0-1 (Equal rights)
Total population	2.93	2.90	5.83	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			5.06	Education and skills
Share of women's membership in boa	rds % (OECD co	untries only)	34.90	Graduates Attainment %
Firms with female majority ownership	% firms		9.20	STEM Graduates
Firms with female top managers $\%$ firm	ns		8.30	OTEN Graduates
Share of workers in informal sector $\%$	workers		n.a.	Agri., Forestry, Fisheries
Indicator 1-7 (best)			Value	
Advancement of women to leadership	roles		5.78	Arts & Humanities
Indicator 1 Million people	♦ Female	♦ Male	Value	
Labour-force	1.42	1.60	0.47	Business, Admin. & Law
Indicator Unit	♦ Female	◆ Male	Value	Education
Unemployed adults % of labour force (15-64)	4.32	4.22	4.26	<b>♦</b>
(10 04)   •	4.02	7.22	4.20	Engineering, Manuf. & Co
Workers employed part-time % of employed people	0.54	0.35	0.44	Health & Welfare
•				Information & Comm. Ted
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n.a.	<b>♦</b>
				Natural Sci., Mathematic
Access to finance				
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism &
Access to financial services		•	l rights 🔷	Vacational training
Inheritance rights for widows and daug	ghters	Equal	l rights 🔷	Vocational training
Access to land assets		Equal	l rights 🔷	PhD graduates
Access to non-land assets		Equal	l rights 🔷	• graduates
Civil and political freedom				Graduates %
Indicator Unit			Value	Graduates from tertiary e
Year women received right to vote year			1915	Graduates from tertiary e
Number of female heads of state to da			2.00	Lloolth
Seats held in upper house % total seats	8		n. a.	Health Indicator Unit
Indicator Yes/No			Value	
Election list quotas for women, national	al		n.a.	Prevalence of gender vio
Party membership quotas, voluntary			n.a.	Births attended by skilled
Indicator 0-1 (Equal rights)			Value	Maternal mortality deaths  Total fertility rate births pe
Access to justice		Equal	l rights 🔷	Indicator 0-1 (Equal rights)
Freedom of movement		Equal	l rights 🔷	, , ,
				Reproductive autonomy

Family and care			Value
Public spending on family benefits % G	DD.		3.40
Unmet family planning % women 15-49	FD		n. a.
Early marriage %			0.10
Mean age of women at birth of first chil	<b>d</b> years		30.98
Indicator 0-1 (Equal rights)	,		Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	126.00	14.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	♦ Male	Value
STEM Graduates	n. a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	64.31	35.69	1.80
• • • • • • • • • • • • • • • • • • •	<b>♦</b>	00.00	
Arts & Humanities	65.21	34.79	1.87
Business, Admin. & Law	n. a.	n.a.	n.a.
Education	70.49	29.51	2.39
Engineering, Manuf. & Construction	29.04	70.96	0.41
_ · · · · · · · · · · · · · · · · · · ·	<b>*</b>	,	
Health & Welfare	75.58	24.42	3.10
Information & Comm. Technologies	24.00	76.00	0.32
Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.
Occided Ocidentes and Australian	00.50	00.47	4.50
Social Sci., Journalism & Information	60.53 ◆	39.47	1.53
Vocational training	8.83	14.89	11.94
PhD graduates	0.94	1.32	1.13
•	0.04	1.02	1.10
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	69.69	45.55	57.31
<b>♦</b>	<b>♦</b>		
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		32.00
Births attended by skilled personnel $\%$	live births		95.30
Maternal mortality deaths per 100,000 live	births		4.00
Total fertility rate births per woman			1.70
Indicator 0-1 (Equal rights)			Value
Poproductive autonomy		Equal	riahta 🛦

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

Equal rights 🔷

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

0.703

Rank

Index Edition

2022

# **Dominican Republic**



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.662 87th **4** Labour-force participation rate % 109th 0.660 -25.59 49.58 ♦ ♦ 75.16 0-100 Wage equality for similar work 1-7 (best) 104th 0.588 Estimated earned income int'l \$ 1,000 87th 0.611 -8.21k 12.90k 4 21.11k -23.61 38.20 ♦ 61.81 Legislators, senior officials and managers % 45th 0.618 0-100 41.37 ♦ ♦ 58.63 Professional and technical workers % 1.000 17.26 0-100 1st • Educational Attainment 1.000 23rd . Literacy rate % 48th 1.000 Enrolment in primary education % 1st 1.000 1.04 95.38 • 96.42 0-100 Enrolment in secondary education % 1st 1.000 6.54 76.54 83.08 0-200 Enrolment in tertiary education % 1st 1.000 34.03 42.98 > 77.01 0-200 0.980 Health and Survival 1st 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 1.060 1st **Political Empowerment** 86th 0.172 • 0.387 -44.20 27.90♦ ♦ 72.10 Women in parliament % 61st **•** 0-100 Women in ministerial positions % 86th 0.211 |-----65.22 17.39 ♦ ♦ 82.61 0-100 Years with female/male head of state (last 50) 78th -50.00 **♦** 50.00 0-50

Score Rank 0.703 84th

## **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			78.84
GDP per capita constant '17, intl. \$ 1000			17.00
Population sex ratio female/male			1.00
Population growth rate %			1.01
Indicator Million people	♦ Female	♦ Male	Value
Total population	5.43	5.42	10.85
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in boar	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership	% firms		13.40
Firms with female top managers % firm	S		21.20
Share of workers in informal sector % v	workers		54.50
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		4.71
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	2.00	2.97	0.40
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force (15-64)	11.30	4.98	7.54
(13-04) • •	11.50	4.50	7.54
Workers employed part-time % of employed people	0.48	0.32	0.38
<b>•</b>			
Proportion of time spent on unpaid domestic and care work %	8.73	1.65	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Faual	rights 🄷
Inheritance rights for widows and daug	ihters	•	rights 🔷
Access to land assets	Jilici S	•	rights 🔷
Access to non-land assets		-	rights 🔷
Civil and political freedom		•	- •
Indicator Unit			Value
Year women received right to vote year			1942
Number of female heads of state to date number			0
Seats held in upper house % total seats			12.50
Indicator Yes/No			Value
Election list quotas for women, national	ıl		Yes
Party membership quotas, voluntary			No
Indicator 0-1 (Equal rights)			Value
Access to justice		Equal	rights 🔷
Freedom of movement		Equal	rights 🔷

41013			LULL			
Family and care						
Indicator Unit			Value			
Public spending on family benefits % G	PD:		n. a.			
Unmet family planning % women 15-49			10.80			
Early marriage % 27						
Mean age of women at birth of first chi	ld years		25.81			
Indicator 0-1 (Equal rights)			Value			
Right to divorce		Near-equal	rights 💠			
Indicator Days	♦ Female	◆ Male	Value			
Length of parental leave	98.00	2.00	n.a.			
Education and skills						
Graduates Attainment %	♦ Female	◆ Male	Value			
STEM Graduates	n.a.	n. a.	n.a.			
Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n. a.			
Arts & Humanities	73.75	26.25	2.81			
Business, Admin. & Law	60.69	39.31	1.54			
<b>♦</b>	<b>*</b>					
Education	79.13	20.87	3.79			
Engineering, Manuf. & Construction	38.40	61.60	0.62			
Health & Welfare	n. a.	n.a.	n. a.			
Information & Comm. Technologies	39.41	60.59	0.65			
Natural Sci., Mathematics & Statistics	54.07	45.93	1.18			
Social Sci., Journalism & Information	56.97	43.03	1.32			
Vocational training	6.15	4.28	5.21			
PhD graduates	n.a.	n.a.	n. a.			
Graduates %	♦ Female	♦ Male	Value			
Graduates from tertiary education	41.71	21.05	31.36			
<b>♦</b>						
Health						
Indicator Unit			Value			
Prevalence of gender violence in lifetim	ne % women		20.40			
Births attended by skilled personnel $\%$	live births		99.80			
Maternal mortality deaths per 100,000 live	births		95.00			
Total fertility rate births per woman			2.32			
Indicator 0-1 (Equal rights)			Value			
Reproductive autonomy		Restricted	rights 🐟			

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Ecuador

0.743

Rank 41st Index Edition

2022





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.699 71st **•** I Labour-force participation rate % 97th 0.697 -23.18 0-100 Wage equality for similar work 1-7 (best) 106th 0.583 Estimated earned income int'l \$ 1,000 23rd 0.766 -2.74k 8.96k > 11.70k 0-150k 49th 0.596 -25.34 37.33 ♦ ♦ 62.67 Legislators, senior officials and managers % 0-100 46.80 ♦ 53.20 Professional and technical workers % 1st 1.000 6.41 0-100 • Educational Attainment 0.991 71st Literacy rate % 82nd 0.976 • Enrolment in primary education % Enrolment in secondary education % 1st 1.000 2.46 99.35 • 101.82 0-200 Enrolment in tertiary education % 1st 1.000 arana amanipi 7.34 44.34 \$\infty\$ 51.68 0-200 0.968 Health and Survival 88th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 96th 1.023 **• Political Empowerment** 0.312 41st 0.631 Women in parliament % 32nd -22.60 38.70 ♦ ♦ 61.30 • 0-100 Women in ministerial positions % 39th 0.471 -36.00 32.00 ♦ ♦ 68.00 0-100 Years with female/male head of state (last 50) 75th **•** -49.99 **49.99** 0-50

## **Ecuador**

## **Complementary Targets and Contextual Indicators**

2022

O a second finally at a second				Fig. 9. Const. Const.
General indicators			Value	Family and care
Indicator Unit				Indicator Unit
GDP us\$ billions			98.81	Public spending on family bene
GDP per capita constant '17, intl. \$ 1000			10.33	Unmet family planning % wome
Population sex ratio female/male			1.00 1.54	Early marriage %
Population growth rate %				Mean age of women at birth of
Indicator Million people	◆ Female	◆ Male	Value	Indicator 0-1 (Equal rights)
Total population	8.82	8.82	17.64	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			n.a.	Education and skills
Share of women's membership in boar	ds % (OECD co	untries only)	n.a.	Graduates Attainment %
Firms with female majority ownership 9	6 firms		17.70	STEM Graduates
Firms with female top managers % firms	3		22.90	<b>♦</b>
Share of workers in informal sector % v	vorkers		68.60	Agri., Forestry, Fisheries & Vete
ndicator 1-7 (best)			Value	
Advancement of women to leadership	roles		4.23	Arts & Humanities
ndicator 1 Million people	♦ Female	♦ Male	Value	
_abour-force	3.50	4.94	0.41	Business, Admin. & Law
ndicator Unit	♦ Female	♦ Male	Value	Education
Jnemployed adults % of labour force	7.40	E 01	0.10	<b>♦</b>
15-64) ••	7.43	5.21	6.13	Engineering, Manuf. & Constru
Norkers employed part-time % of				•
employed people	0.52	0.35	0.42	Health & Welfare
				Information & Comm. Technology
Proportion of time spent on unpaid domestic and care work %	3.81	0.93	n. a.	<b>♦</b>
<b>*</b>				Natural Sci., Mathematics & St
Access to finance				
ndicator 0-1 (Equal rights)			Value	Social Sci., Journalism & Inforr
Access to financial services		Egual	rights 🔷	<b>♦</b>
Inheritance rights for widows and daug	hters	Near-equal		Vocational training
Access to land assets		Near-equal		<b>♦</b>
Access to non-land assets		Restricted	- •	PhD graduates
Civil and political freedom				
ndicator Unit			Value	Graduates %
Year women received right to vote year			1978	Graduates from tertiary educat
Number of female heads of state to date	e number		0	
Seats held in upper house % total seats			n.a.	Health
ndicator Yes/No			Value	Indicator Unit
Election list quotas for women, nationa	l		Yes	Prevalence of gender violence
Party membership quotas, voluntary			No	Births attended by skilled pers
Indicator 0-1 (Equal rights)			Value	Maternal mortality deaths per 10
Access to justice		Faual	rights 🄷	Total fertility rate births per woma
Freedom of movement			rights 🔷	Indicator 0-1 (Equal rights)
		_9001	J	Reproductive autonomy

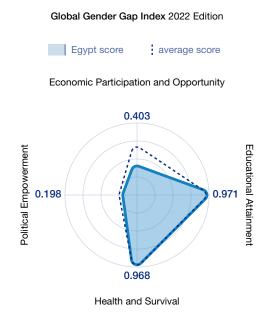
Family and care Indicator Unit			Value
Public spending on family benefits % GF Unmet family planning % women 15-49 Early marriage %			n. a. n. a. 21.90
Mean age of women at birth of first child	years		27.37
Indicator 0-1 (Equal rights)			Value
Right to divorce		Near-equal	rights 🔷
Indicator Days	◆ Female	◆ Male	Value
Length of parental leave	84.00	14.00	n.a.
Education and skills Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	29.23	70.77	0.41
<b>♦</b>	•	•	
Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n. a.
Arts & Humanities	48.78	51.22	0.95
Business, Admin. & Law	59.75	40.25	1.48
Education	72.91	27.09	2.69
Engineering, Manuf. & Construction	20.66	79.34	0.26
Health & Welfare	71.30	28.70	2.48
Information & Comm. Technologies	36.82	63.18	0.58
Natural Sci., Mathematics & Statistics	47.86	52.14	0.92
Social Sci., Journalism & Information	64.50	35.50	1.82
Vocational training	6.56	8.22	7.40
PhD graduates	n.a.	n.a.	n. a.
Graduates %	♦ Female	◆ Male	Value
Graduates from tertiary education	41.87	29.99	35.84
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetime	% women		37.50
Births attended by skilled personnel %	ive births		96.00
Maternal mortality deaths per 100,000 live l	births		59.00
Total fertility rate births per woman			2.40
Indicator 0-1 (Equal rights)			Value

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

Uneven rights 🔷

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

# **Egypt**





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Global average Indicator F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.403 142nd Labour-force participation rate % 143rd 0.229 -51.70 15.39 67.09 0-100 Wage equality for similar work 1-7 (best) 8th Estimated earned income int'l \$ 1,000 142nd 0.192 -16.10k 3.82k ◆ ◆ 19.92k 136th -86.35 Legislators, senior officials and managers % 0.073 0-100 Professional and technical workers % 116th 0.497 -33.61 33.19♦ ♦ 66.81 0-100 • Educational Attainment 0.971 103rd Literacy rate % 117th 0.856 • 1.000 Enrolment in primary education % 1st 0.43 98.90 ♦ 99.33 0-100 Enrolment in secondary education % 86th 0.990 -0.86 89.04 ♦ 89.90 0-200 Enrolment in tertiary education % 1st 1.000 arana amanipi 1.77 38.04 39.81 0-200 0.968 Health and Survival 93rd 0.943 Sex ratio at birth\*\* % 111th Healthy life expectancy\*\* years 99th 1.022 **Political Empowerment** 78th 0.198 • 63rd 0.383 -44.60 27.70♦ ♦ 72.30 Women in parliament % **ф** 0-100 Women in ministerial positions % 66th 0.320 -51.52 24.24♦ ♦ 75.76 0-100 Years with female/male head of state (last 50) 78th 0.000 -50.00 ◆ 50.00 0-50

## **Complementary Targets and Contextual Indicators**

complementary rarge	10 4.16.		
General indicators			
ndicator Unit			Value
GDP US\$ billions			365.25
GDP per capita constant '17, intl. \$ 1000			11.95
Population sex ratio female/male			0.98
Population growth rate %			1.92
ndicator Million people	◆ Female	◆ Male	Value
Total population	50.63	51.70	102.33
Work participation and leadership			
ndicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %			2.30
Firms with female top managers % firms			6.30
Share of workers in informal sector % w	vorkers		66.70
ndicator 1-7 (best)			Value
Advancement of women to leadership r	roles		5.61
ndicator 1 Million people	◆ Female	◆ Male	Value
_abour-force	5.30	23.16	0.19
ndicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force 15-64)	23.51	5.64	8.96
<b>♦</b>			
Norkers employed part-time % of employed people	0.11	0.06	0.07
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n.a.
Access to finance			
ndicator 0-1 (Equal rights)			Value
ccess to financial services		Near-equal	rights 🔷
nheritance rights for widows and daug	hters	Unequal	$rights \; \diamondsuit \;$
access to land assets		Restricted	rights 💠
access to non-land assets		Restricted	rights 💠
Civil and political freedom			
ndicator Unit			Value
ear women received right to vote year			1956
lumber of female heads of state to dat	te number		0
Seats held in upper house % total seats			13.30
ndicator Yes/No			Value
Election list quotas for women, national	I		No
Party membership quotas, voluntary			No
ndicator 0-1 (Equal rights)			Value
Access to justice		Restricted	rights 🐟
Freedom of movement		Restricted	- •

Family and care Indicator Unit			Value
Public spending on family benefits % G Unmet family planning % women 15-49 Early marriage % Mean age of women at birth of first chil			n. a. 12.60 14.80 27.60
Indicator 0-1 (Equal rights)			Value
Right to divorce		Unequal	rights 🗇
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	90.00	0	n. a.
Education and skills			
Graduates Attainment %	♦ Female	♦ Male	Value
STEM Graduates	36.90	63.10	0.58
Agri., Forestry, Fisheries & Veterinary	49.37	50.63	0.98
Arts & Humanities	n.a.	n. a.	n. a.
Business, Admin. & Law	35.85	64.15	0.56
Education	69.15	30.85	2.24
Engineering, Manuf. & Construction	20.93	79.07	0.26
Health & Welfare	55.95	44.05	1.27
Information & Comm. Technologies	n.a.	n.a.	n. a.
Natural Sci., Mathematics & Statistics	64.16	35.84	1.79
Social Sci., Journalism & Information	41.34	58.66	0.70
Vocational training  ◆ ◆	9.96	13.19	11.62
PhD graduates ◆	0.24	0.36	0.31
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	18.64	16.88	17.75
Lloolth			
Health Indicator Unit			Value
Prevalence of gender violence in lifetim Births attended by skilled personnel % Maternal mortality deaths per 100,000 live Total fertility rate births per woman	live births		n. a. 91.50 37.00 3.28
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Restricted	rights 💠

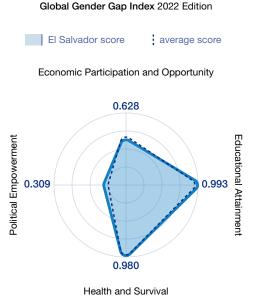
<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Rank

Index Edition 2022

# El Salvador





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.628 103rd Labour-force participation rate % 116th 0.601 -28.99 0-100 Wage equality for similar work 1-7 (best) 126th 0.477 Estimated earned income int'l \$ 1,000 90th 0.608 -3.95k 6.13k \* 10.08k 0-150k 0.876 -6.61 46.70 >> 53.30 Legislators, senior officials and managers % 18th 0-100 44.07 ◆ ◆ 55.93 Professional and technical workers % 94th 0.788 -11.85 0-100 Educational Attainment 0.993 64th 0.965 Literacy rate % 90th Enrolment in primary education % 1st 1.000 1.09 83.68 84.77 0-100 Enrolment in secondary education % 1st 1.000 0.59 68.37 ♦ 68.97 0-200 Enrolment in tertiary education % 1st 1.000 arana amanipi 3.98 27.91 31.89 0-200 0.980 Health and Survival 1st 0.944 Sex ratio at birth\*\* % 1st 1.060 Healthy life expectancy\*\* years 1st **Political Empowerment** 0.309 **•** 43rd 0.377 65th -45.20 27.40♦ ♦ 72.60 Women in parliament % 0-100 Women in ministerial positions % 16th -12.50 43.75 ◆ ◆ 56.25 0-100 Years with female/male head of state (last 50) 78th 0.000 -50.00 **♦** 50.00 0-50

Rank

59th

# El Salvador

# **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			24.64
GDP per capita constant '17, intl. \$ 1000			7.98
Population sex ratio female/male			1.14
Population growth rate %			0.50
Indicator Million people	♦ Female	♦ Male	Value
Total population	3.45	3.04	6.49
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n. a.
Share of women's membership in boa	ırds % (OECD co	untries only)	n.a.
Firms with female majority ownership	% firms		24.20
Firms with female top managers $\%$ firm	ns		28.00
Share of workers in informal sector $\%$	workers		68.50
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		3.65
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	1.15	1.58	0.42
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force			
(15-64)	6.18	5.49	5.78
•			
Workers employed part-time % of employed people	0.25	0.17	0.20
<b>♦</b>			
Proportion of time spent on unpaid			
domestic and care work %	5.47	2.72	n.a.
♦♦			
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Equal	rights 🤷
Inheritance rights for widows and dau	ghters	Near-equal	rights 🔷
Access to land assets		Near-equal	rights 🧇
Access to non-land assets		Near-equal	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year	r		1950
Number of female heads of state to da	ate number		0
Seats held in upper house % total seats	3		n.a.
Indicator Yes/No			Value
Election list quotas for women, nation	al		Yes
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice		Near-equal	rights 🗆
Freedom of movement		•	rights 🇆
		Lyuai	

ators			2022
Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		n. a.
Unmet family planning % women 15-49			n.a.
Early marriage %			21.00
Mean age of women at birth of first chil	d years		26.77
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	112.00	3.00	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	23.14	76.86	0.30
<b>♦</b>		<b>♦</b>	
Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n. a.
Arts & Humanities	56.68	43.32	1.31
<b>♦</b>	<b>♦</b>	.0.02	
Business, Admin. & Law	58.82	41.18	1.43
Education	70.93	29.07	2.44
Engineering, Manuf. & Construction	18.66	81.34	0.23
Health & Welfare	74.40	25.60	2.91
Information & Comm. Technologies	26.16	73.84	0.35
Natural Sci., Mathematics & Statistics	50.24	49.76	1.01
Social Sci., Journalism & Information	69.13	30.87	2.24
Vocational training	6.55	6.95	6.75
PhD graduates	n.a.	n.a.	n.a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	14.81	12.06	13.48
Hoolth			
Health Indicator Unit			Value
Prevalence of gender violence in lifetim			26.30
Births attended by skilled personnel %	live births		99.90
Maternal mortality deaths per 100,000 live	births		46.00
Total fertility rate births per woman			2.02
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Unequal	rights 🗇

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Rank 52nd Index Edition 2022

# **Estonia**



Global Gender Gap Index II	ndicat	tors				2022
ndicator	Rank	Score*	Compare with Global average	Gap F-M <b>■</b>	♦ Female vs ♦ Male	Min Max
Economic Participation and Opportunity	34th	0.747	0 1	-	Min Max -	-
Labour-force participation rate %	58th	0.819	•	-12.72	57.45 ◆ ◆ 70.17	0-100
Wage equality for similar work 1-7 (best)	38th	0.719	•	-	-	-
Estimated earned income int'l \$ 1,000	55th	0.682		-13.44k	28.88k ◆ ◆ 42.32k	0-150k
Legislators, senior officials and managers %	48th	0.598	•	-25.15	37.43 ◆ ◆ 62.57	0-100
Professional and technical workers $\%$	1st	1.000	•	19.03	40.48 ◆ ◆ 59.52	0-100
Educational Attainment	1st	1.000	· · · · · · · · · · · · · · · · · · ·	-	-	-
Literacy rate %	1st	1.000		-	-	-
Enrolment in primary education %	1st	1.000	1 11111	0.75	97.15♦ 97.89	0-100
Enrolment in secondary education %	1st	1.000		4.12	113.60 ♦ 117.72	0-200
Enrolment in tertiary education %	1st	1.000		29.92	59.69 ♦ ♦ 89.60	0-200
Health and Survival	47th	0.977	<b>*</b>	-	-	-
Sex ratio at birth** %	129th	0.940	•	-	-	-
Healthy life expectancy** years	1st	1.060	<b>*</b>	-	-	-
Political Empowerment	73rd	0.210	•	-	-	-
Women in parliament %	77th	0.346	<b>*</b>	-48.60	25.70♦ ♦ 74.30	0-100
Women in ministerial positions %	101st	0.167	••••••••••••••••••••••••••••••••••••••	-71.43	14.29♦ ♦ 85.71	0-100
Years with female/male head of state (last 50)	21st	0.139	<b>→</b> • • • • • • • • • • • • • • • • • • •	-37.80	6.10♦ ♦ 43.90	0-50

### **Estonia**

## **Complementary Targets and Contextual Indicators**

2022

. , ,				
General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			30.65	Public spending on famil
GDP per capita constant '17, intl. \$ 1000			35.22	Unmet family planning %
Population sex ratio female/male			1.11	Early marriage %
Population growth rate %			0.20	Mean age of women at b
Indicator Million people	◆ Female	◆ Male	Value	Indicator 0-1 (Equal rights)
Total population	0.70	0.63	1.33	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			17.32	Education and skills
Share of women's membership in boa	rds % (OECD co	untries only)	9.10	Graduates Attainment %
Firms with female majority ownership	% firms		16.20	STEM Graduates
Firms with female top managers % firm	ns		22.50	
Share of workers in informal sector %	workers		n.a.	Agri., Forestry, Fisheries
Indicator 1-7 (best)			Value	· -
Advancement of women to leadership	roles		5.76	Arts & Humanities
Indicator 1 Million people	♦ Female	♦ Male	Value	•
Labour-force	0.34	0.36	0.48	Business, Admin. & Law
Indicator Unit	♦ Female	◆ Male	Value	Education
Unemployed adults % of labour force (15-64)	4.95	5.45	5.21	Engineering, Manuf. & Co
Workers employed part-time % of employed people	0.38	0.28	0.33	Health & Welfare
<ul><li>Proportion of time spent on unpaid</li></ul>				Information & Comm. Tec
domestic and care work %	n. a.	n.a.	n. a.	Natural Sci., Mathematic
Access to finance				Hatarar Con, maniomano
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism &
Access to financial services		Equal	rights 🔷	<b>♦</b>
Inheritance rights for widows and dau	ghters	•	rights 🔷	Vocational training
Access to land assets	-		rights 🔷	<b>*</b> *
Access to non-land assets		Equal	rights 🔷	PhD graduates
Civil and political freedom				Graduatos %
Indicator Unit			Value	Graduates %
Year women received right to vote year	r		1919	Graduates from tertiary e
Number of female heads of state to da	ate number		2.00	·
Seats held in upper house % total seats	3		n.a.	Health
Indicator Yes/No			Value	Indicator Unit
Election list quotas for women, nation	al		n.a.	Prevalence of gender vio
Party membership quotas, voluntary			n.a.	Births attended by skilled
Indicator 0-1 (Equal rights)			Value	Maternal mortality deaths  Total fertility rate births pe
Access to justice		Equal	rights 🔷	
Freedom of movement		Equal	rights 🔷	Indicator 0-1 (Equal rights)
				Reproductive autonomy

Family and care Indicator Unit			Value
Public spending on family benefits % GI Unmet family planning % women 15-49 Early marriage % Mean age of women at birth of first chile			3.00 n. a. 0.50 30.48
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	140.00	0	n.a.
Education and skills Graduates Attainment %	♦ Female	♦ Male	Value
STEM Graduates	38.38	61.62	0.62
<b>•</b>	<b>♦</b>		
Agri., Forestry, Fisheries & Veterinary	57.89	42.11	1.37
Arts & Humanities	70.45	29.55	2.38
Business, Admin. & Law	68.65	31.35	2.19
Education	n. a.	n. a.	n.a.
Engineering, Manuf. & Construction	n.a.	n. a.	n.a.
Health & Welfare	n.a.	n.a.	n.a.
Information & Comm. Technologies	28.89	71.11	0.41
Natural Sci., Mathematics & Statistics	63.86	36.14	1.77
Social Sci., Journalism & Information	74.38	25.62	2.90
Vocational training	8.54	13.41	11.04
PhD graduates	0.85	1.03	0.93
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	60.08	31.39	45.25
<b>♦</b>	<b>*</b>		
Health Indicator Unit			Value
Prevalence of gender violence in lifetime	e % women		20.00
Births attended by skilled personnel %			99.10
Maternal mortality deaths per 100,000 live	births		9.00
Total fertility rate births per woman			1.66
Indicator 0-1 (Equal rights)			Value
B to the state of			

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

Equal rights 🔷

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

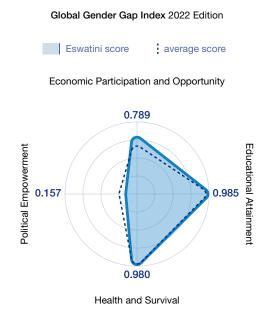
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Score (imparity = 0, parity = 1)

0.728

Rank (out of 146 countries) Index Edition 2022

countries)





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.789 . 19th 45.62 • 53.61 Labour-force participation rate % 44th 0.851 -7.98 0-100 Wage equality for similar work 1-7 (best) 58th 0.681 Estimated earned income int'l \$ 1,000 19th 0.781 -2.07k 7.38k • 9.46k 0-150k 25th 43.42 ◆ ◆ 56.58 Legislators, senior officials and managers % -13.16 0-100 49.17 \$ 50.83 Professional and technical workers % 1st 1.000 1.66 0-100 • Educational Attainment 0.985 86th Literacy rate % 1.000 1st 0.984 Enrolment in primary education % 100th -1.33 84.10 > 85.43 0-100 Enrolment in secondary education % 80th 0.995 -0.44 82.19 ♦ 82.63 0-200 0.944 Enrolment in tertiary education % 105th 11 11 11 11 11111 -0.39 6.56 ♦ 6.95 0-200 0.980 Health and Survival 1st 0.944 Sex ratio at birth\*\* % 1st 1.060 Healthy life expectancy\*\* years 1st **Political Empowerment** 0.157 • 94th 0.139 129th -75.60 12.20♦ ♦ 87.80 Women in parliament % • 0-100 Women in ministerial positions % 42nd 0.462 -36.84 31.58♦ ♦ 68.42 0-100 Years with female/male head of state (last 50) 78th **♦** -50.00 ♦ 50.00 0-50

## **Eswatini**

# **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			3.97
GDP per capita constant '17, intl. \$ 1000			8.40
Population sex ratio female/male			1.03
Population growth rate %			1.04
Indicator Million people	♦ Female	♦ Male	Value
Total population	0.59	0.57	1.16
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n. a
Share of women's membership in boar	ds % (OECD co	untries only)	n. a
Firms with female majority ownership 9			16.90
Firms with female top managers % firms			27.40
Share of workers in informal sector % v	vorkers		58.80
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		4.08
Indicator 1 Million people	♦ Female	◆ Male	Value
Labour-force	0.17	0.19	0.47
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	27.43	23.23	25.23
<b>◆</b> ◆			
Workers employed part-time % of employed people	0.22	0.15	0.18
Proportion of time spent on unpaid domestic and care work %	n. a.	n.a.	n. a
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Near-equal	- •
Inheritance rights for widows and daug	nters	Restricted	
Access to land assets Access to non-land assets		Restricted	rights &
Civil and political freedom			go 📎
Indicator Unit			Value
Year women received right to vote year			n. a
Number of female heads of state to dat	e number		(
Seats held in upper house % total seats			40.00
Indicator Yes/No			Value
Election list quotas for women, nationa	I		n. a
Party membership quotas, voluntary	•		n. a
Indicator 0-1 (Equal rights)			Value
Access to justice		Restricted	rights 💸
Freedom of movement		Near-equal	rights 💠

ators			2022
Family and care			
Indicator Unit			Value
Public spending on family benefits $\%$ G	PD		n.a.
Unmet family planning % women 15-49			n.a.
Early marriage %			4.00
Mean age of women at birth of first chil	d years		27.70
Indicator 0-1 (Equal rights)			Value
Right to divorce		Restricted	rights 💠
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	14.00	0	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	n.a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	n.a.	n. a.	n. a.
Arts & Humanities	n. a.	n. a.	n. a.
Business, Admin. & Law	n.a.	n. a.	n. a.
Education	0	100.00	0
Engineering, Manuf. & Construction	n. a.	n. a.	n. a.
Health & Welfare	n.a.	n.a.	n. a.
Information & Comm. Technologies	n.a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.
Social Sci., Journalism & Information	n.a.	n. a.	n. a.
Vocational training	n.a.	n. a.	n. a.
PhD graduates	n. a.	n. a.	n. a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	n.a.	n.a.	n. a.
Health Indicator Unit			Value
Prevalence of gender violence in lifetim Births attended by skilled personnel % Maternal mortality deaths per 100,000 live Total fertility rate births per woman	live births		n. a. 88.30 437.00 2.96
			Value
Indicator 0-1 (Equal rights)		Destrict 1	
Reproductive autonomy		Restricted	rignts 💸

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

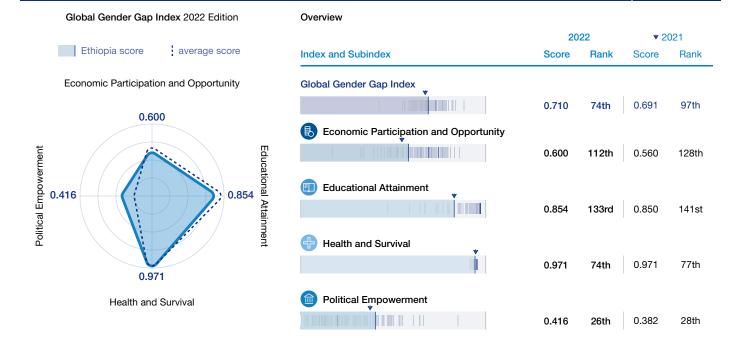
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

0.710

Rank

Index Edition 2022

# **Ethiopia**



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.600 **•** 112th Labour-force participation rate % 43rd 0.854 -12.35 72.33 \$4.68 0-100 Wage equality for similar work 1-7 (best) Estimated earned income int'l \$ 1,000 93rd 0.595 -1.17k 1.71k • 2.88k 0-150k 99th -46.97 Legislators, senior officials and managers % 0.361 26.52 0-100 -34.78 Professional and technical workers % 120th 0.484 32.61 ♦ ♦ 67.39 0-100 Educational Attainment 0.854 **•** 133rd Literacy rate % 127th 0.750 • 0.912 Enrolment in primary education % 109th -8.02 83.15 • 91.17 0-100 Enrolment in secondary education % 106th 0.962 . . . . . . . . . . . . -1.36 34.25 ♦ 35.61 0-200 Enrolment in tertiary education % 127th 0.596 n i 🍑 min 🙌 -5.27 7.76 13.03 0-200 0.971 Health and Survival 74th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 81st 1.031 **Political Empowerment** 26th 0.416 **•** 21st -17.00 41.50 ♦ ♦ 58.50 Women in parliament % • 0-100 Women in ministerial positions % 23rd 0.667 | -------20.00 40.00 • 60.00 0-100 Years with female/male head of state (last 50) 40th 0.070 -43.46 **♦** 46.73 0-50

# **Ethiopia**

# **Complementary Targets and Contextual Indicators**

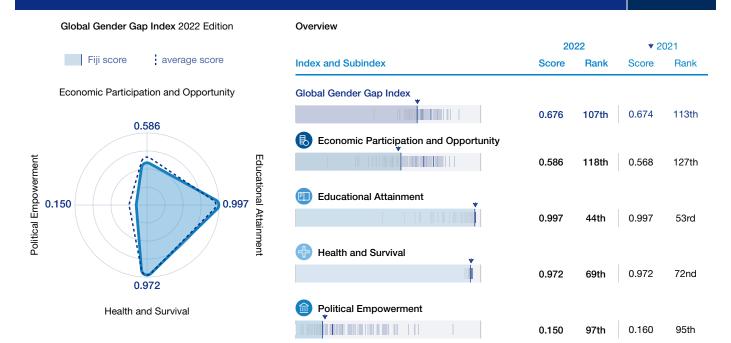
. , ,			
General indicators			
Indicator Unit			Value
GDP US\$ billions			107.65
GDP per capita constant '17, intl. \$ 1000			2.30
Population sex ratio female/male			1.00
Population growth rate %			2.54
Indicator Million people	♦ Female	♦ Male	Value
Total population	57.45	57.52	114.96
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %	6 firms		16.50
Firms with female top managers % firms			4.50
Share of workers in informal sector $\%$ w	orkers		93.20
Indicator 1-7 (best)			Value
Advancement of women to leadership r	oles		3.27
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	25.96	29.94	0.46
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force (15-64)	5.13	3.04	4.02
◆◆			
Workers employed part-time % of employed people	0.66	0.43	0.54
Droportion of time apont an unneid			
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n.a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Near-equa	rights 🔷
Inheritance rights for widows and daugh	hters	Near-equa	rights 🔷
Access to land assets		Near-equa	rights 🔷
Access to non-land assets		Near-equa	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1955
Number of female heads of state to date	e number		1.00
Seats held in upper house $\%$ total seats			30.60
Indicator Yes/No			Value
Election list quotas for women, national			No
Party membership quotas, voluntary			No
Indicator 0-1 (Equal rights)			Value
		Near-equa	riabto 🛕
Access to justice		iveai-equa	rigitis 🤝

21013			LULL		
Family and care					
Indicator Unit			Value		
Public spending on family benefits % G	PD		n. a		
Unmet family planning % women 15-49					
Early marriage %			22.50		
Mean age of women at birth of first chil		29.73			
Indicator 0-1 (Equal rights)			Value		
Right to divorce		Near-equal	rights 💠		
Indicator Days	♦ Female	◆ Male	Value		
Length of parental leave	120.00	3.00	n. a		
Education and skills					
Graduates Attainment %	♦ Female	♦ Male	Value		
STEM Graduates	n. a.	n.a.	n. a		
Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n. a		
Arts & Humanities	n. a.	n. a.	n. a		
Business, Admin. & Law	n.a.	n.a.	n. a		
Education	n. a.	n. a.	n. a		
Engineering, Manuf. & Construction	n.a.	n. a.	n. a		
Health & Welfare	n.a.	n. a.	n. a		
Information & Comm. Technologies	n.a.	n.a.	n. a		
Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a		
Social Sci., Journalism & Information	n. a.	n. a.	n. a		
Vocational training	1.78	1.59	1.69		
PhD graduates	n. a.	n. a.	n. a		
Graduates %	♦ Female	♦ Male	Value		
Graduates from tertiary education	n. a.	n.a.	n. a		
Health Indicator Unit			Value		
Prevalence of gender violence in lifetim	e % women		28.00		
Births attended by skilled personnel %			27.70		
Maternal mortality deaths per 100,000 live			401.00		
Total fertility rate births per woman			4.15		
Indicator 0-1 (Equal rights)			Value		
Reproductive autonomy		Near-equal	rights 4		
•		•	-		

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

# Fiji



Global Gender Gap Index I	ndicat	tors			2	2022
Indicator	Rank	Score*	Compare with Global average	Gap F-M <b>■</b>	♦ Female vs ♦ Male	Min Max
Economic Participation and Opportunity	118th	0.586	0 1	-	Min Max -	-
Labour-force participation rate %	130th	0.501	•	-37.56	37.70♦ ♦ 75.26	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	122nd	0.486	••••••••••••••••••••••••••••••••••••••	-7.89k	7.46k <b>↔</b> 15.35k	0-150k
Legislators, senior officials and managers %	40th	0.636	•	-22.23	38.89 ◆ ◆ 61.11	0-100
Professional and technical workers %	91st	0.846	<b>*</b>	-8.33	45.84 ◆◆ 54.16	0-100
Educational Attainment	44th	0.997	1 1 II IIIII	-	-	-
Literacy rate %	1st	1.000		-	-	-
Enrolment in primary education %	87th	0.994	1 11111	-0.63	98.79 ◆ 99.42	0-100
Enrolment in secondary education %	1st	1.000		8.68	85.66   94.34	0-200
Enrolment in tertiary education %	1st	1.000		20.70	43.36 ♦ ♦ 64.06	0-200
Health and Survival	69th	0.972	<b>*</b>	-	-	-
Sex ratio at birth** %	111th	0.943	•	-	-	-
Healthy life expectancy** years	74th	1.038	I	-	-	-
Political Empowerment	97th	0.150	•	-	-	-
Women in parliament %	99th	0.244	<b>*</b>	-60.80	19.60 ♦ ♦ 80.40	0-100
Women in ministerial positions %	68th	0.300	• • • • • • • • • • • • • • • • • • •	-53.85	23.08 ♦ ♦ 76.92	0-100
Years with female/male head of state (last 50)	78th	0.000	<b>♦</b>	-50.00	0 ♦ ♦ 50.00	0-50

# Fiji

# **Complementary Targets and Contextual Indicators**

. , ,			
General indicators			
Indicator Unit			Value
GDP US\$ billions			4.53
GDP per capita constant '17, intl. \$ 1000			11.45
Population sex ratio female/male			0.97
Population growth rate %			0.73
Indicator Million people	♦ Female	♦ Male	Value
Total population	0.44	0.45	0.90
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n. a.
Share of women's membership in boar	ds % (OECD co	untries only)	n. a.
Firms with female majority ownership		,,	n.a.
Firms with female top managers % firm			n.a.
Share of workers in informal sector % v	vorkers		43.60
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		n. a.
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	0.12	0.24	0.33
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	6.25	4.21	4.89
◆◆			
Workers employed part-time % of employed people	n. a.	n.a.	n. a.
Proportion of time spent on unpaid domestic and care work %	5.42	1.90	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Near-equal	riahts 🗥
Inheritance rights for widows and daug	ıhters	Near-equal	•
Access to land assets	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Near-equal	
Access to non-land assets			rights 🇆
Civil and political freedom		1	J - 🔻
Indicator Unit			Value
Year women received right to vote year			1970
Number of female heads of state to da			0
Seats held in upper house % total seats			n. a.
Indicator Yes/No			Value
Election list quotas for women, nationa	ı		n. a.
Party membership quotas, voluntary			n. a.
Indicator 0-1 (Equal rights)			Value
Access to justice		Near-equal	rights 🔈
Freedom of movement		Restricted	- •

ators			2022
Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		n. a.
Unmet family planning % women 15-49			n.a.
Early marriage %			8.50
Mean age of women at birth of first chil	d years		28.12
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	98.00	1.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	♦ Male	Value
STEM Graduates	n.a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n.a.
Arts & Humanities	n. a.	n.a.	n.a.
Business, Admin. & Law	n. a.	n. a.	n.a.
Education	n.a.	n. a.	n.a.
Engineering, Manuf. & Construction	n.a.	n. a.	n. a.
Health & Welfare	n.a.	n. a.	n.a.
Information & Comm. Technologies	n. a.	n. a.	n.a.
Natural Sci., Mathematics & Statistics	n. a.	n. a.	n.a.
Social Sci., Journalism & Information	n.a.	n. a.	n.a.
Vocational training	n.a.	n.a.	n.a.
PhD graduates	0.05	0.10	0.07
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	n.a.	n.a.	n.a.
Health Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		64.10
Births attended by skilled personnel %	live births		99.80
Maternal mortality deaths per 100,000 live	births		34.00
Total fertility rate births per woman			2.75
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Near-equal	rights 💠

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

0.860

Rank 2nd Index Edition 2022

# **Finland**



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.789 • 18th 0.882 Labour-force participation rate % 24th -7.57 0-100 0.785 Wage equality for similar work 1-7 (best) 10th Estimated earned income int'l \$ 1,000 34th -15.10k 39.70k • • 54.81k 0-150k 47th 0.599 -25.06 37.47 ♦ ♦ 62.53 Legislators, senior officials and managers % 0-100 48.43 🏶 51.57 Professional and technical workers % 1.000 3.14 0-100 1st • Educational Attainment 1.000 1st . Literacy rate % 1.000 1st Enrolment in primary education % 1st 1.000 0.63 97.82 • 98.45 0-100 138.84 •• 152.12 Enrolment in secondary education % 1st 1.000 13.28 0-200 Enrolment in tertiary education % 1st 1.000 arana amanipi 16.68 84.82 • 101.50 0-200 0.970 Health and Survival 78th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 85th 1.030 **Political Empowerment** 0.682 2nd Women in parliament % 11th -9.00 45.50 ♦ ♦ 54.50 • 0-100 Women in ministerial positions % 1st 1.000 0 50.00 ♦ 50.00 0-100 Years with female/male head of state (last 50) 10th -21.53 14.23 ♦ ♦ 35.77 0-50

Rank

2nd

Page 2 of 2

# **Complementary Targets and Contextual Indicators**

Indicator Unit			Value
GDP US\$ billions			269.59
GDP per capita constant '17, intl. \$ 1000			47.14
Population sex ratio female/male			1.03
Population growth rate %			0.14
Indicator Million people	♦ Female	◆ Male	Value
Total population	2.80	2.73	5.53
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			17.16
Share of women's membership in board	ds % (OECD cou	untries only)	35.20
Firms with female majority ownership 9	% firms		9.50
Firms with female top managers % firms	S		12.90
Share of workers in informal sector % v	vorkers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		6.13
Indicator 1 Million people	♦ Female	◆ Male	Value
Labour-force	1.35	1.47	0.48
Indicator Unit	◆ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	6.21	7.26	6.76
Workers employed part-time % of employed people	0.50	0.38	0.44
Proportion of time spent on unpaid domestic and care work %	n.a.	n. a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Equal	rights 🔷
Access to financial services Inheritance rights for widows and daug	hters	•	rights 🔷
	hters	Equal	
Inheritance rights for widows and daug	hters	Equal Equal	rights 🔷
Inheritance rights for widows and daug Access to land assets Access to non-land assets Civil and political freedom	hters	Equal Equal	rights • rights • rights •
Inheritance rights for widows and daug Access to land assets Access to non-land assets Civil and political freedom Indicator Unit	hters	Equal Equal	rights rights rights Value
Inheritance rights for widows and daug Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year		Equal Equal	rights rights rights Value
Inheritance rights for widows and daug Access to land assets Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year Number of female heads of state to dat		Equal Equal	rights rights rights Value
Inheritance rights for widows and daug Access to land assets Access to non-land assets  Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats		Equal Equal	rights rights value  1917 4.00 n. a.
Inheritance rights for widows and daug Access to land assets Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No	<b>le</b> number	Equal Equal	rights rights rights Value
Inheritance rights for widows and daug Access to land assets Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No  Election list quotas for women, national	<b>le</b> number	Equal Equal	rights • rights • Value  1917 4.00 n. a.  Value n. a.
Inheritance rights for widows and daug Access to land assets Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No	<b>le</b> number	Equal Equal	rights • rights • rights • Value  1917 4.00 n. a. Value
Inheritance rights for widows and daug Access to land assets Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No Election list quotas for women, nationa	<b>le</b> number	Equal Equal	rights • rights • Value  1917 4.00 n. a.  Value n. a.
Inheritance rights for widows and daug Access to land assets Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No  Election list quotas for women, nationa Party membership quotas, voluntary	<b>le</b> number	Equal Equal Equal	rights • rights • rights • rights • value  1917 4.00 n. a.  Value n. a. n. a.

Family and care Indicator Unit			Value
	DD		2.87
Public spending on family benefits % G	PD		2.07 n. a.
Unmet family planning % women 15-49			
Early marriage %	d		0.30 30.59
Mean age of women at birth of first chil	<b>u</b> years		
Indicator 0-1 (Equal rights)			Value
Right to divorce		·	rights 🔷
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	147.00	76.00	n.a.
Education and skills			
Graduates Attainment %	◆ Female	♦ Male	Value
STEM Graduates	27.40	72.60	0.38
Agri., Forestry, Fisheries & Veterinary	61.11	38.89	1.57
Arts & Humanities	n. a.	n.a.	n. a.
Business, Admin. & Law	n.a.	n.a.	n. a.
Education	n.a.	n.a.	n. a.
Engineering, Manuf. & Construction	22.16	77.84	0.28
Health & Welfare	84.98	15.02	5.66
Information & Comm. Technologies	n.a.	n.a.	n.a.
Natural Sci., Mathematics & Statistics	53.83	46.17	1.17
Social Sci., Journalism & Information	71.31	28.69	2.48
Vocational training	16.69	21.54	19.18
PhD graduates ◆	1.07	1.39	1.23
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	73.41	48.26	60.52
<b>♦</b>		•	
Health Indicator Unit			Value
Prevalence of gender violence in lifetime	e % women		30.00
Births attended by skilled personnel %			100.00
Maternal mortality deaths per 100,000 live			3.00
Total fertility rate births per woman			1.35
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Near-equal	
		09001	

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

15th

Rank

Index Edition

# France

Economy Profile



Global Gender Gap Index In	ndicat	tors				2022
Indicator	Rank	Score*	Compare with Global average	Gap F-M <b></b>	♦ Female vs ♦ Male	Min Max
Economic Participation and Opportunity	40th	0.737	0 1	-	Min Max -	-
Labour-force participation rate %	32nd	0.870		-7.78	51.90 ◆◆ 59.68	0-100
Wage equality for similar work 1-7 (best)	82nd	0.628	•	-	-	-
Estimated earned income int'l \$ 1,000	26th	0.752	•	-12.04k	36.49k ◆◆ 48.54k	0-150k
Legislators, senior officials and managers %	60th	0.551	<b>*************************************</b>	-28.93	35.53♦ ♦ 64.47	0-100
Professional and technical workers %	1st	1.000	•	3.08	48.46 ◆ 51.54	0-100
Educational Attainment	1st	1.000		-	-	-
Literacy rate %	1st	1.000		-	-	-
Enrolment in primary education %	1st	1.000	1 11111	0.28	99.70♦99.97	0-100
Enrolment in secondary education %	1st	1.000	11 11 111 1111	0.15	104.22 ♦ 104.37	0-200
Enrolment in tertiary education %	1st	1.000	1 11 11 11 11 11 11 1	15.32	60.87 ◆ ◆ 76.19	0-200
Health and Survival	81st	0.970	<b>*</b>	-	-	-
Sex ratio at birth** %	1st	0.944	•	-	-	-
Healthy life expectancy** years	89th	1.028	•	-	-	-
Political Empowerment	20th	0.457	••••	-	-	-
Women in parliament %	30th	0.653	••••	-21.00	39.50 ♦ ♦ 60.50	0-100
Women in ministerial positions %	1st	1.000	•	0 🔤	50.00♦ 50.00	0-100
Years with female/male head of state (last 50)	62nd	0.018	<b>*</b>	-48.23	0.88♦ ♦ 49.12	0-50

Score

0.791

# **France**

## **Complementary Targets and Contextual Indicators**

General indicators			
ndicator Unit			Value
GDP US\$ billions			2,630.32
GDP per capita constant '17, intl. \$ 1000			42.31
Population sex ratio female/male			1.07
Population growth rate %			0.20
ndicator Million people	♦ Female		Value
Total population	34.77	32.61	67.38
Vork participation and leadership			
ndicator Unit			Value
Gender pay gap (OECD only) %			11.82
Share of women's membership in board	ds % (OECD co	untries only)	45.30
Firms with female majority ownership %		artirioo oriiy)	15.50
Firms with female top managers % firms			n. a.
Share of workers in informal sector % w			n. a.
			Value
ndicator 1-7 (best)	oloo		
Advancement of women to leadership r			4.74
ndicator 1 Million people	◆ Female	◆ Male	Value
_abour-force	15.05	15.84	0.49
ndicator Unit	♦ Female	◆ Male	Value
Inemployed adults % of labour force [5-64]	7.55	7.53	7.54
Vorkers employed part-time % of mployed people	0.52	0.36	0.44
Proportion of time spent on unpaid domestic and care work %	n.a.	n. a.	n. a.
Access to finance			
ndicator 0-1 (Equal rights)			Value
Access to financial services		Equa	ll rights 🔷
nheritance rights for widows and daugl	nters	Near-equa	ıl rights 🧇
Access to land assets			ll rights 🔷
Access to non-land assets		Equa	ll rights 🔷
Civil and political freedom			
ndicator Unit			Value
ear women received right to vote year			1944
Number of female heads of state to date	e number		1.00
Seats held in upper house % total seats			35.10
ndicator Yes/No			Value
			Yes
Election list quotas for women, national Party membership quotas, voluntary			Yes
ndicator 0-1 (Equal rights)			Value
Access to justice		Equa	l rights 🔷
reedom of movement		Equa	l rights 🔷

Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		3.60
Unmet family planning % women 15-49			n.a.
Early marriage %	a.		2.80
Mean age of women at birth of first chil	d years		31.20
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	112.00	25.00	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	31.81	68.19	0.47
<b>♦</b>	<b>♦</b>		
Agri., Forestry, Fisheries & Veterinary	43.19	56.81	0.76
<b>*</b>	<b>*</b>		
Arts & Humanities	69.23	30.77	2.25
Business, Admin. & Law	n. a.	n. a.	n. a.
Dasiness, Admin. & Law	11. 4.	n. a.	π. α.
Education	n.a.	n.a.	n.a.
Engineering, Manuf. & Construction	26.11	73.89	0.35
<b>♦</b>		<b>♦</b>	
Health & Welfare	73.99	26.01	2.84
Information 9 Comm Technologies	16.46	92.54	0.20
Information & Comm. Technologies	10.40	83.54 ◆	0.20
Natural Sci., Mathematics & Statistics	n.a.	n.a.	n. a.
, , , , , , , , , , , , , , , , , , , ,			
Social Sci., Journalism & Information	n.a.	n.a.	n.a.
Vocational training	16.93	21.86	19.45
<b>♦</b> •			
PhD graduates	0.65	1.07	0.85
•			
Graduates %	♦ Female	◆ Male	Value
Graduates from tertiary education	54.71	40.47	47.45
•	•		
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		26.00
Births attended by skilled personnel $\%$	live births		98.10
Maternal mortality deaths per 100,000 live	births		8.00
Total fertility rate births per woman			1.87
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

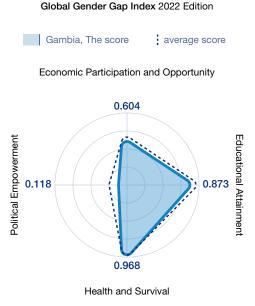
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Rank 121st

2022

Index Edition

# Gambia, The





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.604 **•** 109th Labour-force participation rate % 89th -17.34 48.92 66.26 0-100 Wage equality for similar work 1-7 (best) 19th • Estimated earned income int'l \$ 1,000 49th 0.693 -783.62 1.77k ♦ 2.55k 0-150k 0.243 -60.85 Legislators, senior officials and managers % 117th 19.57♦ ♦ 80.43 0-100 Professional and technical workers % 132nd 0.289 -55.11 22.44♦ 0-100 **Educational Attainment** 0.873 • 132nd Literacy rate % 132nd 0.673 Enrolment in primary education % 1st 1.000 10.79 81.81 • • 92.60 0-100 Enrolment in secondary education % Enrolment in tertiary education % 125th 0.699 -0.96 2.24 3.21 0-200 0.968 Health and Survival 86th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 94th 1.023 **Political Empowerment** 0.118 **•** 115th 132nd 0.115 -79.40 10.30♦ ♦ 89.70 Women in parliament % • 0-100 Women in ministerial positions % 63rd 0.333 -50.00 25.00♦ ♦ 75.00 0-100 Years with female/male head of state (last 50) 78th ♦ -50.00 ◆ 50.00 0-50

# Gambia, The

#### 0.641 121st

# **Complementary Targets and Contextual Indicators**

2022

General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			1.87	Public spending on family
GDP per capita constant '17, intl. \$ 1000			2.16	Unmet family planning %
Population sex ratio female/male			1.02	Early marriage %
Population growth rate %			2.90	Mean age of women at b
Indicator Million people	♦ Female	♦ Male	Value	Indicator 0-1 (Equal rights)
Total population	1.22	1.20	2.42	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			n.a.	Education and skills
Share of women's membership in boa	rds % (OECD co	untries only)	n.a.	Graduates Attainment %
Firms with female majority ownership			12.30	STEM Graduates
Firms with female top managers % firm			9.60	
Share of workers in informal sector %	workers		79.50	Agri., Forestry, Fisheries 8
Indicator 1-7 (best)			Value	
Advancement of women to leadership	roles		5.00	Arts & Humanities
Indicator 1 Million people	♦ Female	♦ Male	Value	Business, Admin. & Law
Labour-force	0.35	0.45	0.44	Dusiness, Aumin. α Law
Indicator Unit	♦ Female	♦ Male	Value	Education
Unemployed adults % of labour force	44.40	0.00	10.00	<b>♦</b>
(15-64)	14.49	8.20	10.96	Engineering, Manuf. & Co
Workers employed part-time % of employed people	0.12	0.08	0.10	Health & Welfare
Proportion of time spent on unpaid domestic and care work %	n. a.	n. a.	n. a.	Information & Comm. Tec
domestic and care work 70	π. α.	π. α.	II. a.	Natural Sci., Mathematics
Access to finance				
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism &
Access to financial services		Equal	rights 🔷	
Inheritance rights for widows and daug	ghters	Unequal	rights 🗇	Vocational training
Access to land assets		Uneven	rights 🔷	DhD awadu ataa
Access to non-land assets		Uneven	rights 🔷	PhD graduates
Civil and political freedom				Graduates of
Indicator <sub>Unit</sub>			Value	Graduates %
Year women received right to vote year			1965	Graduates from tertiary e
Number of female heads of state to da	te number		0	
Seats held in upper house % total seats			n.a.	Health
Indicator Yes/No			Value	Indicator Unit
Election list quotas for women, national	al		n.a.	Prevalence of gender vio
Party membership quotas, voluntary			n.a.	Births attended by skilled
Indicator 0-1 (Equal rights)			Value	Maternal mortality deaths
Access to justice		Restricted	rights 🐟	Total fertility rate births pe
Freedom of movement		Restricted		Indicator 0-1 (Equal rights)
				Reproductive autonomy

Family and care			
Indicator Unit			Value
Public spending on family benefits % GI	PD		n.a.
Unmet family planning % women 15-49			24.20
Early marriage %	_		25.50
Mean age of women at birth of first child	O years		30.40
Indicator 0-1 (Equal rights)			Value
Right to divorce		Unequal	rights 🗇
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	180.00	14.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	45.66	54.34	0.84
<b>♦</b>	•		
Agri., Forestry, Fisheries & Veterinary	n.a.	n.a.	n. a.
Arts & Humanities	n. a.	n. a.	n. a.
Arts & Furnamilies	11. a.	11. a.	II. a.
Business, Admin. & Law	n.a.	n.a.	n. a.
Education	8.06	91.94	0.09
<b>♦</b>			<b>♦</b>
Engineering, Manuf. & Construction	9.23	90.77	0.10
Health & Welfare	61.54	38.46	1.60
<b>♦</b>	<b>♦</b>		
Information & Comm. Technologies	n.a.	n.a.	n.a.
Natural Sci., Mathematics & Statistics	n.a.	n.a.	n.a.
Social Sci., Journalism & Information	41.38	58.62	0.71
Vocational training	n. a.	n.a.	n. a.
Joseph Marining			α.
PhD graduates	n.a.	n.a.	n.a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	n. a.	n. a.	n. a.
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetime	e % women		20.10
Births attended by skilled personnel %	live births		82.70
Maternal mortality deaths per 100,000 live	births		597.00
Total fertility rate births per woman			5.15
Indicator 0-1 (Equal rights)			Value

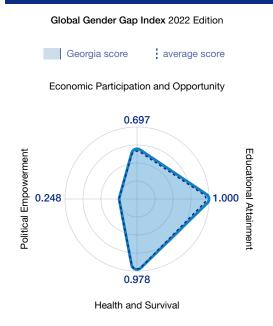
<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

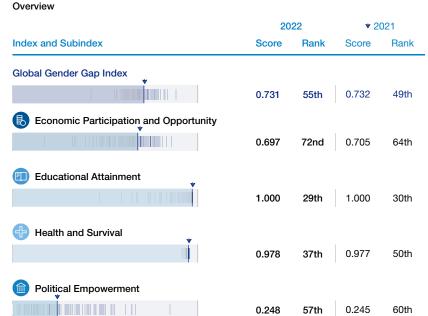
Restricted rights 🐟

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

**Economy Profile** 

# Georgia





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.697 72nd • 51.00 ♦ ♦ 68.03 Labour-force participation rate % 84th -17.04 0-100 Wage equality for similar work 1-7 (best) 22nd Estimated earned income int'l \$ 1,000 119th 0.500 -9.47k 9.46k • 18.92k 0-150k 0.566 36.13 ♦ ♦ 63.87 Legislators, senior officials and managers % 56th -27.75 0-100 Professional and technical workers % 1.000 • 23.39 38.30 ♦ ♦ 61.70 0-100 1st Educational Attainment 1.000 29th . 0.998 Literacy rate % 59th Enrolment in primary education % 1st 1.000 1.05 98.88 • 99.93 0-100 Enrolment in secondary education % 1st 1.000 1.01 102.07 • 103.09 0-200 Enrolment in tertiary education % 1st 1.000 arana amanipi 9.96 62.01 🔷 71.97 0-200 0.978 Health and Survival 37th 0.942 Sex ratio at birth\*\* % 122nd 1.060 Healthy life expectancy\*\* years 1st 0.248 **Political Empowerment** 57th • 101st 0.236 -61.80 19.10♦ ♦ 80.90 Women in parliament % **•** 0-100 Women in ministerial positions % 33rd 0.571 -27.27 36.36 ◆ ◆ 63.64 0-100 Years with female/male head of state (last 50) 39th 0.076 -42.93 **♦** 46.47 0-50

# Georgia

## **Complementary Targets and Contextual Indicators**

2022

General indicators Indicator Unit				
Indicator Unit				Family and care
			Value	Indicator Unit
GDP US\$ billions			15.85	Public spending on fam
GDP per capita constant '17, intl. \$ 1000			14.00	Unmet family planning
Population sex ratio female/male			1.10	Early marriage %
Population growth rate %			0.07	Mean age of women at
Indicator Million people	♦ Female	♦ Male	Value	Indicator 0-1 (Equal right
Total population	1.95	1.77	3.72	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			n.a.	Education and skills
Share of women's membership in board	ls % (OECD co	untries only)	n.a.	Graduates Attainment %
Firms with female majority ownership %	firms		11.50	STEM Graduates
Firms with female top managers % firms			16.50	
Share of workers in informal sector % w	orkers		55.60	Agri., Forestry, Fisherie
Indicator 1-7 (best)			Value	· -
Advancement of women to leadership re	oles		5.08	Arts & Humanities
Indicator 1 Million people	♦ Female	◆ Male	Value	Business, Admin. & Lav
Labour-force	0.86	1.01	0.46	business, Aumin. & Lav
Indicator Unit	♦ Female	◆ Male	Value	Education
Unemployed adults % of labour force (15-64)	10.65	12.78	11.79	<b>♦</b>
(13 <sup>-04</sup> )	10.03	12.70	11.75	Engineering, Manuf. & 0
Workers employed part-time % of				Health & Welfare
employed people	0.18	0.16	0.17	rieaitii & Wellale
Proportion of time spent on unpaid				Information & Comm. T
domestic and care work %	n.a.	n.a.	n.a.	<b>•</b>
				Natural Sci., Mathemat
Access to finance				Cacial Cai Laurnaliam
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism
Access to financial services		Near-equal	rights 🔷	Vocational training
Inheritance rights for widows and daugh	iters	Near-equal		
Access to land assets		Near-equal	- •	PhD graduates
Access to non-land assets		Near-equal	rights 🧇	<b>♦</b>
Civil and political freedom			Value	Graduates %
			Value	Graduates from tertiary
			1991	
Year women received right to vote year				
Year women received right to vote year Number of female heads of state to date	number 9		1.00	Llasith
Year women received right to vote year Number of female heads of state to date Seats held in upper house % total seats	9 number		n.a.	Health Indicator Unit
Year women received right to vote year Number of female heads of state to date Seats held in upper house % total seats	e number			Indicator Unit
Year women received right to vote year Number of female heads of state to date Seats held in upper house % total seats Indicator Yes/No Election list quotas for women, national			n. a. Value No	Indicator Unit  Prevalence of gender v
Indicator Unit  Year women received right to vote year  Number of female heads of state to date Seats held in upper house % total seats  Indicator Yes/No  Election list quotas for women, national Party membership quotas, voluntary			n. a. Value	Indicator Unit Prevalence of gender v Births attended by skill
Year women received right to vote year Number of female heads of state to date Seats held in upper house % total seats Indicator Yes/No Election list quotas for women, national Party membership quotas, voluntary			n. a. Value No	Indicator Unit  Prevalence of gender v
Year women received right to vote year Number of female heads of state to date Seats held in upper house % total seats Indicator Yes/No Election list quotas for women, national		Equal	n. a.  Value  No No	Indicator Unit Prevalence of gender v Births attended by skill Maternal mortality death

Family and care							
Indicator Unit			Value				
Public spending on family benefits % GPD n. a							
Unmet family planning % women 15-49							
Early marriage %							
Mean age of women at birth of first child	d years		27.00				
Indicator 0-1 (Equal rights)			Value				
Right to divorce		Near-equal	rights 🔷				
Indicator Days	◆ Female	◆ Male	Value				
Length of parental leave	126.00	0	n.a.				
Education and skills							
Graduates Attainment %	♦ Female	♦ Male	Value				
STEM Graduates	38.68	61.32	0.63				
<b>♦</b>	<b>♦</b>						
Agri., Forestry, Fisheries & Veterinary	n.a.	n.a.	n.a.				
Arts & Humanities	n. a.	n. a.	n. a.				
Arts & Furnanties	II. a.	II. a.	11. a.				
Business, Admin. & Law	58.53	41.47	1.41				
<b>♦</b>	<b>♦</b>						
Education	95.79	4.21	22.74				
			•				
Engineering, Manuf. & Construction	15.73	84.27	0.19				
Health & Welfare	70.99	29.01	2.45				
<b>*</b>	4	•					
Information & Comm. Technologies	20.58	79.42	0.26				
<b>♦</b>		<b>♦</b>					
Natural Sci., Mathematics & Statistics	68.13	31.87	2.14				
Carial Cai Haymanliana 8 Information	04.01	05.00	1.00				
Social Sci., Journalism & Information	64.61	35.39	1.83				
Vocational training	3.01	2.72	2.86				
•							
PhD graduates	0.46	0.58	0.51				
•							
Graduates %	♦ Female	♦ Male	Value				
Graduates from tertiary education	43.70	31.37	37.16				
<b>♦</b>							
Health							
Indicator Unit			Value				
Prevalence of gender violence in lifetime	e % women		6.10				
Births attended by skilled personnel %	live births		99.40				
Maternal mortality deaths per 100,000 live	births		25.00				
Total fertility rate births per woman			2.06				
Indicator 0-1 (Equal rights)			Value				

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

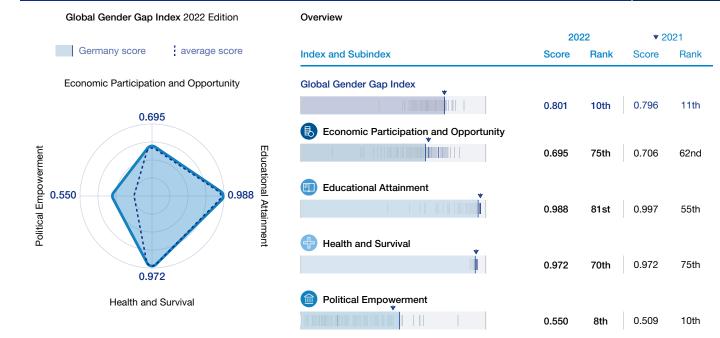
Equal rights 🔷

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Rank

Index Edition 2022

Germany



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.695 75th **•** Labour-force participation rate % 42nd 0.861 -9.20 56.84 • 66.04 0-100 Wage equality for similar work 1-7 (best) 105th 0.586 Estimated earned income int'l \$ 1,000 29th -15.77k 43.62k ◆ ◆ 59.39k 0-150k 0.391 -43.81 28.10♦ ♦ 71.90 Legislators, senior officials and managers % 94th 0-100 Professional and technical workers % 67th 0.999 -0.03 49.98 ♦ 50.02 0-100 • Educational Attainment 0.988 81st Literacy rate % 1.000 1st Enrolment in primary education % 1st 1.000 1.32 98.37 • 99.70 0-100 Enrolment in secondary education % 112th 0.947 -5.29 94.79 > 100.09 0-200 Enrolment in tertiary education % 1st 1.000 1.58 72.76 • 74.34 0-200 0.972 Health and Survival 70th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 77th 1.035 **Political Empowerment** 8th 0.550 0.536 -30.20 34.90 ♦ ♦ 65.10 Women in parliament % 41st • 0-100 Women in ministerial positions % 23rd 0.667 | -------20.00 40.00 ◆ ◆ 60.00 0-100 Years with female/male head of state (last 50) 5th 0.495 -16.90 16.55 ♦ ♦ 33.45 0-50

# Germany

## **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			3,846.41
GDP per capita constant '17, intl. \$ 1000			51.37
Population sex ratio female/male			1.02
Population growth rate %			0.08
Indicator Million people	♦ Female	♦ Male	Value
Total population	42.05	41.11	83.16
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			13.89
Share of women's membership in boar	ds % (OECD co	untries only)	36.00
Firms with female majority ownership	% firms		n.a.
Firms with female top managers % firms	S		n.a.
Share of workers in informal sector $\%\mathrm{v}$	vorkers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		4.82
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	20.86	23.40	0.47
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	2.81	3.46	3.16
Workers employed part-time % of employed people	0.60	0.29	0.43
Proportion of time spent on unpaid domestic and care work %	1.70	0.79	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Equal	rights 🐟
Inheritance rights for widows and daug	hters	Equal	rights 🔷
Access to land assets		Equal	rights 🔷
Access to non-land assets		Equal	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1919
Number of female heads of state to da	te number		1.00
Seats held in upper house $\%$ total seats			33.80
Indicator Yes/No			Value
Election list quotas for women, nationa	l		No
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice		Equal	rights 🔷
Freedom of movement		Equal	rights 🔷

41013			LULL	
Family and care				
Indicator Unit			Value	
Public spending on family benefits % G		3.17		
Unmet family planning % women 15-49			n. a.	
Early marriage %				
Mean age of women at birth of first child years			31.16	
Indicator 0-1 (Equal rights)			Value	
Right to divorce		Equal	rights 🔷	
Indicator Days	♦ Female	♦ Male	Value	
Length of parental leave	98.00	0	n.a.	
Education and skills				
Graduates Attainment %	♦ Female	♦ Male	Value	
STEM Graduates	27.56	72.44	0.38	
<b>♦</b>		<b>♦</b>		
Agri., Forestry, Fisheries & Veterinary	42.32	57.68	0.73	
Arts & Humanities	69.76	30.24	2.31	
Business, Admin. & Law	n. a.	n. a.	n. a.	
Education	n.a.	n. a.	n. a.	
Engineering, Manuf. & Construction	21.12	78.88	0.27	
Health & Welfare	70.58	29.42	2.40	
Information & Comm. Technologies	19.41	80.59	0.24	
Natural Sci., Mathematics & Statistics	46.76	53.24	0.88	
<b>•</b>	<b>♦</b>			
Social Sci., Journalism & Information	65.70	34.30	1.92	
Vocational training	17.79	22.78	20.39	
PhD graduates	0.87	1.65	1.25	
Graduates %	♦ Female	♦ Male	Value	
Graduates from tertiary education	50.55	46.27	48.31	
◆ ◆	00.00		.0.0	
Health				
Indicator Unit			Value	
Prevalence of gender violence in lifetime % women			22.00	
Births attended by skilled personnel % live births			98.80	
Maternal mortality deaths per 100,000 live births			7.00	
Total fertility rate births per woman			1.54	
Indicator 0-1 (Equal rights)			Value	
Reproductive autonomy		Equal	rights 🔷	

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

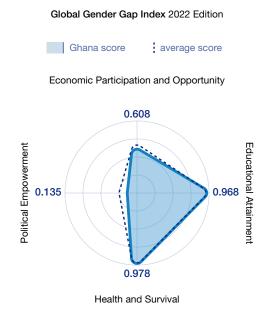
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

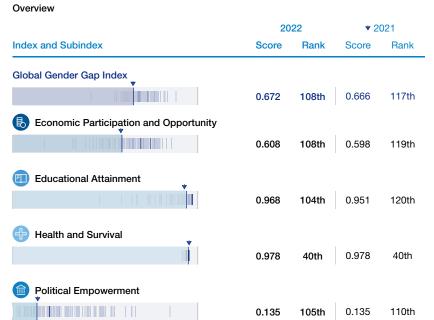
Ghana

Rank

Index Edition

2022





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Min Max Economic Participation and Opportunity 0.608 **•** 108th Labour-force participation rate % 18th 0.893 -7.71 64.53 • 72.23 0-100 Wage equality for similar work 1-7 (best) 48th Estimated earned income int'l \$ 1,000 136th 0.294 -5.89k === 2.46k \*\* 8.35k 0-150k -32.55 33.73 ♦ ♦ 66.27 Legislators, senior officials and managers % 74th 0.509 0-100 Professional and technical workers % 107th 0.592 -25.64 37.18 ♦ ♦ 62.82 0-100 • Educational Attainment 0.968 104th Literacy rate % 110th 0.892 Enrolment in primary education % 1st 1.000 1.79 93.14 94.93 0-100 Enrolment in secondary education % 1st 1.000 0.33 77.51 77.84 0-200 Enrolment in tertiary education % 108th 0.903 11 11 11 11 11 11 11 -1.90 17.72 • 19.62 0-200 0.978 Health and Survival 40th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 47th 1.054 0.135 **Political Empowerment** 105th **\*** 0.171 120th -70.80 14.60 ♦ ♦ 85.40 Women in parliament % **—** 0-100 Women in ministerial positions % 63rd 0.333 i -----i -50.00 25.00♦ ♦ 75.00 0-100 Years with female/male head of state (last 50) 78th -50.00 ◆ 50.00 0-50

## **Complementary Targets and Contextual Indicators**

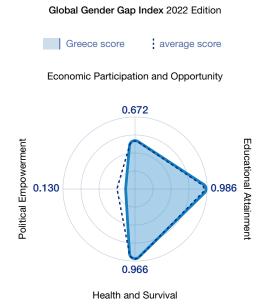
Indicator Unit			
			Value
GDP US\$ billions			68.53
GDP per capita constant '17, intl. \$ 1000			5.45
Population sex ratio female/male			0.97
Population growth rate %			2.13
Indicator Million people	♦ Female		Value
Total population	15.32	15.75	31.07
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n. a.
Share of women's membership in board	ls % (OECD co	untries only)	n. a.
Firms with female majority ownership %	firms		14.70
Firms with female top managers % firms			14.90
Share of workers in informal sector % wo	orkers		78.10
ndicator 1-7 (best)			Value
Advancement of women to leadership ro	oles		4.67
ndicator 1 Million people	♦ Female		Value
Labour-force	6.40	7.30	0.47
ndicator Unit	◆ Female	◆ Male	Value
Jnemployed adults % of labour force 15-64)	4.76	4.31	4.52
Norkers employed part-time % of employed people	0.36	0.30	0.33
	n. a.	n. a.	n. a.
domestic and care work %	n.a.	n.a.	n. a.
domestic and care work %  Access to finance	n. a.	n. a.	n. a. Value
Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services	n.a.		
Access to finance Indicator 0-1 (Equal rights) Access to financial services			Value rights ◆
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugh		Equal	Value rights ♦ rights ♦
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugh		Equal Restricted Near-equal	Value rights ♦ rights ♦
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daught Access to land assets Access to non-land assets		Equal Restricted Near-equal	Value rights ♦ rights ♦ rights ↓
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daughtacess to land assets Access to non-land assets Civil and political freedom		Equal Restricted Near-equal	Value rights ♦ rights ♦ rights ↓
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugh Access to land assets Access to non-land assets Civil and political freedom Indicator Unit		Equal Restricted Near-equal	Value rights ❖ rights ❖ rights ❖ rights ❖
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daught Access to land assets Access to non-land assets Access to non-land assets Access to ron-land assets Access to finance Access to land assets Access to land assets Access to land assets Access to ron-land assets	iters	Equal Restricted Near-equal	Value rights ◆ rights ◆ rights ◆ rights ◆ Value 1957 0
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daught Access to land assets Access to non-land assets Access to non-land assets Access to ron-land assets Access to ron-land assets Access to financial freedom Indicator Unit  Year women received right to vote year Alumber of female heads of state to date	iters	Equal Restricted Near-equal	Value rights ◆ rights ◆ rights ◆ rights ◆ Value 1957
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugh Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to date Seats held in upper house % total seats	iters	Equal Restricted Near-equal	Value rights ◆ rights ◆ rights ◆ rights ◆ Value 1957 0
Access to finance Indicator 0-1 (Equal rights)	iters	Equal Restricted Near-equal	Value rights ❖ rights ❖ rights ❖ Value 1957 0 n. a.
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugh Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to date Seats held in upper house % total seats	iters	Equal Restricted Near-equal	Value rights ❖ rights ❖ rights ❖ rights ❖ Value 1957 0 n. a. Value
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daught Access to land assets Access to non-land assets Access to non-land assets Civil and political freedom Indicator Unit Idear women received right to vote year Number of female heads of state to date Beats held in upper house % total seats Indicator Yes/No Election list quotas for women, national	iters	Equal Restricted Near-equal	Value rights ❖ rights ❖ rights ❖ Value 1957 0 n. a. Value n. a.
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daught Access to land assets Access to non-land assets Access to land assets Access to land assets Access to finance Access to land assets Access to non-land assets Access to land asse	iters	Equal Restricted Near-equal	Value rights ❖ rights ❖ rights ❖ Value 1957 0 n. a. Value n. a. value

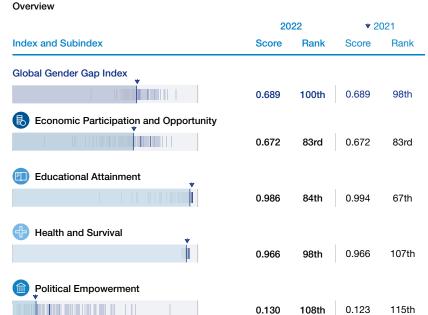
Family and care			
Indicator Unit			Value
Public spending on family benefits % G		n.a.	
Unmet family planning % women 15-49			29.90
Early marriage %			8.00
Mean age of women at birth of first chil	ld years		29.79
Indicator 0-1 (Equal rights)			Value
Right to divorce	Restricted rights 💠		
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	84.00	0	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	19.76	80.24	0.25
Agri., Forestry, Fisheries & Veterinary	26.78	73.22	0.37
Arts & Humanities	46.23	53.77	0.86
Business, Admin. & Law	n. a.	n. a.	n. a.
Education	42.11	57.89	0.73
Engineering, Manuf. & Construction	16.41	83.59	0.20
Health & Welfare	60.85	39.15	1.55
Information & Comm. Technologies	19.87	80.13	0.25
Natural Sci., Mathematics & Statistics	26.76	73.24	0.37
Social Sci., Journalism & Information	n. a.	n.a.	n. a.
Vocational training	0.76	2.10	1.45
PhD graduates	n. a.	n. a.	n. a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	7.55	11.01	9.32
Health			Value
Indicator Unit		Value	
Prevalence of gender violence in lifetim		24.40	
Births attended by skilled personnel %  Maternal mortality deaths per 100 000 live		78.10 308.00	
Maternal mortality deaths per 100,000 live  Total fertility rate births per woman	פוווווט		3.82
Indicator 0-1 (Equal rights)	NI	Value	
Reproductive autonomy		Near-equal	rights 🧇

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

# Greece





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.672 83rd Labour-force participation rate % 87th -14.81 43.30 ♦ ♦ 58.11 0-100 Wage equality for similar work 1-7 (best) 80th 0.634 Estimated earned income int'l \$ 1,000 69th 0.650 -11.54k 21.41k >> 32.95k 0-150k 92nd 29.41 ♦ ♦ 70.59 Legislators, senior officials and managers % 0.417 -41.19 0-100 48.17 51.83 Professional and technical workers % 1st 1.000 3.65 0-100 • Educational Attainment 0.986 84th 0.989 Literacy rate % 71st Enrolment in primary education % 1st 1.000 0.53 98.85 ♦ 99.38 0-100 Enrolment in secondary education % 111th 0.949 -5.60 105.21 \* 110.81 0-200 Enrolment in tertiary education % 1st 1.000 arana amanipi 2.97 147.08 • 150.05 0-200 0.966 Health and Survival 98th 0.939 Sex ratio at birth\*\* % 131st Healthy life expectancy\*\* years 87th 1.029 **Political Empowerment** 108th 0.130 • 0.266 -58.00 21.00♦ ♦ 79.00 Women in parliament % 91st 0-100 Women in ministerial positions % 115th 0.118 -78.95 10.53♦ ♦ 89.47 0-100 Years with female/male head of state (last 50) 53rd 0.042 -45.93 2.04 **47.96** 0-50

#### Greece

#### **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			188.84
GDP per capita constant '17, intl. \$ 1000			27.03
Population sex ratio female/male			1.04
Population growth rate %			-0.20
Indicator Million people	♦ Female	♦ Male	Value
Total population	5.45	5.25	10.70
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			8.91
Share of women's membership in boar	ds % (OECD co	untries only)	19.60
Firms with female majority ownership	% firms		16.50
Firms with female top managers % firm	S		17.20
Share of workers in informal sector %	workers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		4.33
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	1.99	2.54	0.44
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force	• • • • • • • • • • • • • • • • • • • •	¥	
(15-64)	19.08	11.36	14.76
<b>* *</b>			
Workers employed part-time % of employed people	0.41	0.27	0.33
<b>♦</b>	• • • • • • • • • • • • • • • • • • • •	0.2.	0.00
Proportion of time spent on unpaid			
domestic and care work %	1.74	1.11	n.a.
•			
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Equal	rights 🔷
Inheritance rights for widows and daug	hters	Uneven	rights 🔷
Access to land assets		Uneven	rights 🧇
Access to non-land assets		Uneven	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1956
Number of female heads of state to da	te number		1.00
Seats held in upper house % total seats			n.a.
Indicator Yes/No			Value
Election list quotas for women, nationa	ıl		Yes
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice		Faual	rights 🔷
Freedom of movement		-	rights 🔷
		Lquai	9

ators			2022
Family and care			
Indicator Unit			Value
Public spending on family benefits % GI	PD		1.62
Unmet family planning % women 15-49			n.a.
Early marriage %			1.90
Mean age of women at birth of first child	d years		31.33
Indicator 0-1 (Equal rights)			Value
Right to divorce		Uneven	rights 🔷
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	119.00	14.00	n.a.
Education and skills			
Graduates Attainment %	◆ Female	♦ Male	Value
STEM Graduates	40.09	59.91	0.67
<b>♦</b>	<b>♦</b>		
Agri., Forestry, Fisheries & Veterinary	47.79	52.21	0.92
Arts & Humanities	73.94	26.06	2.84
Arts & Flurialities	70.54	♦	2.04
Business, Admin. & Law	58.56 ◆	41.44	1.41
Education	85.19	14.81	5.75
Engineering, Manuf. & Construction	n. a.	n. a.	n. a.
Health & Welfare	70.59	29.41	2.40
Information & Comm. Technologies	35.69	64.31	0.55
Natural Sci., Mathematics & Statistics	52.37	47.63	1.10
Social Sci., Journalism & Information	63.75	36.25	1.76
Vocational training	10.98	15.57	13.34
PhD graduates	0.45	1.00	0.72
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	53.73	34.78	44.03
<b>♦</b>	<b>•</b>		
Health Indicator Unit			Value
Prevalence of gender violence in lifetime	e % women		19.00
Births attended by skilled personnel %	live births		99.90
Maternal mortality deaths per 100,000 live	births		3.00
Total fertility rate births per woman			1.35
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

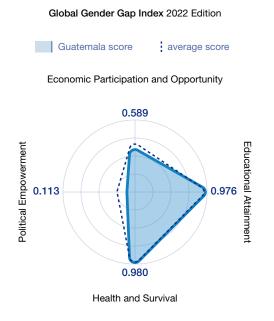
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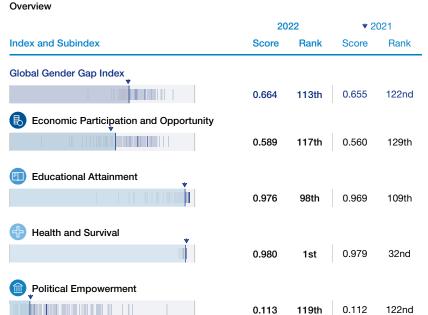
Rank

Index Edition

2022

# Guatemala





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.589 **\*** 117th Labour-force participation rate % 131st 0.465 -42.90 37.36 ♦ 80.27 0-100 Wage equality for similar work 1-7 (best) 99th 0.597 Estimated earned income int'l \$ 1,000 123rd 0.486 -5.84k === 5.52k 11.36k 0-150k 0.581 36.75 ♦ ♦ 63.25 Legislators, senior officials and managers % 53rd -26.49 0-100 Professional and technical workers % 73rd 0.971 -1.48 49.26 > 50.74 0-100 • Educational Attainment 0.976 98th 105th 0.899 Literacy rate % • 88.93 • 89.98 Enrolment in primary education % 1st 1.000 1.04 0-100 Enrolment in secondary education % 94th 0.980 -1.03 49.91 50.94 0-200 Enrolment in tertiary education % 1st 1.000 arana amanipi 3.28 20.52 23.81 0-200 0.980 Health and Survival 1st 0.944 Sex ratio at birth\*\* % 1st 1.060 Healthy life expectancy\*\* years 1st **Political Empowerment** 0.113 **•** 119th 0.241 100th -61.20 19.40 ♦ \$0.60 Women in parliament % **•** 0-100 Women in ministerial positions % 107th 0.154 -73.33 13.33 ♦ 86.67 0-100 Years with female/male head of state (last 50) 78th • -50.00 ♦ 50.00 0-50

Score

Rank

Page 2 of 2

0.664 113th

### Guatemala

### **Complementary Targets and Contextual Indicators**

General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			77.6	Public spending on family
GDP per capita constant '17, intl. \$ 1000			8.39	Unmet family planning %
Population sex ratio female/male			1.03	Early marriage %
Population growth rate %			1.52	Mean age of women at b
Indicator Million people	♦ Female	◆ Male	Value	Indicator 0-1 (Equal rights)
Total population	8.55	8.31	16.86	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			n.a.	Education and skills
Share of women's membership in boar	rds % (OECD co	untries only)	n.a.	Graduates Attainment %
Firms with female majority ownership	% firms		18.40	STEM Graduates
Firms with female top managers % firm	IS		18.50	
Share of workers in informal sector %	workers		79.00	Agri., Forestry, Fisheries
Indicator 1-7 (best)			Value	•
Advancement of women to leadership	roles		4.23	Arts & Humanities
Indicator 1 Million people	♦ Female	♦ Male	Value	Descionar Adamia Ollaro
Labour-force	2.36	4.76	0.33	Business, Admin. & Law
Indicator Unit	♦ Female	◆ Male	Value	Education
Unemployed adults % of labour force 15-64)	4.55	2.95	3.49	Engineering, Manuf. & Co
Workers employed part-time % of employed people	0.43	0.23	0.29	Health & Welfare
Proportion of time spent on unpaid domestic and care work %	4.43	0.95	n. a.	Information & Comm. Tec
♦ ♦				Natural Sci., Mathematic
Access to finance				
ndicator 0-1 (Equal rights)			Value	Social Sci., Journalism &
Access to financial services		Near-equal	- *	Vocational training
Inheritance rights for widows and daug	ghters	Near-equal	rights 🧇	
Access to land assets		Near-equal	- •	PhD graduates
Access to non-land assets		Near-equal	rights 🔷	gradatos
Civil and political freedom			Value	Graduates %
Indicator <sub>Unit</sub>			Value	Graduates from tertiary e
Year women received right to vote year			1966	₩
Number of female heads of state to da			0	Health
Seats held in upper house % total seats			n. a.	Indicator Unit
Indicator Yes/No			Value	Prevalence of gender vio
Election list quotas for women, national	al		No	Births attended by skilled
Party membership quotas, voluntary			Yes	Maternal mortality deaths
Indicator 0-1 (Equal rights)			Value	Total fertility rate births pe
Access to justice		Equal	rights 🔷	Indicator 0-1 (Equal rights)
Freedom of movement		Equal	rights 🔷	
				Reproductive autonomy

Family and care			
Indicator Unit			Value
Public spending on family benefits % GF	PD		n.a.
Unmet family planning % women 15-49			n. a.
Early marriage %	d		21.60 28.55
Mean age of women at birth of first child	J years		
Indicator 0-1 (Equal rights)			Value
Right to divorce		•	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	84.00	2.00	n. a.
Education and skills	. Essents		Malian
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	n. a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	30.86	69.14	0.45
Arts & Humanities	55.97	44.03	1.27
Business, Admin. & Law	54.93 ◆	45.07	1.22
Education	71.41	28.59	2.50
Engineering, Manuf. & Construction	34.98	65.02	0.54
Health & Welfare ◆	70.51	29.49	2.39
Information & Comm. Technologies	n. a.	n.a.	n.a.
Natural Sci., Mathematics & Statistics	45.21	54.79	0.83
Social Sci., Journalism & Information	64.34	35.66	1.80
Vocational training	9.32	8.65	8.98
PhD graduates	n. a.	0.02	0.01
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	5.12	3.92	4.52
Health Indicator Unit			Value
Prevalence of gender violence in lifetime	9 % women		18.00
Births attended by skilled personnel % I			69.80
Maternal mortality deaths per 100,000 live			95.00
Total fertility rate births per woman			2.82
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Restricted	rights 💠

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

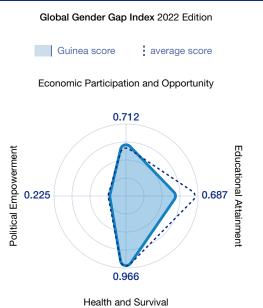
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Guinea

Rank

Index Edition

2022





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 60th **•** 0.998 Labour-force participation rate % 4th -0.13 62.06 62.19 0-100 Wage equality for similar work 1-7 (best) 31st Estimated earned income int'l \$ 1,000 4th 0.855 -417.24 2.47k ♦ 2.89k 110th -53.24 Legislators, senior officials and managers % 0.305 23.38 0-100 Professional and technical workers % 125th 0.414 -41.42 29.29♦ ♦ 70.71 0-100 **\*** Educational Attainment 0.687 143rd Literacy rate % 141st 0.509 • 0.852 Enrolment in primary education % 113th **•** -13.66 78.66 ◆ ◆ 92.32 0-100 Enrolment in secondary education % 133rd 0.654 -16.45 31.04 • 47.49 0-200 0.402 Enrolment in tertiary education % 135th manufai -5.97 4.01 > 9.98 0-200 0.966 Health and Survival 101st 0.944 Sex ratio at birth\*\* % 1st 1.016 Healthy life expectancy\*\* years 111th 0.225 **Political Empowerment** 65th .... 53rd 0.420 -40.80 29.60 ♦ ♦ 70.40 Women in parliament % **🍅 -----**0-100 Women in ministerial positions % 58th 0.385 -44.44 27.78♦ ♦ 72.22 0-100 Years with female/male head of state (last 50) 78th 0.000 -50.00 ◆ 50.00 0-50

#### Guinea

#### **Complementary Targets and Contextual Indicators**

General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			15.68	Public spending on fa
GDP per capita constant '17, intl. \$ 1000			2.67	Unmet family planning
Population sex ratio female/male			1.07	Early marriage %
Population growth rate %			2.79	Mean age of women
Indicator Million people	♦ Female	◆ Male	Value	Indicator 0-1 (Equal rig
Total population	6.78	6.35	13.13	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental lea
Gender pay gap (OECD only) %			n.a.	Education and skills
Share of women's membership in boa	rds % (OECD co	untries only)	n.a.	Graduates Attainment
Firms with female majority ownership	% firms		5.30	STEM Graduates
Firms with female top managers % firm	is		5.80	OTEW Graduates
Share of workers in informal sector %	workers		n.a.	Agri., Forestry, Fisher
Indicator 1-7 (best)			Value	
Advancement of women to leadership	roles		4.48	Arts & Humanities
Indicator 1 Million people	♦ Female	◆ Male	Value	D : Al : 01
Labour-force	2.54	2.26	0.53	Business, Admin. & L
Indicator Unit	♦ Female	◆ Male	Value	Education
Unemployed adults % of labour force (15-64)	6.33	6.04	6.19	Engineering, Manuf.
Workers employed part-time % of employed people	n. a.	n.a.	n. a.	Health & Welfare
Proportion of time spent on unpaid domestic and care work %	n. a.	n.a.	n. a.	Information & Comm.
domestic and care work 70	п. а.	II. a.	n. a.	Natural Sci., Mathem
Access to finance			Value	Social Sci., Journalis
Indicator 0-1 (Equal rights)			Value	
Access to financial services Inheritance rights for widows and dau	ghters	Near-equal Restricted		Vocational training
Access to land assets Access to non-land assets		Near-equal Equal	rights 🔷	PhD graduates
Civil and political freedom				
Indicator Unit			Value	Graduates %
Year women received right to vote year Number of female heads of state to da			1958 0	Graduates from tertia
Seats held in upper house % total seats			n. a.	Health
Indicator Yes/No			Value	Indicator Unit
	al		Yes	Prevalence of gender
Election list quotas for women, national	<b>1</b> 1			Births attended by sk
Party membership quotas, voluntary			No	Maternal mortality de
Indicator 0-1 (Equal rights)			Value	Total fertility rate birth
Access to justice		Near-equal	- •	Indicator 0-1 (Equal rig
Freedom of movement		Equal	rights 🔷	Reproductive autono

Family and care			Value
Indicator Unit	DD.		Value
Public spending on family benefits % G Unmet family planning % women 15-49	אט		n. a. 22.10
Early marriage %			34.30
Mean age of women at birth of first chil	d vears		29.09
	<b>u</b> youro		Value
Indicator 0-1 (Equal rights)  Right to divorce		Unequal	rights &
Indicator Days	◆ Female	♦ Male	Value
Length of parental leave	98.00	0	n. a.
Education and skills	00.00		111 641
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	n. a.		
STEW Graduates	II. d.	n.a.	n. a.
Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n. a.
Arts & Humanities	n.a.	n. a.	n. a.
Business, Admin. & Law	n.a.	n.a.	n. a.
Education	n.a.	n.a.	n. a.
Engineering, Manuf. & Construction	n.a.	n.a.	n. a.
Health & Welfare	n.a.	n.a.	n. a.
Information & Comm. Technologies	n.a.	n.a.	n.a.
Natural Sci., Mathematics & Statistics	n.a.	n.a.	n.a.
Social Sci., Journalism & Information	n. a.	n.a.	n.a.
Vocational training	1.21	0.92	1.06
PhD graduates	0.03	0.16	0.09
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	3.19	8.08	5.64
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		80.00
Births attended by skilled personnel %			55.30
Maternal mortality deaths per 100,000 live			576.00
Total fertility rate births per woman			4.62
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Uneven	rights 🔷
			J - V

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

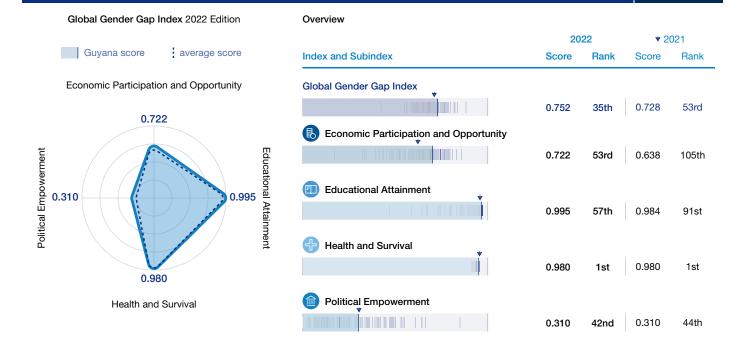
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

0.752

Rank

Index Edition 2022

Guyana



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 53rd **♦**I Labour-force participation rate % 112th 0.629 -23.79 40.30 64.10 0-100 Wage equality for similar work 1-7 (best) Estimated earned income int'l \$ 1,000 106th 0.549 -10.85k 13.20k >> 24.05k 0-150k -6.42 46.79 >> 53.21 Legislators, senior officials and managers % 17th 0.879 0-100 42.37 ♦ ♦ 57.63 Professional and technical workers % 1st 1.000 15.26 0-100 • **Educational Attainment** 0.995 57th 0.985 Literacy rate % • 73rd Enrolment in primary education % Enrolment in secondary education % 1st 1.000 2.92 96.29 • 99.21 0-200 Enrolment in tertiary education % 1st 1.000 arana amanipi 7.60 7.79 15.39 0-200 0.980 Health and Survival 1st 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 1.060 1st • **Political Empowerment** 0.310 42nd 0.555 Women in parliament % 37th -28.60 35.70 ♦ ♦ 64.30 • 0-100 Women in ministerial positions % 40th 0.467 -36.36 31.82 ♦ ♦ 68.18 0-100 Years with female/male head of state (last 50) 50th 0.051 -45.13 **♦** 47.57 0-50

### Guyana

#### 0.752 35th

#### **Complementary Targets and Contextual Indicators**

2022

General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			5.47	Public spending on family ber
GDP per capita constant '17, intl. \$ 1000			18.68	Unmet family planning % wom
Population sex ratio female/male			0.99	Early marriage %
Population growth rate %			0.48	Mean age of women at birth of
Indicator Million people	♦ Female	◆ Male	Value	Indicator 0-1 (Equal rights)
Total population	0.39	0.40	0.79	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			n.a.	Education and skills
Share of women's membership in boar	rds % (OECD co	untries only)	n.a.	Graduates Attainment %
Firms with female majority ownership	% firms		n.a.	STEM Graduates
Firms with female top managers % firm	S		n.a.	OTEM Gradatos
Share of workers in informal sector %	workers		56.50	Agri., Forestry, Fisheries & Ve
Indicator 1-7 (best)			Value	<b>♦</b>
Advancement of women to leadership	roles		4.24	Arts & Humanities
Indicator 1 Million people	♦ Female	♦ Male	Value	<b>♦</b>
Labour-force	0.12	0.18	0.39	Business, Admin. & Law
Indicator Unit	♦ Female	♦ Male	Value	Education
Unemployed adults % of labour force				<b>♦</b>
(15-64)	18.14	12.89	14.93	Engineering, Manuf. & Constr
Workers employed part-time % of				<b>♦</b>
employed people	n.a.	n.a.	n.a.	Health & Welfare
				Information & Comm. Techno
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n.a.	◆
				Natural Sci., Mathematics & S
Access to finance				
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism & Info
Access to financial services		Near-equal	rights 🔷	Varational Inc. :
Inheritance rights for widows and daug	phters	Equal	rights 🔷	Vocational training
Access to land assets		Near-equal	rights 🔷	DhD graduatas
Access to non-land assets		Near-equal	rights 🧇	PhD graduates
Civil and political freedom				Graduates %
Indicator Unit			Value	
Year women received right to vote year			1966	Graduates from tertiary educa
Number of female heads of state to da	te number		1.00	
Seats held in upper house % total seats			n.a.	Health
Indicator Yes/No			Value	Indicator Unit
Election list quotas for women, nationa	ıl		Yes	Prevalence of gender violence
Party membership quotas, voluntary			No	Births attended by skilled per
Indicator 0-1 (Equal rights)			Value	Maternal mortality deaths per 1
Access to justice		Equal	rights 🔷	Total fertility rate births per wor
Freedom of movement		Restricted		Indicator 0-1 (Equal rights)
			-	Reproductive autonomy

Family and care			
Indicator Unit			Value
Public spending on family benefits % GI	PD		n.a.
Unmet family planning % women 15-49			n.a.
Early marriage %			0.70
Mean age of women at birth of first child	d years		26.73
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	91.00	0	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	n. a.	n. a.	n.a.
Agri., Forestry, Fisheries & Veterinary	38.24	61.76	0.62
<b>♦</b>	<b>♦</b>		
Arts & Humanities	89.66	10.34	8.67
Province Admir 0 Law	00.70	04.07	
Business, Admin. & Law	68.73	31.27	2.20
Education	88.57	11.43	7.75
<b>♦</b>	00.01	<b>↑</b> 11.10	
Engineering, Manuf. & Construction	22.37	77.63	0.29
<b>♦</b>		<b>♦</b>	
Health & Welfare	84.46	15.54	5.44
<b>♦</b>		•	
Information & Comm. Technologies	26.58	73.42	0.36
Note and Oct. Malle and the Octobalists	F0 00	40.07	
Natural Sci., Mathematics & Statistics	53.33	46.67	1.14
Social Sci., Journalism & Information	81.76	18.24	4.48
	01.70	♦	4.40
Vocational training	n.a.	n.a.	n.a.
Ţ.			
PhD graduates	n.a.	n.a.	n.a.
Graduates %	♦ Female	◆ Male	Value
Graduates from tertiary education	n. a.	n. a.	n. a.
,			
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetime	e % women		n. a.
Births attended by skilled personnel %			95.80
Maternal mortality deaths per 100,000 live			169.00
Total fertility rate births per woman			2.44
Indicator 0-1 (Equal rights)			Value
- · (-1 · · · · · · · · · · · · · · · · · ·			

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

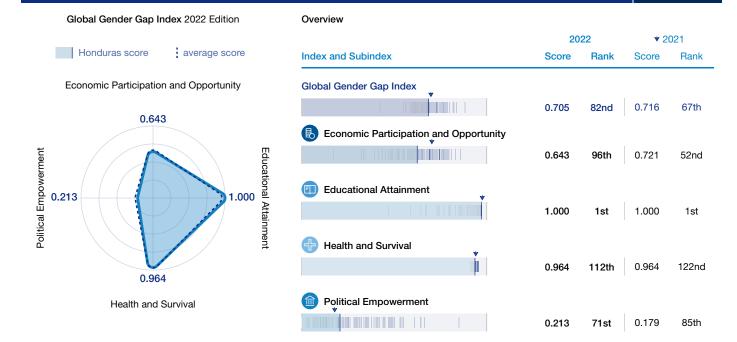
Equal rights 🔷

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

0.705

Rank 82nd

## Honduras



Global Gender Gap Index II	ndicat	tors			2	2022
Indicator	Rank	Score*	Compare with Global average	Gap F-M <b></b> ■	♦ Female vs ♦ Male	Min Max
Economic Participation and Opportunity	96th	0.643	0 1	-	Min Max -	-
Labour-force participation rate %	126th	0.536	•	-36.61	42.33 ♦ ♦ 78.94	0-100
Wage equality for similar work 1-7 (best)	108th	0.581	•	-	-	-
Estimated earned income int'l \$ 1,000	65th	0.663	· · · · · · · · · · · · · · · · · · ·	-2.08k	4.10k <b>♦</b> 6.18k	0-150k
Legislators, senior officials and managers %	35th	0.669	• · · · · · · · · · · · · · · · · · · ·	-19.82	40.09 ◆ ◆ 59.91	0-100
Professional and technical workers %	84th	0.910	· · · · · · · · · · · · · · · · · · ·	-4.72	47.64   52.36	0-100
Educational Attainment	1st	1.000	1 1 11 11 11 11	-	-	-
Literacy rate %	1st	1.000	1 11111 <b>11 11111   111111   11</b>	-	-	-
Enrolment in primary education %	1st	1.000	1 11111	1.95	83.07 🏶 85.01	0-100
Enrolment in secondary education %	1st	1.000	11 11 111 1111	8.22	54.71   62.93	0-200
Enrolment in tertiary education %	1st	1.000		8.33	21.37 🖚 29.70	0-200
Health and Survival	112th	0.964	<b>*</b>	-	-	-
Sex ratio at birth** %	1st	0.944	•	-	-	-
Healthy life expectancy** years	119th	1.010	1	-	-	-
Political Empowerment	71st	0.213	***************************************	-	-	-
Women in parliament %	67th	0.376	• • • • • • • • • • • • • • • • • • • •	-45.40	27.30 ♦ ♦ 72.70	0-100
Women in ministerial positions %	57th	0.389	<b>&gt;</b>	-44.00	28.00 ◆ ↑ 72.00	0-100
Years with female/male head of state (last 50)	73rd	0.002	<b>♦</b>	-49.82	0.09♦ ♦ 49.91	0-50

**Honduras** 

0.705

Rank 82nd

### **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			23.66
GDP per capita constant '17, intl. \$ 1000			5.14
Population sex ratio female/male			1.00
Population growth rate %			1.61
Indicator Million people	♦ Female	♦ Male	Value
Total population	4.96	4.95	9.90
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n. a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership 9	% firms		26.50
Firms with female top managers % firms	S		28.00
Share of workers in informal sector $\%$ $\mbox{\tiny V}$	vorkers		82.60
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		4.23
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	1.50	2.75	0.35
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force (15-64)	11.76	6.46	8.35
Workers employed part-time % of employed people	0.40	0.24	0.31
Proportion of time spent on unpaid domestic and care work %	n. a.	n.a.	n.a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Near-equal	rights 🔷
Inheritance rights for widows and daug	hters	Equal	rights 🔷
Access to land assets		Near-equal	rights 🔷
Access to non-land assets		Equal	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1954
Number of female heads of state to dat	te number		0
Seats held in upper house % total seats			n.a.
Indicator Yes/No			Value
Election list quotas for women, nationa	I		Yes
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice		Equal	rights 🔷
Freedom of movement		Equal	rights 🔷

21013			LULL
Family and care			
Indicator Unit			Value
Public spending on family benefits % G	iPD		n. a
Unmet family planning % women 15-49			10.70
Early marriage %			27.30
Mean age of women at birth of first chi	ld years		27.67
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🐗
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	84.00	0	n. a
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	37.79	62.21	0.61
Aud Faustus Fisherina (1) Valorinasa	0.4.70	75.07	0.00
Agri., Forestry, Fisheries & Veterinary	24.73	75.27 <b>◆</b>	0.33
Arts & Humanities	n.a.	n. a.	n. a
Business, Admin. & Law	62.38	37.62	1.66
<b>♦</b>	<b>♦</b>		
Education	75.47	24.53	3.08
Engineering Manuf 9 Construction	20.50	61.50	0.60
Engineering, Manuf. & Construction	38.50 •	61.50	0.63
Health & Welfare	73.47	26.53	2.77
<b>♦</b>		<b>♦</b>	
Information & Comm. Technologies	27.14	72.86 ♦	0.37
Natural Sci., Mathematics & Statistics	n.a.	n. a.	n. a
Social Sci., Journalism & Information	n.a.	n.a.	n. a
Vocational training	9.02	7.62	8.31
PhD graduates	n.a.	n.a.	n. a
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	13.51	8.11	10.77
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		21.60
Births attended by skilled personnel %			74.00
Maternal mortality deaths per 100,000 live			65.00
Total fertility rate births per woman	-		2.43
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Unequal	rights &
reproductive autoriority		onequal	rigints 🔇

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

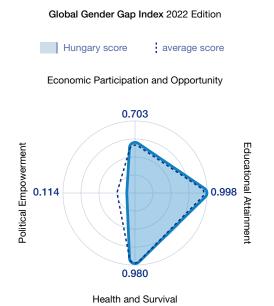
Hungary

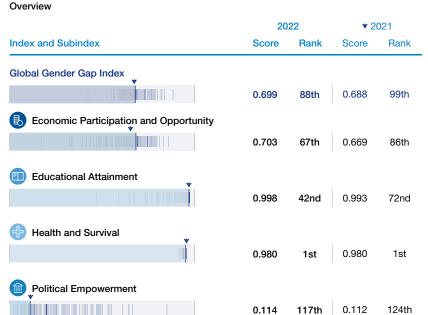
0.699

Rank

Index Edition

2022





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 67th **•** I Labour-force participation rate % 70th -15.15 52.06 67.21 0-100 Wage equality for similar work 1-7 (best) 101st 0.594 Estimated earned income int'l \$ 1,000 60th 0.667 -12.54k 25.12k ◆◆ 37.66k 0-150k 39th 0.645 -21.59 39.20 ♦ ♦ 60.80 Legislators, senior officials and managers % 0-100 45.86 ♦ ♦ 54.14 Professional and technical workers % 1.000 8.27 0-100 1st • Educational Attainment 0.998 42nd 0.999 Literacy rate % 50th Enrolment in primary education % 82nd 0.996 -0.41 94.32 • 94.73 0-100 Enrolment in secondary education % 1st 1.000 12.00 74.49 >> 86.49 0-200 Enrolment in tertiary education % 1st 1.000 arana amanipi 10.82 47.17 >> 57.99 0-200 0.980 Health and Survival 1st 0.944 Sex ratio at birth\*\* % 1st 1.060 Healthy life expectancy\*\* years 1st 0.114 **Political Empowerment •** 117th 0.151 124th -73.80 13.10♦ ♦ 86.90 Women in parliament % • 0-100 Women in ministerial positions % 74th 0.273 -57.14 21.43 ♦ ♦ 78.57 0-100 Years with female/male head of state (last 50) 78th ♦ -50.00 **♦** 50.00 0-50

Rank

88th

Page 2 of 2

## **Complementary Targets and Contextual Indicators**

GDP US\$ billions 155. GDP per capita constant '17, intl. \$ 1000 31. Population sex ratio female/male 1. Population growth rate % -0. Indicator Million people   Female  Male Val	alue 5.81 1.10 1.10 0.22 alue
GDP US\$ billions  GDP per capita constant '17, intl. \$ 1000  Population sex ratio female/male  Population growth rate %  Indicator Million people  Female  1.55.  1	5.81 1.10 1.10 0.22 alue
GDP per capita constant '17, intl. \$ 1000  31.  Population sex ratio female/male  1.  Population growth rate %  Indicator Million people  Female  Male  Value  Valu	1.10 1.10 0.22 alue
Population sex ratio female/male  Population growth rate %  Indicator Million people  Female  Male  Val	1.10 0.22 alue
Population growth rate % -0.  Indicator Million people ♦ Female ♦ Male Val	0.22 alue
Indicator Million people ♦ Female ♦ Male Val	alue
The second secon	
Total population 5.11 4.64 9.	75
	<i>,.,</i> 0
Work participation and leadership	
Indicator Unit Val	alue
Gender pay gap (OECD only) % 9.	9.93
Share of women's membership in boards % (OECD countries only) 9.	9.40
Firms with female majority ownership % firms 15.	5.30
Firms with female top managers % firms 22.	2.10
Share of workers in informal sector $\%$ workers	n. a.
Indicator 1-7 (best)	alue
Advancement of women to leadership roles 4.	1.44
Indicator 1 Million people ♦ Female ♦ Male Val	alue
Labour-force 2.27 2.60 0.	).47
Indicator Unit	alue
Unemployed adults % of labour force	
(15-64) 3.96 3.64 3.	3.79
Workers employed part-time % of employed people 0.29 0.22 0.	0.25
A	J. <u>Z</u> C
Proportion of time spent on unpaid domestic and care work % n. a. n. a. n. a.	n. a.
domestic and care work % n. a. n. a. n. a. n. Access to finance	
domestic and care work % n. a. n. a. n. a. Access to finance	n. a.
domestic and care work % n. a. n. a. n. a. n. a.  Access to finance Indicator 0-1 (Equal rights)	n. a.
Access to finance Indicator 0-1 (Equal rights)  Access to financial services  Equal rights	alue
Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  N. a. n. a. n. a. n. a.  Val	alue
Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Near-equal rights	alue
Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom	alue
Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Na. n. a. a. n. a.	alue
Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Na. n. a. a. n. a.	alue
Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number	alue  alue  919
Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats	alue 919
Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Na. n. a. a. n. a. a. n. a.	alue 919 0 1. a.
Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Valu	alue  alue  919  0  1. a.
domestic and care work % n. a. n. a. n. a. n. a. n. a.  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters Access to land assets Access to land assets Access to non-land assets Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year Number of female heads of state to date number Seats held in upper house % total seats  Indicator Yes/No  Val  Val  Val  Val  Val  Val  Val  Va	alue 919 0 n. a.
Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Val	alue alue 919 0 No Yes

Family and care							
Indicator Unit			Value				
Public spending on family benefits % GPD 3							
Unmet family planning % women 15-49		n.a.					
Early marriage %		0.70					
Mean age of women at birth of first child		29.58					
Indicator 0-1 (Equal rights)			Value				
Right to divorce		Equal	rights 🔷				
Indicator Days	♦ Female	◆ Male	Value				
Length of parental leave	168.00	7.00	n.a.				
Education and skills							
Graduates Attainment %	♦ Female	◆ Male	Value				
STEM Graduates	31.68	68.32	0.46				
<b>♦</b>	<b>♦</b>						
Agri., Forestry, Fisheries & Veterinary	48.35	51.65	0.94				
Arts & Humanities							
Arts & numarities	n. a.	n.a.	n.a.				
Business, Admin, & Law	65.24	34.76	1.88				
◆ •	<b>♦</b>	01.10	1.00				
Education	84.76	15.24	5.56				
<b>♦</b>		<b>♦</b>					
Engineering, Manuf. & Construction	29.85	70.15	0.43				
<b>♦</b>	<b>♦</b>						
Health & Welfare	73.65	26.35	2.79				
•		•					
Information & Comm. Technologies	16.70	83.30	0.20				
Noticed Co. Mathematica 9 Statistics	E0.00	47.77	1.00				
Natural Sci., Mathematics & Statistics	52.23	47.77	1.09				
Social Sci., Journalism & Information	68.59	31.41	2.18				
The state of	♦	01.41	2.10				
Vocational training	18.15	21.69	19.97				
<b>•</b> •							
PhD graduates	0.55	0.85	0.69				
•							
Graduates %	♦ Female	♦ Male	Value				
Graduates from tertiary education	39.56	27.33	33.29				
On total y education	09.00	21.00	55.23				
Llaalth							
Health Indicator Unit			Value				
	. 07						
Prevalence of gender violence in lifetime			21.00				
Births attended by skilled personnel % li			99.70				
Maternal mortality deaths per 100,000 live b	DIRTNS		12.00				
Total fertility rate births per woman			1.49				
Indicator 0-1 (Equal rights)			Value				
Reproductive autonomy		Near-equal	rights 💠				

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

## **Iceland**



Global Gender Gap Index I	ndicat	tors			2	2022
Indicator	Rank	Score*	Compare with Global average	Gap F-M	♦ Female vs ♦ Male	Min Max
Economic Participation and Opportunity	11th	0.803	0 1	-	Min Max -	-
Labour-force participation rate %	30th	0.875	•	-8.79	61.67 ◆ → 70.46	0-100
Wage equality for similar work 1-7 (best)	4th	0.812	•	-	-	-
Estimated earned income int'l \$ 1,000	32nd	0.731		-16.20k	44.08k ◆ ◆ 60.28k	0-150k
Legislators, senior officials and managers %	43rd	0.630	· · · · · · · · · · · · · · · · · · ·	-22.71	38.64 ◆ ◆ 61.36	0-100
Professional and technical workers %	1st	1.000		7.98	46.01 ◆◆ 53.99	0-100
Educational Attainment	68th	0.993		-	-	-
Literacy rate %	1st	1.000		-	-	-
Enrolment in primary education %	76th	0.998	1 11111	-0.17	99.46♦ 99.63	0-100
Enrolment in secondary education %	100th	0.971		-3.44	113.70 ♦ 117.14	0-200
Enrolment in tertiary education %	1st	1.000		49.91	53.29 ♦ ♦ 103.20	0-200
Health and Survival	121st	0.964	<b>+</b>	-	-	-
Sex ratio at birth** %	1st	0.944	•	-	-	-
Healthy life expectancy** years	128th	1.008	<b>*</b>	-	-	-
Political Empowerment	1st	0.874	•	-	-	-
Women in parliament %	6th	0.908	<b>+</b>	-4.80	47.60   52.40	0-100
Women in ministerial positions %	23rd	0.667	••••••••••••••••••••••••••••••••••••••	-20.00	40.00 ♦ ♦ 60.00	0-100
Years with female/male head of state (last 50)	2nd	0.966	•	-0.86	24.57 ♦ 25.43	0-50

#### **Iceland**

### **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			21.72
GDP per capita constant '17, intl. \$ 1000			52.38
Population sex ratio female/male			0.99
Population growth rate %			1.62
Indicator Million people	♦ Female	♦ Male	Value
Total population	0.18	0.18	0.37
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			12.90
Share of women's membership in board	ls % (OECD co	untries only)	47.10
Firms with female majority ownership %	firms		n.a.
Firms with female top managers % firms			n.a.
Share of workers in informal sector % w	orkers		n. a.
Indicator 1-7 (best)			Value
Advancement of women to leadership r	oles		6.06
Indicator 1 Million people	◆ Female	◆ Male	Value
Labour-force	0.09	0.10	0.47
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	4.00	3.39	3.67
•			
Workers employed part-time % of employed people	0.51	0.30	0.40
Proportion of time spent on unpaid domestic and care work %	n. a.	n.a.	n. a.
domestic and care work 70	11. a.	II. a.	II. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Egual	rights 🔷
Inheritance rights for widows and daugh	nters	-	rights 🔷
Access to land assets		•	rights 🔷
Access to non-land assets		•	rights 🔷
Civil and political freedom			V-L
Indicator Unit			Value
Year women received right to vote year			1918
Number of female heads of state to date.  Seats held in upper house % total seats.		3.00 n. a.	
Indicator Yes/No			Value
Election list quotas for women, national			No
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice Freedom of movement		•	rights 🔷 rights 🔷

ators			LULL				
Family and care							
Indicator Unit			Value				
Public spending on family benefits % G		3.27					
Unmet family planning % women 15-49		n.a.					
Early marriage %							
Mean age of women at birth of first chil	d years		30.60				
Indicator 0-1 (Equal rights)			Value				
Right to divorce		Equal	rights 🔷				
Indicator Days	♦ Female	◆ Male	Value				
Length of parental leave	180.00	180.00	n.a.				
Education and skills							
Graduates Attainment %	◆ Female	◆ Male	Value				
STEM Graduates	35.23	64.77	0.54				
Agri Forgetry Figheries & Veterinary	n 0	n 0	20.0				
Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n. a.				
Arts & Humanities	n.a.	n.a.	n.a.				
Business, Admin. & Law	n. a.	n.a.	n.a.				
Education	n. a.	n. a.	n. a.				
Engineering, Manuf. & Construction	32.68	67.32	0.49				
Health & Welfare	85.91	14.09	6.10				
Trough a Wolfard	00.01	<b>♦</b>	0.10				
Information & Comm. Technologies	n.a.	n.a.	n.a.				
Natural Sci., Mathematics & Statistics	50.91	49.09	1.04				
Social Sci., Journalism & Information	70.30	29.70	2.37				
, •	<b>*</b>						
Vocational training	5.15	12.09	8.69				
Di D. was do sate a	0.05	4.05	4 40				
PhD graduates	0.95	1.85	1.42				
Graduates %	♦ Female	♦ Male	Value				
Graduates from tertiary education	64.44	38.21	50.98				
<b>♦</b>	<b>♦</b>	00.21	00.00				
Health							
Indicator Unit			Value				
Prevalence of gender violence in lifetim	e % women		22.40				
Births attended by skilled personnel $\%$	live births		98.20				
Maternal mortality deaths per 100,000 live	births		4.00				
Total fertility rate births per woman			1.75				
Indicator 0-1 (Equal rights)			Value				
Reproductive autonomy		Near-equal	rights 🗆				
Total fertility rate births per woman  Indicator 0-1 (Equal rights)							
Reproductive autonomy		Near-equal	rights 🔷				

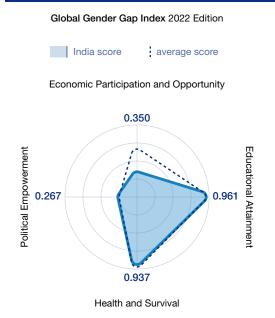
<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

India

Score (imparity = 0, parity = 1) Rank (out of 146 countries) Index Edition

35th 2022





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Global average Indicator F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.350 143rd Labour-force participation rate % 140th 0.274 -50.86 19.23 ♦ 70.09 0-100 Wage equality for similar work 1-7 (best) 122nd 0.506 Estimated earned income int'l \$ 1,000 140th 0.215 -7.77k 🔤 2.13k • 9.90k 0.214 Legislators, senior officials and managers % 123rd -64.71 17.64 0-100 Professional and technical workers % 118th 0.490 -34.23 32.87 ♦ 67.10 0-100 • Educational Attainment 0.961 107th Literacy rate % 121st 0.799 1.000 Enrolment in primary education % 1st 2.22 93.57 \$\infty\$ 95.79 0-100 Enrolment in secondary education % 79th 0.995 -0.38 **75.28 ♦ 75.66** 0-200 Enrolment in tertiary education % 1st 1.000 3.50 27.80 31.29 0-200 0.937 Health and Survival 146th 0.908 Sex ratio at birth\*\* % 142nd Healthy life expectancy\*\* years 137th 1.002 0.267 **Political Empowerment** 48th . 0.175 118th -70.20 14.90♦ ♦ 85.10 Women in parliament % **•** 0-100 Women in ministerial positions % 126th 0.100 -81.82 9.09 90.91 0-100 Years with female/male head of state (last 50) 8th 0.423 -20.26 14.87 ♦ ♦ 35.13 0-50

#### India

### **Complementary Targets and Contextual Indicators**

2022

Page 2 of 2

. , ,							
General indicators				Family and care			
Indicator Unit			Value	Indicator Unit			Value
GDP US\$ billions			2,660.25	Public spending on family benefits % G	PD		n.a.
GDP per capita constant '17, intl. \$ 1000			6.17	Unmet family planning % women 15-49			12.90
Population sex ratio female/male			0.92	Early marriage %			21.50
Population growth rate %			0.99	Mean age of women at birth of first chil	d years		27.40
Indicator Million people	♦ Female	◆ Male	Value	Indicator 0-1 (Equal rights)			Value
Total population	662.90	717.10	1380.00	Right to divorce		Unever	n rights 🔷
Work participation and leadership				Indicator Days	◆ Female	♦ Male	Value
Indicator Unit			Value	Length of parental leave	182.00	0	n.a.
Gender pay gap (OECD only) $\%$			n.a.	Education and skills			
Share of women's membership in boa	rds % (OECD co	untries only)	17.10	Graduates Attainment %	♦ Female	♦ Male	Value
Firms with female majority ownership	% firms		2.80	STEM Graduates	n. a.	n. a.	n. a.
Firms with female top managers % firm	1S		8.90				
Share of workers in informal sector %	workers		88.80	Agri., Forestry, Fisheries & Veterinary	27.50	72.50	0.38
Indicator 1-7 (best)			Value	<b>♦</b>		<b>♦</b>	
Advancement of women to leadership	roles		3.55	Arts & Humanities	n.a.	n.a.	n.a.
Indicator 1 Million people	♦ Female	◆ Male	Value	Business, Admin. & Law	46.80	53.20	0.88
Labour-force	95.90	375.40	0.20	<b>♦</b>	<b>•</b>	00.20	0.00
Indicator Unit	♦ Female	◆ Male	Value	Education	61.07	38.93	1.57
Unemployed adults % of labour force (15-64)	4.27	5.67	5.38	Francisco Monte & Construction	00.00	CO 17	0.45
<b>⋘</b>				Engineering, Manuf. & Construction	30.83	69.17	0.45
Workers employed part-time % of employed people	n. a.	n. a.	n. a.	Health & Welfare	61.55	38.45	1.60
Proportion of time spent on unpaid				Information & Comm. Technologies	n. a.	n.a.	n.a.
domestic and care work %	n.a.	n.a.	n.a.				
				Natural Sci., Mathematics & Statistics	51.37	48.63	1.06
Access to finance							
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism & Information	55.11	44.89	1.23
Access to financial services			al rights 🔷	Vocational training	0.30	2.81	1.63
Inheritance rights for widows and daug	ghters		en rights 🔷	<b>◆◆</b>			
Access to land assets Access to non-land assets		•	al rights 🧇 al rights 🐟	PhD graduates	n.a.	n.a.	n.a.
		rtour oqui	ar riginto 🗳				
Civil and political freedom Indicator Unit			Value	Graduates %	♦ Female	♦ Male	Value
			1947	Graduates from tertiary education	34.06	28.04	30.87
Year women received right to vote year Number of female heads of state to da			2.00	<b>♦</b> •			
Seats held in upper house % total seats			12.20	Health			
Indicator Yes/No			Value	Indicator Unit			Value
	.1			Prevalence of gender violence in lifetim	e % women		28.70
Election list quotas for women, national	al .		No	Births attended by skilled personnel %	live births		81.40
Party membership quotas, voluntary			No	Maternal mortality deaths per 100,000 live	births		145.00
Indicator 0-1 (Equal rights)			Value	Total fertility rate births per woman			2.20
Access to justice		-	al rights 🔷	Indicator 0-1 (Equal rights)			Value
Freedom of movement		Equ	al rights 🔷	Reproductive autonomy		Near-equa	ıl rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Political Empowerment

Indonesia

Rank 92nd Index Edition

2022

## Global Gender Gap Index 2022 Edition Indonesia score average score **Economic Participation and Opportunity** 0.674 **Educational Attainment** 0.169 0.972

0.970

Health and Survival

#### Overview 2022 **¥** 2021 **Index and Subindex** Score Rank Score Rank Global Gender Gap Index 0.697 0.688 101st 92nd Economic Participation and Opportunity 0.674 80th 0.647 99th **Educational Attainment** 0.972 102nd 0.970 107th Health and Survival 0.971 76th 0.970 77th Political Empowerment 0.164 0.169 90th 92nd

#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.674 80th 53.70 ♦ ♦ 81.67 Labour-force participation rate % 110th 0.658 -27.96 0-100 Wage equality for similar work 1-7 (best) 23rd Estimated earned income int'l \$ 1,000 109th 0.541 -6.81k === 8.01k 4 14.83k 0-150k 80th 0.480 -35.12 32.44 ♦ ♦ 67.56 Legislators, senior officials and managers % 0-100 48.97 🏶 51.03 Professional and technical workers % 1.000 2.07 0-100 1st • Educational Attainment 0.972 102nd 0.970 Literacy rate % 88th 0.952 Enrolment in primary education % 106th -4.59 92.02 > 96.61 0-100 Enrolment in secondary education % 1st 1.000 2.20 87.84 • 90.04 0-200 Enrolment in tertiary education % 1st 1.000 arana amanipi 5.24 33.75 🔷 38.99 0-200 0.970 Health and Survival 77th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 84th 1.030 0.169 **Political Empowerment** 90th • 0.280 Women in parliament % 88th -56.20 21.90 ♦ ♦ 78.10 • 0-100 Women in ministerial positions % 88th 0.207 -65.71 ♦ 82.86 0-100 Years with female/male head of state (last 50) 41st 0.069 -43.51 **♦** 46.75 0-50

Rank Page 2 of 2

Score 92nd 0.697

### Indonesia

### **Complementary Targets and Contextual Indicators**

General indicators				Family and care			
Indicator Unit			Value	Indicator Unit			Value
GDP US\$ billions			1,058.42	Public spending on family benefits % G	PD		n.a.
GDP per capita constant '17, intl. \$ 1000			11.44	Unmet family planning % women 15-49			10.60
Population sex ratio female/male			0.99	Early marriage %			13.80
Population growth rate %			1.06	Mean age of women at birth of first chil	d years		28.17
Indicator Million people	♦ Female	◆ Male	Value	Indicator 0-1 (Equal rights)			Value
Total population	135.81	137.72	273.52	Right to divorce		Near-equa	l rights 💠
Work participation and leadership				Indicator Days	◆ Female	◆ Male	Value
Indicator Unit			Value	Length of parental leave	90.00	2.00	n. a.
Gender pay gap (OECD only) %			n.a.	Education and skills			
Share of women's membership in boa		untries only)	12.20	Graduates Attainment %	♦ Female	◆ Male	Value
Firms with female majority ownership			18.20	STEM Graduates	n.a.	n.a.	n. a.
Firms with female top managers % firm			22.10				
Share of workers in informal sector %	workers		80.50	Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n.a.
Indicator 1-7 (best)			Value				
Advancement of women to leadership	roles		5.03	Arts & Humanities	58.86	41.14	1.43
Indicator 1 Million people	◆ Female	◆ Male	Value	Business, Admin. & Law	57.93	42.07	1.38
Labour-force	55.13	84.03	0.40	<b>♦</b>	<b>♦</b>	12.01	1.00
Indicator Unit	♦ Female	◆ Male	Value	Education	69.58	30.42	2.29
Unemployed adults % of labour force (15-64)	3.93	4.64	4.36	<b>♦</b>	<b>*</b>		
(15 04)	0.00	4.04	4.00	Engineering, Manuf. & Construction	24.92	75.08	0.33
Workers employed part-time % of employed people	0.47	0.32	0.38	Health & Welfare	n. a.	n.a.	n. a.
Proportion of time spent on unpaid				Information & Comm. Technologies	34.67	65.33	0.53
domestic and care work %	n. a.	n.a.	n. a.	Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.
Access to finance				Natural Soil, Mathematics a Statistics	π. α.	π. α.	π. α.
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism & Information	50.56	49.44	1.02
Access to financial services		Near-equa	al rights 🔷	<b>↔</b>			
Inheritance rights for widows and daug	ghters	-	al rights 🗇	Vocational training	11.89	13.67	12.80
Access to land assets		Uneve	n rights 🔷	<b>◆</b>			
Access to non-land assets		Near-equa	al rights 🔷	PhD graduates ◆	0.03	0.06	0.04
Civil and political freedom							
Indicator Unit			Value	Graduates %	♦ Female	♦ Male	Value
Year women received right to vote year	r		1953	Graduates from tertiary education	25.27	17.31	21.20
Number of female heads of state to da	ate number		1.00	•			
Seats held in upper house % total seats	3		n.a.	Health			
Indicator Yes/No			Value	Indicator Unit			Value
Election list quotas for women, national	al		Yes	Prevalence of gender violence in lifetim			18.30
Party membership quotas, voluntary			No	Births attended by skilled personnel %			94.70
Indicator 0-1 (Equal rights)			Value	Maternal mortality deaths per 100,000 live	births		177.00
Access to justice		Unequa	al rights 🗇	Total fertility rate births per woman			2.29
Freedom of movement		-	al rights 💠	Indicator 0-1 (Equal rights)			Value
			- •	Reproductive autonomy		Unever	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Rank

Index Edition

2022

## Iran (Islamic Republic of)



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Global average Indicator F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.343 144th Labour-force participation rate % 146th 0.211 -53.73 14.35 68.09 0-100 Wage equality for similar work 1-7 (best) 121st 0.542 Estimated earned income int'l \$ 1,000 146th 0.160 -18.20k 3.46k ◆ ◆ 21.66k 0.219 Legislators, senior officials and managers % 121st -64.04 0-100 -30.37 Professional and technical workers % 114th 0.534 34.81 ♦ ♦ 65.19 0-100 • Educational Attainment 0.963 106th 0.894 108th Literacy rate % 0.992 Enrolment in primary education % 91st -0.83 97.60 • 98.43 0-100 Enrolment in secondary education % 104th 0.963 -3.25 84.65 \* 87.90 0-200 Enrolment in tertiary education % 104th 0.965 -2.06 57.18 • 59.24 0-200 0.964 Health and Survival 118th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 125th 1.008 0.036 **Political Empowerment •** 142nd 0.059 138th -88.80 Women in parliament % \_\_\_\_\_\_ 5.60 94.40 0-100 Women in ministerial positions % 129th 0.071 -86.67 6.67 93.33 0-100 Years with female/male head of state (last 50) 78th -50.00 ♦ 50.00 0-50

## Iran (Islamic Republic of)

### **Complementary Targets and Contextual Indicators**

General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			203.47	Public spending on fa
GDP per capita constant '17, intl. \$ 1000			12.64	Unmet family planning
Population sex ratio female/male			0.98	Early marriage %
Population growth rate %			1.29	Mean age of women
Indicator Million people	♦ Female	♦ Male	Value	Indicator 0-1 (Equal rig
Total population	41.58	42.41	83.99	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental lea
Gender pay gap (OECD only) %			n.a.	Education and skills
Share of women's membership in boa	rds % (OECD co	untries only)	n.a.	Graduates Attainment
Firms with female majority ownership	% firms		n.a.	STEM Graduates
Firms with female top managers % firm	ıs		n.a.	OTEN Graduates
Share of workers in informal sector %	workers		n.a.	Agri., Forestry, Fisher
ndicator 1-7 (best)			Value	
Advancement of women to leadership	roles		3.18	Arts & Humanities
ndicator 1 Million people	♦ Female	♦ Male	Value	Dusiness Admin 9.1
_abour-force	4.57	21.84	0.17	Business, Admin. & L
Indicator Unit	♦ Female	♦ Male	Value	Education
Jnemployed adults % of labour force 15-64)	18.43	9.54	11.13	
<b>•</b>				Engineering, Manuf. &
Workers employed part-time % of employed people	0.56	0.27	0.32	Health & Welfare
Proportion of time spent on unpaid				Information & Comm.
domestic and care work %	n. a.	n.a.	n.a.	Natural Sai Matham
				Natural Sci., Mathem
Access to finance Indicator 0-1 (Equal rights)			Value	Social Sci., Journalisi
Access to financial services		Ганга		
	abtoro	-	rights 🔷	Vocational training
nheritance rights for widows and dau Access to land assets	griters		rights ⊗ rights �	<b>♦ ♦</b>
Access to non-land assets		·	rights 🔷	PhD graduates
Civil and political freedom				•
ndicator Unit			Value	Graduates %
Year women received right to vote year	r		1979	Graduates from tertia
Number of female heads of state to da			0	•
Seats held in upper house % total seats			n. a.	Health
ndicator Yes/No			Value	Indicator Unit
Election list quotas for women, national	al		n. a.	Prevalence of gender
Party membership quotas, voluntary	ai		n. a. n. a.	Births attended by sk
				Maternal mortality de
ndicator 0-1 (Equal rights)			Value	Total fertility rate birth
Access to justice		Restricted	- •	Indicator 0-1 (Equal rig
Freedom of movement		unequal	rights ⊗	Reproductive autono

Family and care									
Indicator Unit			Value						
Public spending on family benefits % GPD n. a									
Unmet family planning % women 15-49	Unmet family planning % women 15-49 n. a								
Early marriage % 21.4									
Mean age of women at birth of first child years 28.9									
Indicator 0-1 (Equal rights)			Value						
Right to divorce		Unequal	rights 🗇						
Indicator Days	♦ Female	♦ Male	Value						
Length of parental leave	180.00	14.00	n. a.						
Education and skills									
Graduates Attainment %	♦ Female	♦ Male	Value						
STEM Graduates	31.16	68.84	0.45						
<b>♦</b>	<b>♦</b>								
Agri., Forestry, Fisheries & Veterinary	47.53	52.47	0.91						
<b>•</b>	<b>&gt;</b>								
Arts & Humanities	64.14	35.86	1.79						
Business, Admin. & Law	n. a.	n. a.	n. a.						
Dasiness, Admin. & Law	n. u.	11. 4.	π. α.						
Education	n.a.	n.a.	n.a.						
Engineering, Manuf. & Construction	22.66	77.34	0.29						
<b>♦</b>		<b>♦</b>							
Health & Welfare	n.a.	n.a.	n. a.						
Information & Comm. Technologies	39.11	60.89	0.64						
Information & Comm. Technologies	<b>♦</b>	00.09	0.04						
Natural Sci., Mathematics & Statistics	68.02	31.98	2.13						
<b>*</b>	<b>♦</b>								
Social Sci., Journalism & Information	55.46	44.54	1.25						
<b>♦</b>	•								
Vocational training	4.08	7.67	5.89						
<b>♦ ♦</b>									
PhD graduates	0.29	0.43	0.37						
*									
Graduates %	♦ Female	◆ Male	Value						
Graduates from tertiary education	26.06	25.72	25.89						
<b>*</b>									
Health									
Indicator Unit			Value						
Prevalence of gender violence in lifetime	e % women		66.00						
Births attended by skilled personnel %	live births		99.00						
Maternal mortality deaths per 100,000 live	births		16.00						
Total fertility rate births per woman			2.15						
Indicator 0-1 (Equal rights)			Value						
Reproductive autonomy		Restricted	rights 💠						

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.



Global Gender Gap Index I	ndicat	tors				2022
ndicator	Rank	Score*	Compare with Global average	Gap F-M	♦ Female vs ♦ Male	Min Max
Economic Participation and Opportunity	35th	0.746	0 1	-	Min Max -	-
Labour-force participation rate %	55th	0.824		-12.05	56.53 ◆ ◆ 68.57	0-10
Wage equality for similar work 1-7 (best)	49th	0.703	•	-	-	-
Estimated earned income int'l \$ 1,000	40th	0.716		-30.06k	75.86k ◆ ◆ 105.92k	0-150
Legislators, senior officials and managers %	55th	0.571		-27.31	36.35 ◆ ◆ 63.65	0-10
Professional and technical workers $\%$	1st	1.000	•	2.16	48.92 ◆ 51.08	0-10
Educational Attainment	1st	1.000		-	-	-
Literacy rate %	1st	1.000		-	-	-
Enrolment in primary education %	-	-	-	-	-	-
Enrolment in secondary education %	1st	1.000	11 11 111 1111	12.56	131.96 ◆◆ 144.52	0-20
Enrolment in tertiary education %	1st	1.000	1 11 11 11 11 11 11 11 1	10.79	69.91    80.70	0-20
Health and Survival	113th	0.964	<b>*</b>	-	-	-
Sex ratio at birth** %	1st	0.944	<b>*</b>	-	-	-
Healthy life expectancy** years	120th	1.010	•	-	-	-
Political Empowerment	11th	0.507	•	-	-	-
Women in parliament %	83rd	0.300	• • • • • • • • • • • • • • • • • • • •	-53.80	23.10♦ ♦ 76.90	0-10
Women in ministerial positions %	56th	0.400	<b>*************************************</b>	-42.86	28.57 ◆ ◆ 71.43	0-10
Years with female/male head of state (last 50)	3rd	0.712	<b>:</b>	-8.43	20.79♦ ♦ 29.21	0-50

Score

### **Ireland**

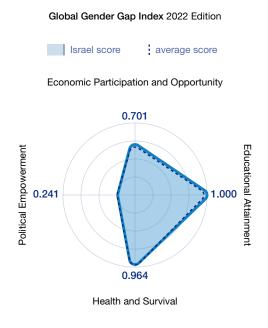
### **Complementary Targets and Contextual Indicators**

General indicators Indicator Unit GDP US\$ billions GDP per capita constant '17, intl. \$ 1000 Population sex ratio female/male Population growth rate % Indicator Million people	Value
GDP US\$ billions GDP per capita constant '17, intl. \$ 1000 Population sex ratio female/male Population growth rate %	
GDP per capita constant '17, intl. \$ 1000  Population sex ratio female/male  Population growth rate %	
Population sex ratio female/male Population growth rate %	425.89 90.62
Population growth rate %	1.01
Indicator Million people A Female	1.03
	e ♦ Male Value
Total population 2.51	
Work participation and leadership	2.10
Indicator Unit	Value
Gender pay gap (OECD only) %	5.17
Share of women's membership in boards % (OECD	
Firms with female majority ownership % firms	6.10
Firms with female top managers % firms	15.10
Share of workers in informal sector % workers	n. a.
Indicator 1-7 (best)	Value
Advancement of women to leadership roles	5.23
Indicator 1 Million people ◆ Female	e • Male Value
Labour-force 1.14	1.34 0.46
Indicator Unit • Female	e • Male Value
Unemployed adults % of labour force (15-64) 5.95	6.08 6.02
Workers employed part-time % of employed people 0.54	0.28 0.40
Proportion of time spent on unpaid domestic and care work % n. a.	. n. a. n. a.
Access to finance	
Access to finance Indicator 0-1 (Equal rights)	Value
	Value Equal rights
Indicator 0-1 (Equal rights)	
Indicator 0-1 (Equal rights)  Access to financial services	Equal rights 🔷
Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters	Equal rights � Equal rights �
Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets	Equal rights <b>◆</b> Equal rights <b>◆</b> Equal rights <b>◆</b>
Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets	Equal rights <b>◆</b> Equal rights <b>◆</b> Equal rights <b>◆</b>
Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom	Equal rights ◆ Equal rights ◆ Equal rights ◆
Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit	Equal rights ◆ Equal rights ◆ Equal rights ◆ Equal rights ◆
Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year	Equal rights ◆ Equal rights ◆ Equal rights ◆ Equal rights ◆  Value 1923
Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number	Equal rights ◆ Equal rights ◆ Equal rights ◆ Equal rights ◆  Value  1923 2.00
Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats	Equal rights ◆ Equal rights ◆ Equal rights ◆ Equal rights ◆  Value  1923 2.00 39.00
Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No	Equal rights ◆ Equal rights ◆ Equal rights ◆ Equal rights ◆  Value  1923 2.00 39.00  Value
Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Election list quotas for women, national	Equal rights ◆ Equal rights ◆ Equal rights ◆ Equal rights ◆  Value  1923 2.00 39.00  Value  Yes
Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Election list quotas for women, national  Party membership quotas, voluntary	Equal rights ◆ Equal rights ◆ Equal rights ◆ Equal rights ◆  Value  1923 2.00 39.00  Value  Yes No

21013			LULL				
Family and care							
Indicator Unit			Value				
Public spending on family benefits % GPD 1.62							
Unmet family planning % women 15-49 n. a							
Early marriage %			0.30				
Mean age of women at birth of first chil	d years		32.09				
Indicator 0-1 (Equal rights)			Value				
Right to divorce		Equal	rights 🔷				
Indicator Days	◆ Female	◆ Male	Value				
Length of parental leave	182.00	14.00	n.a.				
Education and skills							
Graduates Attainment %	◆ Female	◆ Male	Value				
STEM Graduates	n. a.	n. a.	n. a.				
Agri., Forestry, Fisheries & Veterinary	39.55	60.45	0.65				
<b>♦</b>	<b>♦</b>						
Arts & Humanities	59.10	40.90	1.44				
Puningga Admin & Law	49.52	50.48	0.09				
Business, Admin. & Law	49.52	50.46	0.98				
Education	71.31	28.69	2.48				
• • • • • • • • • • • • • • • • • • •							
Engineering, Manuf. & Construction	17.56	82.44 •	0.21				
Health & Welfare	76.42	23.58	3.24				
<b>♦</b>		<b>♦</b>					
Information & Comm. Technologies	n. a.	n. a.	n. a.				
Natural Sci., Mathematics & Statistics	n.a.	n.a.	n. a.				
Social Sci., Journalism & Information	61.53	38.47	1.60				
Vocational training	7.04	9.72	8.41				
♦ ♦							
PhD graduates	0.85	1.13	0.99				
Graduates %	♦ Female	♦ Male	Value				
Graduates from tertiary education	n. a.	n. a.	n. a.				
,							
Health							
Indicator Unit			Value				
Prevalence of gender violence in lifetim	e % women		15.00				
Births attended by skilled personnel %	live births		99.70				
Maternal mortality deaths per 100,000 live	births		5.00				
Total fertility rate births per woman			1.70				
Indicator 0-1 (Equal rights)			Value				
Reproductive autonomy		Restricted	rights 💠				

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.



Economy Profile

Israel



Global Gender Gap Index II	ndicat	tors				2022
Indicator	Rank	Score*	Compare with Global average	Gap F-M <u></u>	♦ Female vs ♦ Male	Min Max
Economic Participation and Opportunity	69th	0.701	0 1	-	Min Max -	-
Labour-force participation rate %	23rd	0.886	•••	-7.56	58.52 ◆◆ 66.08	0-100
Wage equality for similar work 1-7 (best)	97th	0.606	•	-	-	-
Estimated earned income int'l \$ 1,000	83rd	0.620	· · · · · · · · · · · · · · · · · · ·	-18.36k	29.91k ◆ ◆ 48.27k	0-150k
Legislators, senior officials and managers %	68th	0.528	<b>—</b>	-30.87	34.57 ♦ ♦ 65.43	0-100
Professional and technical workers %	1st	1.000	· · · · · · · · · · · · · · · · · · ·	12.58	43.71 ◆ ◆ 56.29	0-100
Educational Attainment	1st	1.000		-	-	-
Literacy rate %	1st	1.000		-	-	-
Enrolment in primary education %	-	-	-	-	-	-
Enrolment in secondary education %	1st	1.000	11 11 111 1111	1.79	104.10 ♦ 105.89	0-200
Enrolment in tertiary education %	1st	1.000		23.87	48.71 ◆ ◆ 72.58	0-200
Health and Survival	111th	0.964	+	-	-	-
Sex ratio at birth** %	1st	0.944	•	-	-	-
Healthy life expectancy** years	118th	1.011	I.	-	-	-
Political Empowerment	61st	0.241		-	-	-
Women in parliament %	52nd	0.429	<b>*</b>	-40.00	30.00 ♦ ♦ 70.00	0-100
Women in ministerial positions %	63rd	0.333	<b>*</b>	-50.00	25.00 ♦ ♦ 75.00	0-100
Years with female/male head of state (last 50)	47th	0.058	<b>4</b>	-44.55	2.73♦ ♦ 47.27	0-50

0.727 60th

#### **Complementary Targets and Contextual Indicators**

andicator Unit  Advancement of women to leadership roles  Advancement o	complementary range	to and c	Jointoxte	adi iiidi
ADP USS billions 407.1  ADP per capita constant '17, intl. \$ 1000 39.05  Population sex ratio female/male 1.01  Population growth rate % 1.76  Indicator Million people	General indicators			
aDP per capita constant '17, intl. \$ 1000  Population sex ratio female/male  Population growth rate %  Indicator Million people  Female  Access to finance  Access to finance  Proportion of time spent on unpaid domestic and care work %  Access to finance  Access to finance  Access to finance received right to vote year  Norlandicator Unit  Population  Access to justice  A	ndicator Unit			Value
Population sex ratio female/male  Population growth rate %  1.76  Indicator Million people  Female  Female  At 4.63  At 59  9.22  Work participation and leadership Indicator Unit  Gender pay gap (OECD only) %  Schare of women's membership in boards % (OECD countries only)  Firms with female majority ownership % firms  Indicator 1-7 (best)  Advancement of women to leadership roles  Advancement of time spent on unpaid domestic and care work %  Advancement of time spent on unpaid domestic and care work %  Advancement of time spent on unpaid domestic and care work %  Advancess to financial services  Equal rights ◆  Near-equal rights ◆	GDP US\$ billions			407.1
Population growth rate % 1.76 Indicator Million people	GDP per capita constant '17, intl. \$ 1000			39.05
Indicator Million people  Female  Male  Value  Interpretation and leadership  Indicator Unit  Sender pay gap (OECD only) %  Schare of women's membership in boards % (OECD countries only)  Schare of women's membership in boards % (OECD countries only)  Schare of women's membership in boards % (OECD countries only)  Schare of workers in informal sector % workers  In. a.  Indicator 1-7 (best)  Value  Advancement of women to leadership roles  Indicator 1 Million people  Female  Advancement of women to leadership roles  Indicator 1 Million people  Female  Male  Value  Advancement of women to leadership roles  Indicator 1 Million people  Female  Advancement of women to leadership roles  Indicator Unit  Female  Male  Value  Indicator Unit  Female  Access to finance  Indicator 0-1 (Equal rights)  Access to finance  Indicator 0-1 (Equal rights to vote year  Near-equal rights Access to non-land assets  Indicator Unit  Value  Indicator Unit  Value  Access to Inancial services  Indicator 1 (Equal rights)  Near-equal rights  Near-equal	Population sex ratio female/male			1.01
Total population 4.63 4.59 9.22  Work participation and leadership Indicator Unit Value Sender pay gap (OECD only) % 22.66  Share of women's membership in boards % (OECD countries only) 26.70  Firms with female majority ownership % firms 3.10  Share of workers in informal sector % workers 10.10  Share of workers in informal sector % workers 1a. Indicator 1-7 (best) Value Advancement of women to leadership roles 4.89  Indicator 1 Million people ↑ Female ↑ Male Value 2.00  Advancement of women to leadership roles 4.89 2.07 0.48  Indicator 1 Million people ↑ Female ↑ Male Value 2.00  Indicator 1 Million people 4.65 4.74 4.70  Advancement of women to leadership roles 4.65 4.74 4.70  Workers employed adults % of labour force 15-64 0.27 0.36  Proportion of time spent on unpaid 2.00  Proportion of time spent on unpaid 2.00  Access to finance 1.00  Indicator 0-1 (Equal rights) Value 2.00  Access to financial services Equal rights ↑ Near-equal rights ↑ Near	Population growth rate %			1.76
Total population 4.63 4.59 9.22  Work participation and leadership Indicator Unit Value Sender pay gap (OECD only) % 22.66  Share of women's membership in boards % (OECD countries only) 26.70  Firms with female majority ownership % firms 3.10  Share of workers in informal sector % workers 10.10  Share of workers in informal sector % workers 1a. Indicator 1-7 (best) Value Advancement of women to leadership roles 4.89  Indicator 1 Million people ↑ Female ↑ Male Value 2.00  Advancement of women to leadership roles 4.89 2.07 0.48  Indicator 1 Million people ↑ Female ↑ Male Value 2.00  Indicator 1 Million people 4.65 4.74 4.70  Advancement of women to leadership roles 4.65 4.74 4.70  Workers employed adults % of labour force 15-64 0.27 0.36  Proportion of time spent on unpaid 2.00  Proportion of time spent on unpaid 2.00  Access to finance 1.00  Indicator 0-1 (Equal rights) Value 2.00  Access to financial services Equal rights ↑ Near-equal rights ↑ Near	· -	▲ Female	▲ Male	Value
Mork participation and leadership indicator Unit  Gender pay gap (OECD only) %  Schare of women's membership in boards % (OECD countries only)  Firms with female majority ownership % firms  Share of workers in informal sector % workers  In. a.  Indicator 1-7 (best)  Advancement of women to leadership roles  Advancement of women to leadership roles  Indicator 1 Million people  Advancement of women to leadership roles  Indicator 1 Million people  Advancement of workers  In. a.  In. a.  Advancement of women to leadership roles  Indicator 1 Million people  Advancement of women to leadership roles  Indicator 1 Million people  Advancement of women to leadership roles  Indicator 1 Million people  Access to finance  In. a.				
Access to finance malicator Unit workers employed part-time % of amployed people and care work % n. a. n. a	· · ·	4.00	4.00	5.22
Share of women's membership in boards % (OECD countries only)  26.70 Firms with female majority ownership % firms  3.10 Firms with female top managers % firms  3.10 Share of workers in informal sector % workers  n. a.  Indicator 1-7 (best)  Advancement of women to leadership roles  Advancement of women women women to leadership roles  Advancement of women to leadership roles  Advancement of women seems of leadership roles  Advancement of women seems of leadership roles  Advancement of women leadership roles  Advancement of women seems of leadership roles  Advancem	ndicator Unit			Value
Share of women's membership in boards % (OECD countries only)  26.70 Firms with female majority ownership % firms  3.10 Firms with female top managers % firms  3.10 Share of workers in informal sector % workers  n. a.  Indicator 1-7 (best)  Advancement of women to leadership roles  Advancement of women women women to leadership roles  Advancement of women to leadership roles  Advancement of women seems of leadership roles  Advancement of women seems of leadership roles  Advancement of women leadership roles  Advancement of women seems of leadership roles  Advancem	Gender pay gap (OFCD only) %			22.66
Firms with female majority ownership % firms Firms with female top managers % firms Share of workers in informal sector % workers In. a. Indicator 1-7 (best)  Advancement of women to leadership roles Indicator 1 Million people About-force In. 89 Indicator 1 Million people Indicator 2 Million people Indicator 3 Million people Indicator 4 Millio		ds % (OECD co	untries only)	
Share of workers in informal sector % workers  Indicator 1-7 (best)  Advancement of women to leadership roles  Advancement of women whale  Advancement of whale  Advancement of leader force  Advancement of leader force  Advancement of leader force  Advancement of women of leadership roles  Advancement of leader force  Advancement of women of leadership roles  Advancement of leader force  Advancement of women of leadership roles  Advancement of leader force  Advancement of women of leadership roles  Advancement of leader force  Advancement of women of leadership roles  Advancement of leader force  Advancement of women of leadership roles  Advancement of leadership roles  Advancement of leadership roles  Advancement of leadership roles  Advancement of leadership roles  Advancess to finance  Advancement of leadership roles  Advancess to finance  Advancement of whale  Advancess to finance  Advancess to	•		a,	
Share of workers in informal sector % workers  Indicator 1-7 (best)  Advancement of women to leadership roles  Advancess to finance  Advancement of women to leadership roles  Advancess to finance  Advances em	, ,			
Advancement of women to leadership roles  Advancement of Male  Value  Value  Value  Advancement of Male  Value  Value  Advancement of Male  Value  Advancement of Male  Value  Advancement of Male  Value  Advancement of Male  Value  Value  Advancement of Male  Value  Ad				
Advancement of women to leadership roles  Advancement of walle  Advancement of labour force  1.89  2.07  4.47  4.70  4.70  4.65  4.74  4.70  4.70  Avancement of time spent on unpaid on. a.  n. a.  n. a.  n. a.  n. a.  n. a.  n. a.  Avancess to finance  Indicator 0-1 (Equal rights)  Indicator Unit  Indicator Unit  Indicator Ves/No  Value  Avancement of labour force  1.89  2.07  4.47  4.70  4.70  4.70  4.65  4.74  4.70  4.70  4.70  4.70  4.70  4.65  4.74  4.70  4.70  4.70  4.70  4.65  4.74  4.70  4.70  4.70  4.70  4.70  4.70  4.70  4.70  4.65  4.74  4.70  4.70  4.70  4.70  4.70  4.70  4.70  4.70  4.65  4.74  4.70  4.70  4.70  4.70  4.65  4.74  4.70  4.70  4.70  4.70  4.65  4.74  4.70  4.70  4.70  4.70  4.70  4.65  4.74  4.70  4.70  4.70  4.70  4.70  4.65  4.74  4.70  4.70  4.70  4.70  4.70  4.70  4.65  4.74  4.70  4.70  4.70  4.70  4.65  4.74  4.70  4.70  4.65  4.74  4.70  4.70  4.70  4.65  4.74  4.70  4.70  4.70  4.65  4.74  4.70  4.70  4.70  4.65  4.74  4.70  4.70  4.65  4.74  4.70  4.70  4.65  4.74  4.70  4.70  4.65  4.74  4.70  4.70  4.65  4.65  4.74  4.70  4.70  4.65  4.65  4.74  4.70  4.70  4.65  4.65  4.74  4.70  4.70  4.65  4.65  4.74  4.70  4.70  4.65  4.65  4.74  4.70  4.70  4.65  4.65  4.74  4.70  4.70  4.65  4.65  4.74  4.70  4.70  4.65  4.65  4.74  4.70  4.70  4.65  4.65  4.74  4.70  4.65  4.65  4.74  4.70  4.70  4.65  4.65  4.74  4.70  4.65  4.				
Access to finance Indicator 0-1 (Equal rights)  Access to Inancial services Inheritance rights for widows and daughters Access to Inan assets  Access to Inan a		roles		
Labour-force  1.89 2.07 0.48  Indicator Unit	·		▲ Mala	
Indicator Unit  Indicator Uni				
Access to finance Indicator 0-1 (Equal rights)  Access to non-land assets  Civil and political freedom Indicator Unit  Access held in upper house % total seats  Indicator Yes/No  Clection list quotas for women, national  Party membership quotas, voluntary  Access to justice  Access to justice  Access to justice  Access to justice  Access to land assets  Access to non-land assets  Access to land assets  Access to finance  Access to financ				
Morkers employed part-time % of amployed people 0.46 0.27 0.36  Proportion of time spent on unpaid domestic and care work % n. a. n. a. n. a. n. a.  Access to finance and care work % n. a. n. a. n. a. n. a.  Access to finance and care work % n. a. n. a. n. a.  Access to finance and care work % access to financial services and daughters are an expected and assets are access to land assets access to non-land assets access to non-land assets access to non-land assets and political freedom and political	<del></del>	♦ Female	♦ Male	Value
Proportion of time spent on unpaid domestic and care work % n. a. n. a. n. a. n. a.  Access to finance ndicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Party membership quotas, voluntary  Access to justice  Restricted rights ♦  Near-equal rights  Near-equal rights  Value  Restricted rights	Unemployed adults % of labour force (15-64)	4.65	4.74	4.70
Proportion of time spent on unpaid domestic and care work % n. a. n. a. n. a. n. a.  Access to finance ndicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Party membership quotas, voluntary  Access to justice  Restricted rights ♦  Near-equal rights  Near-equal rights  Value  Restricted rights	<b>♦</b>			
Access to finance Indicator 0-1 (Equal rights) Indicator 0-1 (Equal rights		0.46	0.27	0.36
Access to finance Indicator 0-1 (Equal rights)  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters Inheritance rights Inheritance rights Inheritance rights Inheritance Inheritance rights Inheritance Indicator Unit Inheritance rights Inheritance rights Inheritance Inheritance Inheritance Inheritance Inheritance rights Inheritance Inhe	Proportion of time apont on unneid			
Access to finance Indicator 0-1 (Equal rights)  Access to financial services  Access to financial services  Access to financial services  Access to financial services  Access to land assets  Access to land assets  Access to non-land assets  Access to land assets  Access t		n.a.	n.a.	n.a.
Access to financial services  Access to financial services  Access to financial services  Access to land assets  Access to land assets  Access to non-land assets  Access to land assets  Access to lan				
Equal rights  heritance rights for widows and daughters ccess to land assets ccess to non-land assets  Near-equal rights  Value  Near-equal rights  Near-equal rights  Near-equal rights  Value  Near-equal rights  Near-equal	ccess to finance			
theritance rights for widows and daughters  ccess to land assets  ccess to non-land assets  ivil and political freedom  idicator Unit  ear women received right to vote year  tumber of female heads of state to date number eats held in upper house % total seats  idicator Yes/No  Value  lection list quotas for women, national arty membership quotas, voluntary  idicator 0-1 (Equal rights)  Value  Restricted rights ❖	ndicator 0-1 (Equal rights)			Value
Access to land assets  Access to non-land assets  Near-equal rights Near-equal rights  Near-equal rights  Near-equal rights  Near-equal rights  Near-equal rights  Near-equal rights  Near-equal rights  Near-equal rights  Value  Year women received right to vote year  1948  Number of female heads of state to date number  Seats held in upper house % total seats  n. a.  Indicator Yes/No  Value  Received rights  Value  No  Party membership quotas, voluntary  Yes  Indicator 0-1 (Equal rights)  Value  Restricted rights			Equal	rights 🔷
Access to non-land assets  Near-equal rights   Civil and political freedom Indicator Unit  Value  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Yes  Indicator 0-1 (Equal rights)  Value  Restricted rights   Restricted rights	nheritance rights for widows and daug	hters	Near-equal	rights 🔷
rear women received right to vote year  1948 Number of female heads of state to date number 1.00 Seats held in upper house % total seats 1.00 Seats held in upper house % total seats 1.00 Seats held in upper house % total seats 1.00 Seats held in upper house % total seats 1.00 Seats held in upper house % total seats 1.00 Value Election list quotas for women, national No Party membership quotas, voluntary Yes Indicator 0-1 (Equal rights) Value Access to justice Restricted rights	Access to land assets Access to non-land assets			- •
Year women received right to vote year 1948 Number of female heads of state to date number 1.00 Seats held in upper house % total seats n. a.  Indicator Yes/No Value Election list quotas for women, national No Party membership quotas, voluntary Yes Indicator 0-1 (Equal rights) Value Access to justice Restricted rights ❖	Civil and political freedom			
Number of female heads of state to date number  1.00 Seats held in upper house % total seats  n. a.  Indicator Yes/No  Value Election list quotas for women, national Party membership quotas, voluntary  Yes  Indicator 0-1 (Equal rights)  Value  Access to justice  Restricted rights	ndicator Unit			Value
Seats held in upper house % total seats  ndicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Yes  ndicator 0-1 (Equal rights)  Value  Access to justice  Restricted rights	Year women received right to vote year			1948
ndicator Yes/No  Election list quotas for women, national Party membership quotas, voluntary  Yes  ndicator 0-1 (Equal rights)  Access to justice  Value  Restricted rights	Number of female heads of state to dat	e number		1.00
Election list quotas for women, national Party membership quotas, voluntary  Yes  Indicator 0-1 (Equal rights)  Value  Access to justice  Restricted rights \$	Seats held in upper house % total seats			n.a.
Party membership quotas, voluntary  Yes  Indicator 0-1 (Equal rights)  Value  Access to justice  Restricted rights	ndicator Yes/No			Value
Party membership quotas, voluntary  Noticator 0-1 (Equal rights)  Access to justice  Restricted rights   Access to justice	Election list quotas for women. national	I		No
ndicator 0-1 (Equal rights)  Access to justice  Value  Restricted rights	•			
Access to justice Restricted rights �				
· · · · · · · · · · · · · · · · · · ·			Doctricted	
Equal fights •	•			- *
	reegon of movement		Equal	rigilio 🤝

ators			2022					
Family and care								
Indicator Unit	Indicator Unit Value							
Public spending on family benefits % Gi	PD		2.53					
Unmet family planning % women 15-49			n.a.					
Early marriage %			2.50					
Mean age of women at birth of first child	d years		30.70					
Indicator 0-1 (Equal rights)			Value					
Right to divorce		Restricted	rights 💠					
Indicator Days	♦ Female	♦ Male	Value					
Length of parental leave	105.00	0	n.a.					
Education and skills								
Graduates Attainment %	♦ Female	◆ Male	Value					
STEM Graduates	n.a.	n.a.	n.a.					
Agri., Forestry, Fisheries & Veterinary	48.21	51.79	0.93					
Arts & Humanities	n. a.	n.a.	n.a.					
Business, Admin. & Law	n. a.	n.a.	n.a.					
Education	n. a.	n. a.	n. a.					
Engineering, Manuf. & Construction	n. a.	n. a.	n.a.					
Health & Welfare	n. a.	n. a.	n. a.					
Information & Comm. Technologies	n. a.	n. a.	n. a.					
Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.					
Social Sci., Journalism & Information	n. a.	n. a.	n. a.					
Vocational training	18.28	14.97	16.58					
PhD graduates	1.15	1.75	1.44					
Graduates %	♦ Female	♦ Male	Value					
Graduates from tertiary education	n. a.	n. a.	n.a.					
Health Indicator Unit			Value					
Prevalence of gender violence in lifetime	e % women		n.a.					
Births attended by skilled personnel %	live births		n.a.					
Maternal mortality deaths per 100,000 live	births		3.00					
Total fertility rate births per woman			3.01					
Indicator 0-1 (Equal rights)			Value					
Reproductive autonomy	Near-equal	rights 🔷						

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Rank

63rd

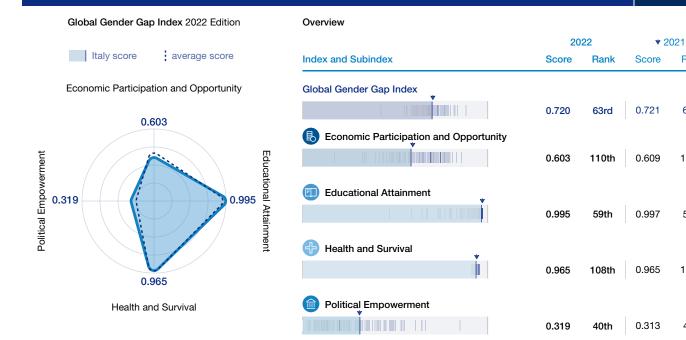
114th

57th

118th

41st

## Italy



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.603 **•** 110th Labour-force participation rate % 99th 0.693 -17.70 39.89 57.59 0-100 Wage equality for similar work 1-7 (best) 114th 0.567 Estimated earned income int'l \$ 1,000 96th 0.581 -20.88k 28.90k • • 49.78k 0-150k 97th -45.36 27.32♦ ♦ 72.68 Legislators, senior officials and managers % 0.376 0-100 46.49 >> 53.51 Professional and technical workers % 87th 0.869 -7.03 0-100 **....** Educational Attainment 0.995 59th 0.997 Literacy rate % 60th 0.997 Enrolment in primary education % 80th -0.30 96.35 ♦ 96.65 0-100 Enrolment in secondary education % 88th 0.985 -1.55 100.39 • 101.94 0-200 Enrolment in tertiary education % 1st 1.000 arana amanipi 19.55 56.65 ♦ ♦ 76.20 0-200 0.965 Health and Survival 108th 0.941 Sex ratio at birth\*\* % 126th Healthy life expectancy\*\* years 105th 1.020 **Political Empowerment** 0.319 **•** 40th 36th 0.572 -27.20 36.40 ♦ ♦ 63.60 Women in parliament % • 0-100 Women in ministerial positions % 33rd 0.571 -27.27 36.36 ◆ ◆ 63.64 0-100 Years with female/male head of state (last 50) 78th 0.000 -50.00 **♦** 50.00 0-50

Score

### Italy

### **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			1,888.71
GDP per capita constant '17, intl. \$ 1000			39.00
Population sex ratio female/male			1.05
Population growth rate %			-0.47
Indicator Million people	♦ Female	♦ Male	Value
Total population	30.50	28.94	59.45
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			7.64
Share of women's membership in board	ds % (OECD co	untries only)	38.80
Firms with female majority ownership %	firms		11.50
Firms with female top managers % firms			15.30
Share of workers in informal sector $\%$ w	rorkers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership r	oles		4.03
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	10.85	14.65	0.43
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force			
(15-64)	11.03	8.37	9.51
Workers employed part-time % of employed people	0.55	0.30	0.41
Proportion of time spent on unpaid domestic and care work %	2.30	1.10	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Near-equa	l riahts 🗆
Inheritance rights for widows and daugh	nters	•	l rights 🔷
Access to land assets		•	l rights 🤷
Access to non-land assets		Equa	l rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1946
Number of female heads of state to date	e number		0
Seats held in upper house % total seats			35.00
Indicator Yes/No			Value
Election list quotas for women, national			Yes
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice	Equa	l rights 🔷	
Freedom of movement		Equa	l rights 🔷

ators			2022				
Family and care							
Indicator Unit			Value				
Public spending on family benefits % GPD							
Unmet family planning % women 15-49			n.a.				
Early marriage %			0.20				
Mean age of women at birth of first chil	d years		31.84				
Indicator 0-1 (Equal rights)			Value				
Right to divorce		Equal	rights 🔷				
Indicator Days	♦ Female	◆ Male	Value				
Length of parental leave	150.00	14.00	n.a.				
Education and skills							
Graduates Attainment %	♦ Female	◆ Male	Value				
STEM Graduates	n.a.	n.a.	n.a.				
Agri., Forestry, Fisheries & Veterinary	50.36	49.64	1.01				
Arts & Humanities	71.17	28.83	2.47				
Business, Admin. & Law	n. a.	n.a.	n.a.				
Education	93.34	6.66	14.01				
Engineering, Manuf. & Construction	n.a.	n. a.	n.a.				
Health & Welfare	n.a.	n. a.	n.a.				
Information & Comm. Technologies	n. a.	n. a.	n.a.				
Natural Sci., Mathematics & Statistics	57.95 <b>◆</b>	42.05	1.38				
Social Sci., Journalism & Information	71.43	28.57	2.50				
Vocational training	16.07	25.69	21.06				
PhD graduates	0.38	0.43	0.40				
Graduates %	♦ Female	♦ Male	Value				
Graduates from tertiary education	50.24	33.92	41.76				
Health Indicator Unit			Value				
Prevalence of gender violence in lifetim Births attended by skilled personnel % Maternal mortality deaths per 100,000 live Total fertility rate births per woman		19.00 99.90 2.00 1.27					
Indicator 0-1 (Equal rights)			Value				
Reproductive autonomy		Egual	rights 🇆				
		_9301	3 <b>.</b>				

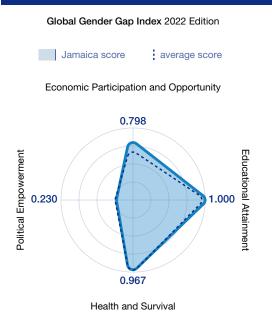
<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

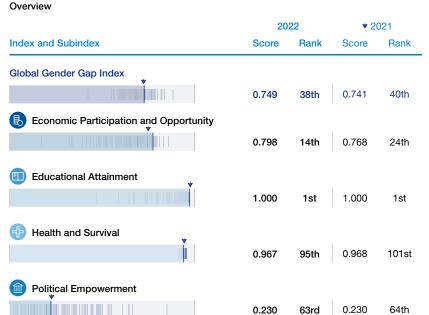
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

**Jamaica** 

Score (imparity = 0, parity = 1) **0.749** 

Rank (out of 146 countries) Index Edition





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 14th 0.798 56.10 ◆ ◆ 70.00 Labour-force participation rate % 64th 0.801 -13.91 0-100 Wage equality for similar work 1-7 (best) 95th 0.610 Estimated earned income int'l \$ 1,000 15th 0.810 -1.84k 7.85k • 9.69k 0-150k 13.37 43.31 ♦ ♦ 56.69 Legislators, senior officials and managers % 1st 1.000 0-100 42.11 ◆ ◆ 57.89 Professional and technical workers % 1st 1.000 15.78 0-100 • **Educational Attainment** 1.000 1st . Literacy rate % 1.000 1st Enrolment in primary education % Enrolment in secondary education % 1st 1.000 0.73 82.67 83.41 0-200 Enrolment in tertiary education % 1st 1.000 arana amanipi 14.81 0-200 0.967 Health and Survival 95th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 104th 1.020 0.230 **Political Empowerment** ..... 63rd 0.401 Women in parliament % 58th -42.80 28.60 ♦ ♦ 71.40 **•** 0-100 Women in ministerial positions % 89th 0.200 -66.67 16.67♦ ♦ 83.33 0-100 Years with female/male head of state (last 50) 25th 0.126 -38.77 5.61 44.39 0-50

#### **Jamaica**

## 0.749

### **Complementary Targets and Contextual Indicators**

General indicators				Family and care			
Indicator Unit			Value	Indicator Unit			Value
GDP US\$ billions			13.81	Public spending on family benefits % G	PD		n.a.
GDP per capita constant '17, intl. \$ 1000			8.76	Unmet family planning % women 15-49			n.a.
Population sex ratio female/male			1.01	Early marriage %			3.80
Population growth rate %			0.44	Mean age of women at birth of first chi	ld years		27.68
Indicator Million people	♦ Female	◆ Male	Value	Indicator 0-1 (Equal rights)			Value
Total population	1.49	1.47	2.96	Right to divorce		Near-equal	rights 🔷
Work participation and leadership				Indicator Days	◆ Female	◆ Male	Value
Indicator Unit			Value	Length of parental leave	56.00	0	n.a.
Gender pay gap (OECD only) %			n.a.	Education and skills			
Share of women's membership in boa	rds % (OECD co	untries only)	n.a.	Graduates Attainment %	♦ Female	♦ Male	Value
Firms with female majority ownership	% firms		n.a.	STEM Graduates	n. a.	n. a.	n. a.
Firms with female top managers % firm	ns		n.a.				
Share of workers in informal sector %	workers		58.60	Agri., Forestry, Fisheries & Veterinary	n.a.	n.a.	n.a.
Indicator 1-7 (best)			Value				
Advancement of women to leadership	roles		4.45	Arts & Humanities	n.a.	n.a.	n.a.
Indicator 1 Million people	♦ Female	◆ Male	Value	Business, Admin. & Law	n. a.	n. a.	n. a.
Labour-force	0.65	0.79	0.45				
Indicator Unit	♦ Female	◆ Male	Value	Education	n.a.	n.a.	n.a.
Unemployed adults % of labour force (15-64)	10.26	6.72	8.32	Engineering, Manuf. & Construction	n. a.	n.a.	n.a.
Workers employed part-time % of employed people	0.13	0.10	0.11	Health & Welfare	n.a.	n.a.	n. a.
Proportion of time spent on unpaid domestic and care work %	n.a.	n. a.	n.a.	Information & Comm. Technologies	n.a.	n. a.	n. a.
domestic and care work 70	π. α.	11. (1.	π. α.	Natural Sci., Mathematics & Statistics	n. a.	n.a.	n.a.
Access to finance							
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism & Information	n.a.	n.a.	n.a.
Access to financial services Inheritance rights for widows and dau	ghters	Near-equal Equal	rights 🔷	Vocational training	n. a.	n.a.	n. a.
Access to land assets Access to non-land assets		Near-equal Equal	rights 🔷	PhD graduates	n.a.	n.a.	n. a.
Civil and political freedom				Graduates %	♦ Female	♦ Male	Value
Indicator Unit			Value	Graduates from tertiary education			
Year women received right to vote year	r		1962	Graduates from tertiary education	n.a.	n. a.	n.a.
Number of female heads of state to da			1.00				
Seats held in upper house % total seats	8		38.10	Health			Malara
Indicator Yes/No			Value	Indicator Unit	2 0/		Value
Election list quotas for women, nation	al		n.a.	Prevalence of gender violence in lifetim			19.70
Party membership quotas, voluntary			n.a.	Births attended by skilled personnel %			99.70
Indicator 0-1 (Equal rights)			Value	Maternal mortality deaths per 100,000 live	pirths		80.00
Access to justice		Equal	rights 🔷	Total fertility rate births per woman			1.97
Freedom of movement		Equal	rights 🔷	Indicator 0-1 (Equal rights)		Dootriots -	Value
				Reproductive autonomy		Restricted	ngnts 💸

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

## Japan



Global Gender Gap Index Indicators 2022						
Indicator	Rank	Score*	Compare with Global average	Gap F-M <b></b> ■	♦ Female vs ♦ Male	Min Max
Economic Participation and Opportunity	121st	0.564	0 1	-	Min Max -	-
Labour-force participation rate %	83rd	0.750	· · · · · · · · · · · · · · · · · · ·	-17.73	53.30 ♦ → 71.03	0-100
Wage equality for similar work 1-7 (best)	76th	0.642	•	-	-	-
Estimated earned income int'l \$ 1,000	100th	0.566		-22.47k	29.26k ◆ ◆ 51.73k	0-150k
Legislators, senior officials and managers %	130th	0.152	•	-74.22	13.28♦ ♦ 87.50	0-100
Professional and technical workers %	-	-	-	-	-	-
Educational Attainment	1st	1.000		-	-	-
Literacy rate %	1st	1.000		-	-	-
Enrolment in primary education %	1st	1.000	1 11111	0.25	97.67♦ 97.92	0-100
Enrolment in secondary education %	1st	1.000	11 11 11 11 11	0.46	101.73 ♦ 102.19	0-200
Enrolment in tertiary education %	-	-	-	-	-	-
Health and Survival	63rd	0.973	<b>*</b>	-	-	-
Sex ratio at birth** %	1st	0.944	•	-	-	-
Healthy life expectancy** years	69th	1.039	•	-	-	-
Political Empowerment	139th	0.061	<b>*</b>	-	-	-
Women in parliament %	133rd	0.107	<b>*</b>	-80.60	9.70♦ ♦90.30	0-100
Women in ministerial positions %	120th	0.111	••••••••••••••••••••••••••••••••••••••	-80.00	10.00♦ ♦90.00	0-100
Years with female/male head of state (last 50)	78th	0.000	<b>*</b>	-50.00	0 ♦ 50.00	0-50

0.650 116th

#### **Complementary Targets and Contextual Indicators**

2022

. , ,				
General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			5,057.76	Public spending on family benefits % G
GDP per capita constant '17, intl. \$ 1000			40.23	Unmet family planning % women 15-49
Population sex ratio female/male			1.05	Early marriage %
Population growth rate %			-0.34	Mean age of women at birth of first chi
Indicator Million people	♦ Female	♦ Male	Value	Indicator 0-1 (Equal rights)
Total population	64.40	61.44	125.84	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			22.52	Education and skills
Share of women's membership in boa	rds % (OECD co	untries only)	12.60	Graduates Attainment %
Firms with female majority ownership			n.a.	STEM Graduates
Firms with female top managers % firm			n.a.	
Share of workers in informal sector %	workers		n. a.	Agri., Forestry, Fisheries & Veterinary
Indicator 1-7 (best)			Value	<b>•</b>
Advancement of women to leadership	roles		4.01	Arts & Humanities
Indicator 1 Million people	♦ Female	◆ Male	Value	Pusiness Admin 9 Law
Labour-force	30.37	38.05	0.44	Business, Admin. & Law
Indicator Unit	♦ Female	♦ Male	Value	Education
Unemployed adults % of labour force (15-64)	2.42	2.82	2.64	<b>♦</b>
(13-04)	2.42	2.02	2.04	Engineering, Manuf. & Construction
Workers employed part-time % of				Hoolth & Wolfaro
employed people	0.53	0.25	0.38	Health & Welfare
Proportion of time spent on unpaid				Information & Comm. Technologies
domestic and care work %	2.22	0.56	n.a.	
↔				Natural Sci., Mathematics & Statistics
Access to finance				0 . 10 . 1
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism & Information
Access to financial services		Near-equa	ıl rights 🔷	Vocational training
Inheritance rights for widows and daug	ghters		ıl rights 🔷	vocational training
Access to land assets		Near-equa	•	PhD graduates
Access to non-land assets		Equa	ıl rights 🔷	9
Civil and political freedom			Malara	Graduates %
Indicator Unit			Value	Graduates from tertiary education
Year women received right to vote yea			1952	• •
Number of female heads of state to da			0	Hoolth
Seats held in upper house % total seats	3		23.10	Health Indicator Unit
Indicator Yes/No			Value	Prevalence of gender violence in lifetim
Election list quotas for women, national	al		n.a.	Births attended by skilled personnel %
Party membership quotas, voluntary			n.a.	Maternal mortality deaths per 100,000 live
Indicator 0-1 (Equal rights)			Value	Total fertility rate births per woman
Access to justice		Equa	ıl rights 🔷	Indicator 0-1 (Equal rights)
Freedom of movement		Equa	ıl rights 🔷	Reproductive autonomy
				- p

Family and care								
Indicator Unit			Value					
Public spending on family benefits % GP	Public spending on family benefits % GPD 1.							
Unmet family planning % women 15-49			n.a.					
Early marriage %			0.60					
Mean age of women at birth of first child	years		31.34					
Indicator 0-1 (Equal rights)			Value					
Right to divorce		Near-equal	rights 🔷					
Indicator Days	♦ Female	◆ Male	Value					
Length of parental leave	98.00	0	n.a.					
Education and skills								
Graduates Attainment %	♦ Female	◆ Male	Value					
STEM Graduates	n.a.	n.a.	n.a.					
Agri., Forestry, Fisheries & Veterinary	41.75	58.25	0.72					
Arts & Humanities	68.35	31.65	2.16					
Business, Admin. & Law	n.a.	n.a.	n.a.					
Education	71.17	28.83	2.47					
Engineering, Manuf. & Construction	14.01	85.99	0.16					
Health & Welfare	64.22	35.78	1.79					
Information & Comm. Technologies	n.a.	n.a.	n.a.					
Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.					
Social Sci., Journalism & Information	48.57	51.43	0.94					
Vocational training	n. a.	n. a.	n. a.					
PhD graduates	n.a.	n.a.	n.a.					
Graduates %	♦ Female	♦ Male	Value					
Graduates from tertiary education	46.61	50.81	48.76					
Health								
Indicator Unit			Value					
Prevalence of gender violence in lifetime % women								
Births attended by skilled personnel % live births								
Maternal mortality deaths per 100,000 live births								
Total fertility rate births per woman			1.36					
Indicator 0-1 (Equal rights)			Value					

Uneven rights 🧇

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

## Jordan



Global Gender Gap Index In	ndicat	tors				2022
ndicator	Rank	Score*	Compare with Global average	Gap F-M	♦ Female vs ♦ Male	Min Max
Economic Participation and Opportunity	125th	0.537	0 1	-	Min Max -	-
Labour-force participation rate %	145th	0.216	<b>•</b> • • • • • • • • • • • • • • • • • •	-48.85	13.47 ♦ ♦ 62.32	0-100
Wage equality for similar work 1-7 (best)	53rd	0.695	•	-	-	-
Estimated earned income int'l \$ 1,000	139th	0.229	•	-12.21k	3.63k ◆◆ 15.84k	0-150
Legislators, senior officials and managers %	1st	1.000	•	20.67	39.67 ♦ ♦ 60.33	0-100
Professional and technical workers %	104th	0.656	• • • • • • • • • • • • • • • • • • •	-20.77	39.62 ◆ ◆ 60.38	0-100
Educational Attainment	66th	0.993		-	-	-
Literacy rate %	66th	0.992	1 11111 11 11111	-	-	-
Enrolment in primary education %	96th	0.988	1 1111	-0.97	79.42 ♦ 80.39	0-100
Enrolment in secondary education %	1st	1.000		2.02	66.82 ♦ 68.84	0-200
Enrolment in tertiary education %	1st	1.000	1 11 11 11 11 11 1	6.64	30.27   36.91	0-200
Health and Survival	136th	0.957	<b>*</b>	-	-	-
Sex ratio at birth** %	1st	0.944	•	-	-	-
Healthy life expectancy** years	144th	0.987	•	-	-	-
Political Empowerment	136th	0.069	•	-	-	-
Women in parliament %	127th	0.140	•	-75.40	12.30♦ ♦ 87.70	0-100
Women in ministerial positions %	124th	0.103	•	-81.25	9.38♦ ♦ 90.63	0-100
Years with female/male head of state (last 50)	78th	0.000	•	-50.00	0 ♦ \$50.00	0-50

### **Jordan**

### **Complementary Targets and Contextual Indicators**

Complementary range	oto ana C	Ontoxio	iai iiiai	oators
General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			43.7	Public spending on famil
GDP per capita constant '17, intl. \$ 1000			9.82	Unmet family planning %
Population sex ratio female/male			0.98	Early marriage %
Population growth rate %			1.00	Mean age of women at b
Indicator Million people	♦ Female		Value	Indicator 0-1 (Equal rights)
Total population	5.04	5.17	10.20	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			n.a.	Education and skills
Share of women's membership in boa	ırds % (OECD co	untries only)	n.a.	Graduates Attainment %
Firms with female majority ownership	% firms		8.10	STEM Graduates
Firms with female top managers % firm	ns		3.10	or zim dradado
Share of workers in informal sector %	workers		53.40	Agri., Forestry, Fisheries
ndicator 1-7 (best)			Value	-
Advancement of women to leadership	roles		4.93	Arts & Humanities
Indicator 1 Million people	♦ Female	◆ Male	Value	Dusiness Admir 9 Laur
Labour-force	0.47	2.19	0.17	Business, Admin. & Law
Indicator Unit	♦ Female	◆ Male	Value	Education
Inemployed adults % of labour force (5-64)	26.72	17.16	18.84	Engineering, Manuf. & Co
Workers employed part-time % of employed people	0.18	0.09	0.10	Health & Welfare
Proportion of time spent on unpaid domestic and care work %	n. a.	n.a.	n. a.	Information & Comm. Tec
Jonestic and care work 70	II. d.	π. α.	π. α.	Natural Sci., Mathematic
Access to finance				
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism &
Access to financial services		Near-equal	l rights 🔷	Vecational training
Inheritance rights for widows and dau	ghters	Unequal	l rights 🗇	Vocational training
Access to land assets		Near-equal	l rights 🔷	DhD awadustas
Access to non-land assets		Near-equal	l rights 🔷	PhD graduates ◆
Civil and political freedom				Graduatos W
ndicator Unit			Value	Graduates %
Year women received right to vote year	r		1974	Graduates from tertiary e
Number of female heads of state to da	ate number		0	
Seats held in upper house % total seats	3		10.80	Health
Indicator Yes/No			Value	Indicator Unit
Election list quotas for women, nation	al		Yes	Prevalence of gender vio
Party membership quotas, voluntary			No	Births attended by skilled
Indicator 0-1 (Equal rights)			Value	Maternal mortality deaths
Access to justice		Restricted	l rights 🐟	Total fertility rate births pe
Freedom of movement			l rights ⊗	Indicator 0-1 (Equal rights)
				Reproductive autonomy

Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		n.a.
Unmet family planning % women 15-49			14.20
Early marriage %			11.30
Mean age of women at birth of first chil	d years		29.71
Indicator 0-1 (Equal rights)			Value
Right to divorce		Unequal	rights 🗇
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	70.00	3.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	n.a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	37.58	62.42	0.60
Arts & Humanities	·	00.70	0.00
Arts & Humanities	70.21	29.79	2.36
Business, Admin. & Law	46.88	53.12	0.88
•	<b>♦</b>		
Education	70.76	29.24	2.42
<b>♦</b>	<b>♦</b>		
Engineering, Manuf. & Construction	34.79	65.21	0.53
• • • • • • • • • • • • • • • • • • •	04.00	05.04	4.04
Health & Welfare	64.39	35.61	1.81
Information & Comm. Technologies	n. a.	n.a.	n.a.
Natural Sci., Mathematics & Statistics	n.a.	n.a.	n.a.
Social Sci., Journalism & Information	66.22	33.78	1.96
<b>♦</b>	•		4.07
Vocational training	1.14	1.41	1.27
PhD graduates	0.33	1.13	0.72
*	0.00	1.10	0.72
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	n. a.	n. a.	n. a.
diaddates from tertiary education	π. α.	n. a.	π. α.
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		23.60
Births attended by skilled personnel %			99.70
Maternal mortality deaths per 100,000 live			46.00
Total fertility rate births per woman			2.69
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Restricted	
noproductive autonomy		i iosti ioteu	ngino 💎

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Kazakhstan

0.719

Rank

Index Edition

2022

## Global Gender Gap Index 2022 Edition Kazakhstan score average score **Economic Participation and Opportunity** 0.756 Political Empowerment **Educational Attainment** 0.143 1.000 0.977 Health and Survival



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity • 29th Labour-force participation rate % 51st 0.838 -12.25 63.27 ◆ ◆ 75.52 0-100 Wage equality for similar work 1-7 (best) 46th Estimated earned income int'l \$ 1,000 67th 0.660 -10.46k 20.28k •• 30.75k 0-150k -17.79 41.11 ◆ ◆ 58.89 Legislators, senior officials and managers % 31st 0.698 0-100 Professional and technical workers % 1st 1.000 24.00 38.00 ♦ ♦ 62.00 0-100 • Educational Attainment 1.000 27th . 0.999 Literacy rate % 52nd Enrolment in primary education % 1st 1.000 0.60 90.09 90.70 0-100 Enrolment in secondary education % 1st 1.000 0.14 103.69 ♦ 103.82 0-200 Enrolment in tertiary education % 1st 1.000 arana amanipi 13.44 64.14 >> 77.58 0-200 0.977 Health and Survival 44th 0.941 Sex ratio at birth\*\* % 126th Healthy life expectancy\*\* years 1.060 1st **Political Empowerment** 0.143 • 103rd 65th 0.377 -45.20 27.40♦ ♦ 72.60 Women in parliament % **•** 0-100 Women in ministerial positions % 123rd 0.105 -80.95 9.52 90.48 0-100 Years with female/male head of state (last 50) 78th -50.00 ◆ 50.00 0-50

#### Kazakhstan

### **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			171.08
GDP per capita constant '17, intl. \$ 1000			25.36
Population sex ratio female/male			1.06
Population growth rate %			1.29
Indicator Million people	♦ Female	♦ Male	Value
Total population	9.65	9.10	18.75
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership $\%$	6 firms		23.80
Firms with female top managers % firms	3		26.00
Share of workers in informal sector $\%$ w	orkers/		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership r	roles		4.77
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	4.48	4.81	0.48
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	5.41	4.34	4.85
<b>⇔</b>			
Workers employed part-time % of employed people	0.12	0.07	0.09
Proportion of time spent on unpaid domestic and care work %	3.06	1.18	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Near-equal	rights 🔷
Inheritance rights for widows and daugh	hters	Equal	rights 🔷
Access to land assets		Near-equal	rights 🔷
Access to non-land assets		Near-equal	rights 🔷
Civil and political freedom Indicator Unit			Value
Year women received right to vote year			1991
Number of female heads of state to dat	e number		0
Seats held in upper house % total seats	. Tidiriboi		18.80
Indicator Yes/No			Value
Election list quotas for women, national	1		No
Party membership quotas, voluntary			n. a.
Indicator 0-1 (Equal rights)			Value
Access to justice		Near-equal	rights 💠
Freedom of movement		Egual	rights 🔷

21013			LULL	
Family and care				
Indicator Unit			Value	
Public spending on family benefits % G	iPD		n. a	
Unmet family planning % women 15-49			n. a	
Early marriage %				
Mean age of women at birth of first chil	ld years		28.27	
Indicator 0-1 (Equal rights)			Value	
Right to divorce		Equal	rights 🤙	
Indicator Days	◆ Female	♦ Male	Value	
Length of parental leave	126.00	0	n. a	
Education and skills				
Graduates Attainment %	♦ Female	◆ Male	Value	
STEM Graduates	n. a.	n.a.	n. a	
Agri., Forestry, Fisheries & Veterinary	37.52	62.48	0.60	
Arts & Humanities	66.55	33.45	1.99	
<b>♦</b>	<b>♦</b>			
Business, Admin. & Law	50.68	49.32	1.03	
Education	76.08	23.92	3.18	
<b>♦</b>		<b>♦</b>	0	
Engineering, Manuf. & Construction	28.45	71.55	0.40	
Health & Welfare	n. a.	n.a.	n. a	
Information & Comm. Technologies	30.40	69.60	0.44	
Natural Sci., Mathematics & Statistics	66.97	33.03	2.03	
Social Sci., Journalism & Information	n. a.	n. a.	n. a	
Vocational training	17.34	19.82	18.61	
<b>♦♦</b>				
PhD graduates	n. a.	n. a.	n. a	
Graduates %	♦ Female	♦ Male	Value	
Graduates from tertiary education	78.64	59.21	68.65	
aradates from tortiary oddsation	<b>♦</b>	<b>♦</b>	00.00	
Health				
Indicator Unit			Value	
Prevalence of gender violence in lifetim	Prevalence of gender violence in lifetime % women			
Births attended by skilled personnel $\%$		99.90		
Maternal mortality deaths per 100,000 live	births		10.00	
Total fertility rate births per woman			2.90	
Indicator 0-1 (Equal rights)			Value	
Reproductive autonomy		Equal	rights 🤙	

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Rank

2022

Index Edition

## Kenya



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.811 6th 0.939 Labour-force participation rate % 9th -4.58 70.98 🗫 75.56 0-100 Wage equality for similar work 1-7 (best) 56th 0.685 Estimated earned income int'l \$ 1,000 10th 0.826 -825.32 3.93k 4.76k 0-150k 0.985 -0.75 49.62 ◆ 50.38 Legislators, senior officials and managers % 12th 0-100 -19.27 40.37 ♦ ♦ 59.63 Professional and technical workers % 101st 0.677 0-100 • **Educational Attainment** 0.939 118th Literacy rate % 103rd 0.920 Enrolment in primary education % 1st 1.000 3.55 79.47 83.02 0-100 Enrolment in secondary education % Enrolment in tertiary education % 122nd on the -3.47 9.73 13.20 0-200 0.975 Health and Survival 57th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 63rd 1.045 0.192 **Political Empowerment** 81st 0.272 Women in parliament % 89th -57.20 21.40 ♦ 78.60 0-100 Women in ministerial positions % 51st 0.438 -39.13 30.43 ♦ ♦ 69.57 0-100 Years with female/male head of state (last 50) 78th -50.00 ♦ 50.00 0-50

### Kenya

#### 011 = 0

#### **Complementary Targets and Contextual Indicators**

			Family and care	
		Value	Indicator Unit	
		101.01	Public spending on	
		4.34	Unmet family planni	
		1.01	Early marriage %	
		2.25	Mean age of womer	
♦ Female	♦ Male	Value	Indicator 0-1 (Equal r	
27.05	26.72	53.77	Right to divorce	
			Indicator Days	
		Value	Length of parental le	
		n.a.	Education and skills	
s % (OECD countries only) n a			Graduates Attainmer	
% firms		13.20	STEM Graduates	
S		18.10	OTENT GRAdation	
vorkers		n.a.	Agri., Forestry, Fishe	
		Value		
roles		4.39	Arts & Humanities	
♦ Female	◆ Male	Value	Duciness Admin 9	
12.29	12.69	0.49	Business, Admin. &	
♦ Female	♦ Male	Value	Education	
5.85	5.21	5.53	Engineering, Manuf.	
0.32	0.21	0.26	Health & Welfare	
			Information & Comn	
n. a.	n.a.	n.a.	Natural Sci., Mather	
			ratarar con, marror	
		Value	Social Sci., Journali	
hters	Near-equal rights ◆ Restricted rights ◆		Vocational training	
	Uneven rights 💠		PhD graduates	
		- •	PhD graduates	
		rights 🔷	Graduates %	
		rights 🐟	Graduates %	
<b>9</b> number		value	Graduates %	
<b>te</b> number		value 1963 0	Graduates % Graduates from tert	
: <b>e</b> number		value 1963 0 30.90	_	
		Value 1963 0 30.90 Value	Graduates % Graduates from tertification Health Indicator Unit	
te number		value 1963 0 30.90 Value No	Graduates % Graduates from terti  Health Indicator Unit  Prevalence of gender	
		Value 1963 0 30.90 Value	Graduates % Graduates from tertification Health Indicator Unit Prevalence of gende Births attended by s	
		value 1963 0 30.90 Value No	Graduates % Graduates from terti	
	Uneven	value 1963 0 30.90 Value No Yes Value	Graduates % Graduates from tertification Health Indicator Unit Prevalence of gender Births attended by sometimes attended by sometim	
	27.05  ds % (OECD cod firms so vorkers  Female 12.29 Female 5.85  0.32  n. a.	27.05 26.72  ds % (OECD countries only) 6 firms 6 workers  * Female	4.34 1.01 2.25	

		Value	
iPD		n.a.	
		17.50	
		13.20	
ld years		28.70	
		Value	
	Uneven	rights 🔷	
◆ Female	◆ Male	Value	
90.00	14.00	n.a.	
♦ Female	◆ Male	Value	
30.73	69.27	0.44	
<b>♦</b>			
37.28	62.72	0.59	
47 74	52 26	0.91	
•	02.20	0.01	
46.98	53.02	0.89	
•			
49.15	50.85	0.97	
10.10	00.54	2.04	
19.46	80.54	0.24	
49.06	50.94	0.96	
30.10	69.90	0.43	
<b>♦</b>			
37.99	62.01	0.61	
56 16	13 81	1.28	
<b>30.10</b>	45.04	1.20	
n.a.	n.a.	n.a.	
n.a.	n.a.	n.a.	
♦ Female	◆ Male	Value	
n.a.	n.a.	n.a.	
		Value	
e % women		39.40 61.80	
Births attended by skilled personnel % live births			
births		342.00	
		3.42	
		Value	
	Female 90.00  Female 30.73  37.28  47.74  46.98  49.15  19.46  49.06  30.10  37.99  ↑ 56.16  ↑ n. a.  ↑ Female n. a.	Uneven  Female	

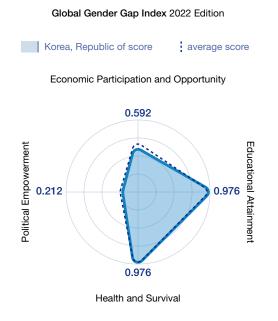
<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Score (imparity = 0, parity = 1) Rank (out of 146 countries) Index Edition

2022

# Korea, Republic of





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.592 **•** 115th Labour-force participation rate % 90th -19.06 53.39 72.45 0-100 Wage equality for similar work 1-7 (best) 98th 0.603 Estimated earned income int'l \$ 1,000 120th 0.493 -28.77k 27.93k ◆ ◆ 56.71k 125th Legislators, senior officials and managers % 0.194 -67.46 0-100 Professional and technical workers % 68th 0.998 -0.09 49.95 ♦ 50.05 0-100 • Educational Attainment 0.976 97th 1.000 Literacy rate % 1st Enrolment in primary education % 70th 1.000 -0.04 99.05 ♦ 99.10 0-100 Enrolment in secondary education % 82nd 0.994 -0.60 95.55 ♦ 96.16 0-200 Enrolment in tertiary education % 113th 0.817 -19.71 88.16 >> 107.87 0-200 0.976 Health and Survival 52nd 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 57th 1.047 0.212 **Political Empowerment** • 72nd 0.229 104th -62.80 18.60♦ ♦ 81.40 Women in parliament % **•** 0-100 Women in ministerial positions % 58th 0.385 -44.44 27.78♦ ♦ 72.22 0-100 Years with female/male head of state (last 50) 31st 0.104 -40.55 0-50

# Korea, Republic of

Rank 0.689 99th

## **Complementary Targets and Contextual Indicators**

GDP Us\$ billions				
GDP US\$ billions  GDP per capita constant '17, intl. \$ 1000  42.38 Population sex ratio female/male Population growth rate %  0.14 Indicator Million people  ◆ Female	General indicators			
GDP per capita constant '17, intl. \$ 1000 42.38 Population sex ratio female/male 1.00 Population growth rate % 0.14 Indicator Million people	Indicator Unit			Value
Population sex ratio female/male 1.00 Population growth rate % 0.14 Indicator Million people	GDP US\$ billions			1,637.9
Population growth rate % 0.14 Indicator Million people	GDP per capita constant '17, intl. \$ 1000			42.38
Indicator Million people  Female  Male  Value Total population  Z5.89  Z5.95  S1.84  Work participation and leadership Indicator Unit  Walue Gender pay gap (OECD only) %  Share of women's membership in boards % (OECD countries only)  Firms with female majority ownership % firms  Firms with female top managers % firms  Share of workers in informal sector % workers  In. a.  Indicator 1-7 (best)  Value  Advancement of women to leadership roles  Indicator 1 Million people  Female  Male  Value  Labour-force  12.05  16.26  0.43  Indicator Unit  Female  Male  Value  Unemployed adults % of labour force (15-64)  Workers employed part-time % of employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance  Indicator 0-1 (Equal rights)  Access to financial services  Inheritance rights for widows and daughters  Access to land assets  Near-equal rights Access to non-land assets  Near-equal rights	Population sex ratio female/male			1.00
Total population 25.89 25.95 51.84  Work participation and leadership Indicator Unit Value  Gender pay gap (OECD only) % 31.48  Share of women's membership in boards % (OECD countries only) 8.70  Firms with female majority ownership % firms n. a.  Firms with female top managers % firms n. a.  Share of workers in informal sector % workers n. a.  Indicator 1-7 (best) Value  Advancement of women to leadership roles 4.45  Indicator 1 Million people Female Male Value  Labour-force 12.05 16.26 0.43  Indicator Unit Female Male Value  Unemployed adults % of labour force (15-64) 3.10 3.18 3.14  Workers employed part-time % of employed people 0.35 0.19 0.25  Proportion of time spent on unpaid domestic and care work % 2.85 1.04 n. a.  Access to finance  Indicator 0-1 (Equal rights) Value  Access to Innancial services Equal rights Access to land assets Near-equal rights Access to land assets Near-equal rights Civil and political freedom  Indicator Unit Value  Year women received right to vote year 1948  Number of female heads of state to date number 1.00  Seats held in upper house % total seats n. a.  Indicator Yes/No Value  Election list quotas for women, national Yes  Party membership quotas, voluntary Yes  Indicator 0-1 (Equal rights) Value  Equal rights ♦	Population growth rate %			0.14
Work participation and leadership Indicator Unit  Gender pay gap (OECD only) %  Share of women's membership in boards % (OECD countries only)  8.70 Firms with female majority ownership % firms  n. a. Firms with female top managers % firms  Share of workers in informal sector % workers  n. a. Indicator 1-7 (best)  Advancement of women to leadership roles  4.45 Indicator 1 Million people  ♣ Female  ♣ Male  Value  Labour-force  12.05  16.26  0.43 Indicator Unit  ♣ Female  ♣ Male  Value  Unemployed adults % of labour force (15-64)  ♣  Workers employed part-time % of employed people  Proportion of time spent on unpaid domestic and care work %  ♣  Access to finance  Indicator 0-1 (Equal rights)  Access to land assets  Access to land assets  Access to land assets  Access to non-land assets  Civil and political freedom  Indicator Unit  Value  Value  Value  Value  Value  Seats held in upper house % total seats  n. a. Indicator Yes/No  Value  Indicator 0-1 (Equal rights)  Value  Seats held in upper house % total seats  n. a. Indicator Yes/No  Value  Equal rights ♠  Value  Yes  Party membership quotas, voluntary  Yes  Indicator 0-1 (Equal rights)  Value  Equal rights ♦  Value  Yes  Value  Equal rights ♦  Value  Yes  Party membership quotas, voluntary  Yes  Indicator 0-1 (Equal rights)  Value  Equal rights ♦	Indicator Million people	♦ Female	♦ Male	Value
Indicator Unit  Gender pay gap (OECD only) %  Share of women's membership in boards % (OECD countries only)  Firms with female majority ownership % firms  Firms with female top managers % firms  Share of workers in informal sector % workers  Indicator 1-7 (best)  Advancement of women to leadership roles  Indicator 1 Million people  Advancement of women to leadership roles  Indicator 1 Million people  Indicator 1 Million people  Indicator 1 Million people  Indicator Unit  Unit  Ind	Total population	25.89	25.95	51.84
Gender pay gap (OECD only) % 31.48 Share of women's membership in boards % (OECD countries only) 8.70 Firms with female majority ownership % firms n. a. Firms with female top managers % firms n. a. Share of workers in informal sector % workers n. a. Indicator 1-7 (best) Value Advancement of women to leadership roles 4.45 Indicator 1 Million people	Work participation and leadership			
Share of women's membership in boards % (OECD countries only)  8.70 Firms with female majority ownership % firms  Firms with female top managers % firms  Share of workers in informal sector % workers  Indicator 1-7 (best)  Advancement of women to leadership roles  Indicator 1 Million people  Afemale  Advancement of women to leadership roles  Indicator 1 Million people  Afemale  Amale  Value  Labour-force  12.05  Indicator Unit  Afemale  Male  Value  Unemployed adults % of labour force (15-64)  Workers employed part-time % of employed people  Access to finance  Indicator 0-1 (Equal rights)  Access to finance  Indicator 0-1 (Equal rights)  Access to land assets  Access to land assets  Access to non-land assets  Near-equal rights Access to land assets  Near-equal righ	Indicator Unit			Value
Firms with female majority ownership % firms  Firms with female top managers % firms  Share of workers in informal sector % workers  Indicator 1-7 (best)  Advancement of women to leadership roles  Indicator 1 Million people  Afemale  Labour-force  12.05  Indicator Unit  Unemployed adults % of labour force (15-64)  Workers employed part-time % of employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to land assets  Access to land assets  Access to non-land assets  Near-equal rights ◆ Near-equal rights	Gender pay gap (OECD only) %			31.48
Firms with female top managers % firms  Share of workers in informal sector % workers  Indicator 1-7 (best)  Advancement of women to leadership roles  Advancement of women to leadership roles  Indicator 1 Million people  A Female  Labour-force  12.05  Ind.26  0.43  Indicator Unit  Indi	Share of women's membership in boar	ds % (OECD co	untries only)	8.70
Share of workers in informal sector % workers  Indicator 1-7 (best)  Advancement of women to leadership roles  4.45  Indicator 1 Million people  Labour-force  12.05  16.26  0.43  Indicator Unit  Indicator Unit  Workers employed adults % of labour force (15-64)  Workers employed part-time % of employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance  Indicator 0-1 (Equal rights)  Access to land assets  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Equal rights  Yes  Indicator Ves/No  Value  Equal rights  Yes  Value  Yes  Indicator Ves/No  Value  Equal rights  Yes  Indicator Ves/No  Value  Equal rights  Yes  Value  Yes  Value  Equal rights  Yes  Value  Yes  Value  Yes  Indicator Ves/No  Value  Equal rights)  Value  Yes  Indicator Ves/No  Value  Equal rights  Yes  Indicator Ves/No  Value  Equal rights  Value  Equal rights  Value  Equal rights	Firms with female majority ownership 9	% firms		n.a.
Indicator 1-7 (best)  Advancement of women to leadership roles  4.45  Indicator 1 Million people  Labour-force  12.05  16.26  0.43  Indicator Unit  Female  Male  Value  Unemployed adults % of labour force (15-64)  Workers employed part-time % of employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance  Indicator 0-1 (Equal rights)  Access to financial services  Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Near-equal rights ◆	Firms with female top managers % firms	S		n.a.
Advancement of women to leadership roles  Indicator 1 Million people  Labour-force  12.05  16.26  0.43  Indicator Unit  Unemployed adults % of labour force (15-64)  Workers employed part-time % of employed people  Workers employed people  O.35  Access to finance Indicator 0-1 (Equal rights)  Access to land assets  Access to land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator 0-1 (Equal rights)  Value	Share of workers in informal sector $\%$ v	vorkers		n.a.
Indicator 1 Million people  Labour-force  12.05  16.26  0.43  Indicator Unit  ↓ Female  ↓ Male  Value  Unemployed adults % of labour force (15-64)  ↓  Workers employed part-time % of employed people  ○0.35  ○1.9  Proportion of time spent on unpaid domestic and care work %  Access to finance  Indicator 0-1 (Equal rights)  Access to land assets  Access to land assets  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Value  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Labour-force  12.05  ↑ Male  Value  Value  Value  Value  Value  Value  1948  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Value  Indicator 0-1 (Equal rights)  Value  Value  Value  Value  Value  Value  Value  Indicator 0-1 (Equal rights)  Value  Value  Value  Value  Equal rights ↓	Indicator 1-7 (best)			Value
Labour-force 12.05 16.26 0.43  Indicator Unit	Advancement of women to leadership	roles		4.45
Indicator Unit	Indicator 1 Million people	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64) 3.10 3.18 3.14  ◆  Workers employed part-time % of employed people 0.35 0.19 0.25  ◆  Proportion of time spent on unpaid domestic and care work % 2.85 1.04 n. a. ◆  ★  Access to finance Indicator 0-1 (Equal rights) Value  Access to land assets Near-equal rights ♦  Access to land assets Near-equal rights ♦  Civil and political freedom Indicator Unit Value  Year women received right to vote year 1948  Number of female heads of state to date number 1.00  Seats held in upper house % total seats n. a.  Indicator Yes/No Value  Election list quotas for women, national Yes Party membership quotas, voluntary Yes  Indicator 0-1 (Equal rights) Value  Equal rights ♦	Labour-force	12.05	16.26	0.43
Workers employed part-time % of employed people 0.35 0.19 0.25  Proportion of time spent on unpaid domestic and care work % 2.85 1.04 n. a. ◆  Access to finance Indicator 0-1 (Equal rights) Value  Access to land assets Requal rights ♦ Near-equal	Indicator Unit	♦ Female	♦ Male	Value
Workers employed part-time % of employed people 0.35 0.19 0.25    Proportion of time spent on unpaid domestic and care work % 2.85 1.04 n. a.    Access to finance Indicator 0-1 (Equal rights) Value Access to financial services Equal rights ♦ Legual rights Inheritance rights for widows and daughters Access to land assets Near-equal rights ♦ Number of female heads of state to date number 1.00 Seats held in upper house % total seats n. a. Indicator Yes/No Value Election list quotas for women, national Yes Party membership quotas, voluntary Yes Indicator 0-1 (Equal rights) Value Equal rights ♦		2.10	2.19	2.14
employed people  O.35  O.19  O.25  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Yes  Indicator 0-1 (Equal rights)  Value  Equal rights  Access to justice  Equal rights	(15-64)	3.10	3.10	3.14
domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Yes  Indicator 0-1 (Equal rights)  Value  Equal rights ◆  Value  Yes  Indicator 0-1 (Equal rights)  Value  Equal rights ◆		0.35	0.19	0.25
Indicator 0-1 (Equal rights)  Access to financial services  Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom  Indicator Unit  Value  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Yes  Indicator 0-1 (Equal rights)  Value  Equal rights ◆	domestic and care work %	2.85	1.04	n. a.
Indicator 0-1 (Equal rights)  Access to financial services  Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom  Indicator Unit  Value  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Yes  Indicator 0-1 (Equal rights)  Value  Equal rights ◆	Account to finance			
Access to financial services  Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom  Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Yes  Indicator 0-1 (Equal rights)  Value  Equal rights   Equal rights				Value
Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom  Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Election list quotas for women, national Party membership quotas, voluntary  Yes  Indicator 0-1 (Equal rights)  Value  Equal rights ◆  Equal rights	( 1 3 )		Equal	
Access to land assets  Access to non-land assets  Near-equal rights Access to non-land assets  Civil and political freedom  Indicator Unit  Value  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Yes  Indicator 0-1 (Equal rights)  Value  Equal rights		ihtere	-	
Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Election list quotas for women, national  Party membership quotas, voluntary  Yes Indicator 0-1 (Equal rights)  Value  Equal rights		,,,,,,,,		
Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value Election list quotas for women, national Party membership quotas, voluntary  Yes Indicator 0-1 (Equal rights)  Value  Equal rights			-	- •
Indicator Unit       Value         Year women received right to vote year       1948         Number of female heads of state to date number       1.00         Seats held in upper house % total seats       n. a.         Indicator Yes/No       Value         Election list quotas for women, national       Yes         Party membership quotas, voluntary       Yes         Indicator 0-1 (Equal rights)       Value         Access to justice       Equal rights ◆	Civil and political freedom			- •
Number of female heads of state to date number  1.00 Seats held in upper house % total seats  n. a.  Indicator Yes/No  Value Election list quotas for women, national  Party membership quotas, voluntary  Yes  Indicator 0-1 (Equal rights)  Access to justice  1.00  Value  Equal rights ◆				Value
Seats held in upper house % total seats  Indicator Yes/No  Value Election list quotas for women, national  Party membership quotas, voluntary  Yes  Indicator 0-1 (Equal rights)  Value  Access to justice  Equal rights ◆	Year women received right to vote year			1948
Indicator Yes/No  Election list quotas for women, national  Party membership quotas, voluntary  Yes  Indicator 0-1 (Equal rights)  Access to justice  Value  Equal rights	Number of female heads of state to date	te number		1.00
Election list quotas for women, national  Party membership quotas, voluntary  Yes  Indicator 0-1 (Equal rights)  Access to justice  Yes  Value  Equal rights	Seats held in upper house % total seats			n.a.
Party membership quotas, voluntary  Yes  Indicator 0-1 (Equal rights)  Access to justice  Yes  Value  Equal rights	Indicator Yes/No			Value
Indicator 0-1 (Equal rights)  Access to justice  Value  Equal rights ◆	Election list quotas for women, national	I		Yes
Access to justice Equal rights ♦	Party membership quotas, voluntary			Yes
· · · · · · · · · · · · · · · · · · ·	Indicator 0-1 (Equal rights)			Value
Freedom of movement Equal rights	Access to justice		Equal	rights 🔷
	Freedom of movement		Equal	rights 🔷

Family and care			
Indicator Unit			Value
Public spending on family benefits % GF	PD		1.40
Unmet family planning % women 15-49			n. a.
Early marriage %	d		0.20 32.27
Mean age of women at birth of first child	u years		
Indicator 0-1 (Equal rights)			Value
Right to divorce		•	rights 🔷
Indicator Days	◆ Female	◆ Male	Value
Length of parental leave	90.00	14.00	n. a.
Education and skills			
Graduates Attainment %	◆ Female	♦ Male	Value
STEM Graduates	25.22	74.78	0.34
Agri., Forestry, Fisheries & Veterinary	44.83	55.17	0.81
Arts & Humanities	66.04	33.96	1.94
Business, Admin. & Law	49.02	50.98	0.96
Education	77.27	22.73	3.40
Engineering, Manuf. & Construction	20.05	79.95	0.25
Health & Welfare	71.48	28.52	2.51
Information & Comm. Technologies	n.a.	n.a.	n.a.
Natural Sci., Mathematics & Statistics	49.20	50.80	0.97
Social Sci., Journalism & Information	60.17	39.83	1.51
Vocational training	11.96	16.23	14.20
PhD graduates	0.39	1.17	0.77
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	54.63	48.11	51.21
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetime	e % women		16.50
Births attended by skilled personnel %			100.00
Maternal mortality deaths per 100,000 live			11.00
Total fertility rate births per woman			0.92
Indicator 0-1 (Equal rights)			Value
		Uneven	

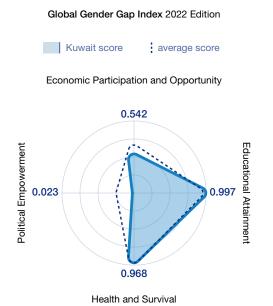
<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Kuwait

Rank

Index Edition



Overview				
	20	22	₩ 2	021
Index and Subindex	Score	Rank	Score	Rank
Global Gender Gap Index				
	0.632	130th	0.621	143rd
Economic Participation and Opportunity				
	0.542	123rd	0.498	137th
Educational Attainment				
	0.997	47th	0.997	59th
Health and Survival				
	0.968	89th	0.968	94th
Political Empowerment				
	0.023	145th	0.022	153rd

### **Global Gender Gap Index Indicators** 2022 Compare with Min Gap Indicator Rank Score\* Global average F-M ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.542 **•** 123rd Labour-force participation rate % 125th 0.566 -36.38 47.43 ♦ ♦ 83.80 0-100 0.668 Wage equality for similar work 1-7 (best) 66th Estimated earned income int'l \$ 1,000 129th 0.388 -35.93k 22.83k ◆ ◆ 58.75k 129th -72.77 Legislators, senior officials and managers % 0.158 0-100 48.25 ♦ 51.75 Professional and technical workers % 78th 0.932 -3.50 0-100 • Educational Attainment 0.997 47th 75th 0.982 Literacy rate % Enrolment in primary education % 1st 1.000 3.49 95.62 > 99.12 0-100 94.92 🔷 100.96 Enrolment in secondary education % 1st 1.000 6.03 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 38.33 43.45 ◆ ◆ 81.78 0-200 0.968 Health and Survival 89th Sex ratio at birth\*\* % 0.944 1st Healthy life expectancy\*\* years 97th 1.023 0.023 **•** Political Empowerment 145th 0.016 1.60 Women in parliament % 145th \_\_\_\_\_\_ -96.80 98.40 0-100 Women in ministerial positions % 129th 0.071 -86.67 6.67 93.33 0-100 Years with female/male head of state (last 50) 78th ♦ -50.00 **♦** 50.00 0-50

### **Complementary Targets and Contextual Indicators**

. , , , ,				
General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			105.96	Public spending on family
GDP per capita constant '17, intl. \$ 1000			44.85	Unmet family planning %
Population sex ratio female/male			0.63	Early marriage %
Population growth rate %			1.50	Mean age of women at b
Indicator Million people	♦ Female	◆ Male	Value	Indicator 0-1 (Equal rights)
Total population	1.66	2.61	4.27	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			n.a.	Education and skills
Share of women's membership in board	s % (OECD co	untries only)	n.a.	Graduates Attainment %
Firms with female majority ownership $\%$	firms		n.a.	STEM Graduates
Firms with female top managers % firms			n.a.	
Share of workers in informal sector % wo	orkers		n.a.	Agri., Forestry, Fisheries 8
Indicator 1-7 (best)			Value	
Advancement of women to leadership ro	oles		4.65	Arts & Humanities
Indicator 1 Million people	♦ Female	♦ Male	Value	
Labour-force	0.59	1.81	0.25	Business, Admin. & Law
Indicator Unit	♦ Female	♦ Male	Value	Education
Unemployed adults % of labour force (15-64)	8.50	1.77	3.45	Engineering Menut 9 Co
<b>♦</b>				Engineering, Manuf. & Co
Workers employed part-time % of employed people	n. a.	n. a.	n. a.	Health & Welfare
Proportion of time spent on unpaid domestic and care work %	n. a.	n. a.	n. a.	Information & Comm. Tec
				Natural Sci., Mathematics
Access to finance				
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism &
Access to financial services			rights 🔷	Vocational training
Inheritance rights for widows and daugh	iters	Unequal	rights 🗇	vocational training
Access to land assets		-	rights 🗇	PhD graduates
Access to non-land assets		Unequal	rights ⊗	i iib giadaatoo
Civil and political freedom				Graduates %
Indicator Unit			Value	
Year women received right to vote year			2006	Graduates from tertiary e
Number of female heads of state to date	number		0	
Seats held in upper house % total seats			n.a.	Health
Indicator Yes/No			Value	Indicator Unit
Election list quotas for women, national			n.a.	Prevalence of gender viol
Party membership quotas, voluntary			n.a.	Births attended by skilled
Indicator 0-1 (Equal rights)			Value	Maternal mortality deaths
- Cadaa Agino)				Total fertility rate births per
Access to justice		Restricted	rights \land	
Access to justice Freedom of movement		Restricted Uneven	rights 💠	Indicator 0-1 (Equal rights)

Family and care Indicator Unit			Value
Public spending on family benefits % G Unmet family planning % women 15-49 Early marriage % Mean age of women at birth of first chil			n. a. n. a. 5.60 30.16
Indicator 0-1 (Equal rights)			Value
Right to divorce		Restricted	rights 💠
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	70.00	0	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	n.a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	n.a.	n.a.	n. a.
Arts & Humanities	n.a.	n.a.	n.a.
Business, Admin. & Law	n.a.	n.a.	n.a.
Education	n.a.	n.a.	n. a.
Engineering, Manuf. & Construction	n. a.	n. a.	n. a.
Health & Welfare	n.a.	n.a.	n. a.
Information & Comm. Technologies	n.a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.
Social Sci., Journalism & Information	n. a.	n. a.	n. a.
Vocational training	n. a.	n.a.	n. a.
PhD graduates	n. a.	n.a.	n. a.
Graduates %	♦ Female	◆ Male	Value
Graduates from tertiary education	57.31	20.59	37.61
	<b>-</b>		
Health Indicator Unit			Value
Prevalence of gender violence in lifetim Births attended by skilled personnel % Maternal mortality deaths per 100,000 live Total fertility rate births per woman	live births		n. a. 99.90 12.00 2.08
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Restricted	rights 💠

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

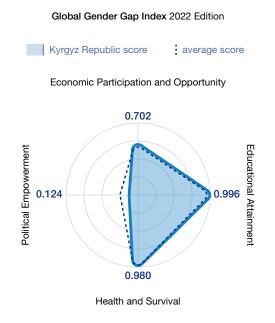
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Score (imparity = 0, parity = 1) 0.700

Rank (out of 146 countries) Index Edition

2022

# Kyrgyz Republic





### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 68th **•** I Labour-force participation rate % 121st 0.588 -29.53 42.14 ◆ 71.67 0-100 Wage equality for similar work 1-7 (best) 30th Estimated earned income int'l \$ 1,000 125th 0.459 -3.51k 2.98k • 6.49k 0-150k 0.901 -5.20 47.40 52.60 Legislators, senior officials and managers % 15th 0-100 39.62 ♦ ♦ 60.38 Professional and technical workers % 1st 1.000 20.77 0-100 • Educational Attainment 0.996 50th 0.998 57th Literacy rate % 0.993 Enrolment in primary education % 88th -0.69 98.06 98.75 0-100 Enrolment in secondary education % 76th 1.000 -0.01 98.08 ♦ 98.09 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 10.36 41.37 51.73 0-200 0.980 Health and Survival 1st 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 1.060 1st **Political Empowerment** 0.124 • 111th 0.258 94th -59.00 20.50♦ ♦ 79.50 Women in parliament % 0-100 Women in ministerial positions % 115th 0.118 -78.95 10.53 ♦ 89.47 0-100 Years with female/male head of state (last 50) 56th 0.034 -46.70 1.65 ◆ 48.35 0-50

Rank

86th

# Kyrgyz Republic

## **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			7.74
GDP per capita constant '17, intl. \$ 1000			4.71
Population sex ratio female/male			1.02
Population growth rate %			1.90
Indicator Million people	♦ Female	◆ Male	Value
Total population	3.33	3.25	6.58
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership ${}^9$	6 firms		26.90
Firms with female top managers % firms	3		32.90
Share of workers in informal sector $\%$ v	vorkers		58.40
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		4.91
Indicator 1 Million people	♦ Female	◆ Male	Value
Labour-force	0.97	1.56	0.38
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force (15-64)	11.32	7.25	8.82
Workers employed part-time % of employed people	0.35	0.20	0.26
Proportion of time spent on unpaid domestic and care work %	n.a.	n. a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services Inheritance rights for widows and daug Access to land assets Access to non-land assets	hters	Equal Near-equal Near-equal Near-equal	rights 🔷
Civil and political freedom			Value
Year women received right to vote year			1991
Number of female heads of state to dat	e number		1.00
Seats held in upper house % total seats	. Training		n. a.
Indicator Yes/No			Value
Election list quotas for women, nationa	l		Yes
Party membership quotas, voluntary	-		No
Indicator 0-1 (Equal rights)			Value
Access to justice		Equal	rights 🔷
Freedom of movement		Equal	rights 🔷

Family and care			
Indicator Unit			Value
Public spending on family benefits % GF	PD		n.a.
Unmet family planning % women 15-49 Early marriage %			n. a. 13.90
Mean age of women at birth of first child	vears		28.05
-	y yours		
Indicator 0-1 (Equal rights)		Faula	Value
Right to divorce		•	rights 🔷
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	126.00	0	n. a.
Education and skills	A Famole	A Mala	Malua
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	n. a.	n.a.	n. a.
Agri., Forestry, Fisheries & Veterinary	25.89	74.11	0.35
Arts & Humanities	73.63	26.37	2.79
Business, Admin. & Law	n.a.	n. a.	n. a.
Education	n. a.	n.a.	n. a.
Engineering, Manuf. & Construction	18.38	81.62	0.23
Health & Welfare	73.96	26.04	2.84
Information & Comm. Technologies	47.43	52.57	0.90
Natural Sci., Mathematics & Statistics	72.94	27.06	2.70
Social Sci., Journalism & Information	n. a.	n. a.	n. a.
Vocational training	5.17	7.40	6.31
PhD graduates	n. a.	n.a.	n. a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	32.98	26.00	29.42
Health Indicator Unit			Value
Prevalence of gender violence in lifetime	% women		25.40
Births attended by skilled personnel %			99.80
Maternal mortality deaths per 100,000 live I			60.00
Total fertility rate births per woman			3.30
			Value
Indicator 0-1 (Equal rights)			
Natural Sci., Mathematics & Statistics  Social Sci., Journalism & Information  Vocational training  PhD graduates  Graduates %  Graduates from tertiary education  Health Indicator Unit  Prevalence of gender violence in lifetime Births attended by skilled personnel % If Maternal mortality deaths per 100,000 live levels.	n. a.  5.17  n. a.  Female 32.98	n. a. 7.40 n. a.	n. 6.4 N. Val 29.4 Val 25.4 99.4 60.4 3.4

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Lao PDR

Rank **53rd**  Index Edition

2022

# Global Gender Gap Index 2022 Edition Lao PDR score average score **Economic Participation and Opportunity** 0.883 Political Empowerment **Educational Attainment** 0.116 0.958 0.975

Health and Survival



### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.883 • 1st 0.958 74.79 \* 78.09 Labour-force participation rate % 7th -3.31 0-100 Wage equality for similar work 1-7 (best) 18th Estimated earned income int'l \$ 1,000 6th 0.853 -1.24k 7.19k • 8.43k 0-150k 18.02 40.99 ♦ ♦ 59.01 Legislators, senior officials and managers % 1st 1.000 0-100 49.59 ♦ 50.41 Professional and technical workers % 1st 1.000 0.82 0-100 Educational Attainment 0.958 109th 0.883 Literacy rate % 111th 0.984 Enrolment in primary education % 102nd -1.48 91.01 > 92.49 0-100 Enrolment in secondary education % 114th 0.945 -3.54 60.96 4 64.51 0-200 Enrolment in tertiary education % 1st 1.000 1.78 12.60 • 14.38 0-200 0.975 Health and Survival 55th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 61st 1.045 **Political Empowerment** 0.116 **•** 116th 0.282 87th -56.00 22.00♦ ♦ 78.00 Women in parliament % • 0-100 Women in ministerial positions % 118th 0.115 -79.31 10.34◆ ♦ 89.66 0-100 Years with female/male head of state (last 50) 78th • -50.00 ♦ 50.00 0-50

# Lao PDR

## **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			19.13
GDP per capita constant '17, intl. \$ 1000			7.81
Population sex ratio female/male			0.99
Population growth rate %			1.47
Indicator Million people	♦ Female	◆ Male	Value
Total population	3.62	3.65	7.28
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership 9			35.50
Firms with female top managers % firms			43.10
Share of workers in informal sector % v	vorkers		88.80
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		4.83
Indicator 1 Million people	♦ Female	◆ Male	Value
Labour-force	1.89	1.96	0.49
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	1.21	1.30	1.25
•			
Workers employed part-time % of employed people	0.56	0.50	0.53
•			
Proportion of time spent on unpaid domestic and care work %	8.13	5.88	n. a.
domestic and care work %	8.13	5.88	n. a.
domestic and care work %	8.13	5.88	n. a. Value
domestic and care work %  Access to finance	8.13	5.88 Near-equal	Value
domestic and care work %  Access to finance Indicator 0-1 (Equal rights)			Value
domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services		Near-equal Near-equal	Value
domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daug		Near-equal Near-equal Equal	Value rights ❖
domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daug  Access to land assets  Access to non-land assets  Civil and political freedom		Near-equal Near-equal Equal	Value rights ❖ rights ❖ rights ❖ rights ❖
domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daug  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit		Near-equal Near-equal Equal	Value rights ◆ rights ◆ rights ◆ Value
domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daug  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year	hters	Near-equal Near-equal Equal	Value rights ◆ rights ◆ rights ◆ Value 1957
domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daug  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit	hters	Near-equal Near-equal Equal	Value rights ◆ rights ◆ rights ◆ Value
domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daug Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year Number of female heads of state to dat	hters	Near-equal Near-equal Equal	Value rights ◆ rights ◆ rights ◆ Value 1957
domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daug Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No	hters te number	Near-equal Near-equal Equal	Value rights ◆ rights ◆ rights ◆ Value 1957 0 n. a.
domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daug  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to dat  Seats held in upper house % total seats	hters te number	Near-equal Near-equal Equal	Value rights ◆ rights ◆ rights ◆ Value 1957 0 n. a. Value
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daug Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No Election list quotas for women, national	hters te number	Near-equal Near-equal Equal	Value rights ◆ rights ◆ rights ◆ Value  1957 0 n. a.  Value n. a.
domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daug Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No Election list quotas for women, national Party membership quotas, voluntary	hters te number	Near-equal Near-equal Equal	Value rights ◆ rights ◆ rights ◆ Value 1957 0 n. a. Value n. a. Value

Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		n.a.
Unmet family planning % women 15-49			n. a.
Early marriage %	d voore		19.80 27.18
Mean age of women at birth of first chil	<b>u</b> years		
Indicator 0-1 (Equal rights)			Value
Right to divorce		Near-equal	- •
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	105.00	3.00	n. a.
Education and skills			
Graduates Attainment %	◆ Female	♦ Male	Value
STEM Graduates	28.95	71.05	0.41
Agri., Forestry, Fisheries & Veterinary	44.74	55.26	0.81
Arts & Humanities	56.56	43.44	1.30
Business, Admin. & Law	n.a.	n. a.	n. a.
Education	60.71	39.29	1.55
Engineering, Manuf. & Construction	17.95	82.05	0.22
Health & Welfare	67.14	32.86	2.04
Information & Comm. Technologies	40.82	59.18	0.69
Natural Sci., Mathematics & Statistics	55.00	45.00	1.22
Social Sci., Journalism & Information	n.a.	n. a.	n.a.
Vocational training	3.52	3.58	3.55
PhD graduates	n. a.	n. a.	n.a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	8.75	8.83	8.79
Health Indicator Unit			Value
Prevalence of gender violence in lifetim Births attended by skilled personnel % Maternal mortality deaths per 100,000 live Total fertility rate births per woman	live births		15.30 64.40 185.00 2.63
Indicator 0-1 (Equal rights)			Value

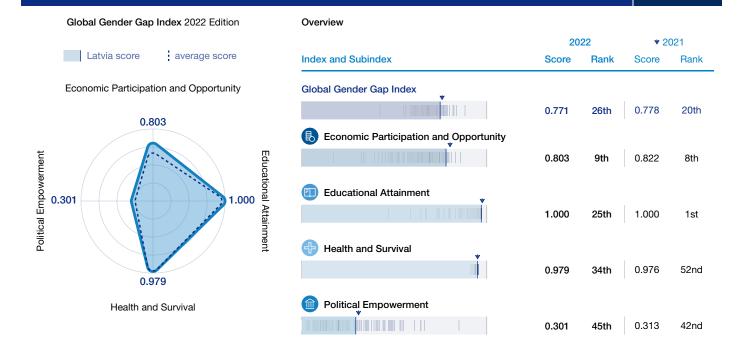
<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Score (imparity = 0, parity = 1) Rank (out of 146 countries)

Index Edition 2022

## Latvia



### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Rank Global average F-M Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.803 9th Labour-force participation rate % 59th 0.816 -12.28 54.54 • • 66.83 0-100 Wage equality for similar work 1-7 (best) 26th Estimated earned income int'l \$ 1,000 38th -10.00k 25.49k 35.49k 0-150k 0.883 -6.19 46.91 >> 53.09 Legislators, senior officials and managers % 16th 0-100 Professional and technical workers % 1st 1.000 25.67 37.16♦ ♦ 62.84 0-100 Educational Attainment 1.000 25th . Literacy rate % 1.000 1st Enrolment in primary education % 1st 1.000 0.73 98.47 • 99.20 0-100 Enrolment in secondary education % 77th 0.999 -0.06 107.57 ♦ 107.63 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 31.10 79.92 • • 111.02 0-200 0.979 Health and Survival 34th 0.943 Sex ratio at birth\*\* % 121st Healthy life expectancy\*\* years 1.060 1st **Political Empowerment** 45th 0.301 • 0.370 Women in parliament % 69th -46.00 27.00♦ ♦ 73.00 **\*** 0-100 Women in ministerial positions % 68th 0.300 -53.85 23.08♦ ♦ 76.92 0-100 Years with female/male head of state (last 50) 15th -29.77 10.12♦ ♦ 39.88 0-50

## Latvia

## **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			33.71
GDP per capita constant '17, intl. \$ 1000			30.08
Population sex ratio female/male			1.17
Population growth rate %			-0.70
Indicator Million people	♦ Female	◆ Male	Value
Total population	1.02	0.88	1.90
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			27.90
Share of women's membership in board	ds % (OECD co	untries only)	22.20
Firms with female majority ownership %	firms		20.70
Firms with female top managers $\%$ firms			32.60
Share of workers in informal sector $\%$ w	rorkers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership r	oles		5.70
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	0.47	0.47	0.50
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force (15-64)	6.29	7.83	7.06
Workers employed part-time % of employed people	0.29	0.19	0.24
Proportion of time spent on unpaid			
domestic and care work %	n.a.	n.a.	n. a.
	n. a.	n.a.	n. a.
domestic and care work %	n.a.	n. a.	n. a. Value
domestic and care work %  Access to finance	n.a.	n. a. Near-equal	Value
domestic and care work %  Access to finance Indicator 0-1 (Equal rights)		Near-equal	Value
Access to finance Indicator 0-1 (Equal rights) Access to financial services		Near-equal Equal	Value
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daught		Near-equal Equal Equal	Value rights ❖ rights ❖ rights ❖
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugl Access to land assets Access to non-land assets Civil and political freedom		Near-equal Equal Equal	Value rights ◆ rights ◆ rights ◆
domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daugl  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit		Near-equal Equal Equal	Value rights ◆ rights ◆ rights ◆ Value
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugl Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year	nters	Near-equal Equal Equal	Value rights ◆ rights ◆ rights ◆ Value 1918
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugl Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to dat	nters	Near-equal Equal Equal	Value rights ◆ rights ◆ rights ◆ Value 1918 2.00
domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daugl  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit	nters	Near-equal Equal Equal	Value rights ◆ rights ◆ rights ◆
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugh Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No	nters e number	Near-equal Equal Equal	Value rights ◆ rights ◆ rights ◆ Value 1918 2.00 n. a. Value
domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daugl Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats	nters e number	Near-equal Equal Equal	Value rights ◆ rights ◆ rights ◆ Value 1918 2.00 n. a.
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daught Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No Election list quotas for women, national	nters e number	Near-equal Equal Equal	Value rights ◆ rights ◆ rights ◆ Value 1918 2.00 n. a. Value
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugh Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No Election list quotas for women, national Party membership quotas, voluntary	nters e number	Near-equal Equal Equal Equal	Value rights ◆ rights ◆ rights ◆  Value 1918 2.00 n. a.  Value n. a. n. a.

Family and care			
Indicator Unit			Value
Public spending on family benefits $\%$ G	PD		2.23
Unmet family planning % women 15-49			n.a.
Early marriage %			0.70
Mean age of women at birth of first chil	d years		29.57
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	112.00	10.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	n.a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	46.50	53.50	0.87
Auto O Hamaniii aa	70.47	00.00	0.00
Arts & Humanities	76.17	23.83	3.20
Business, Admin. & Law	68.24	31.76	2.15
<b>♦</b>	<b>♦</b>		
Education	n.a.	n.a.	n.a.
Engineering, Manuf. & Construction	26.60	73.40	0.36
Health & Welfare	83.94	16.06	5.22
health & Welfale ♦	03.94	10.00	5.22
Information & Comm. Technologies	22.68	77.32	0.29
<b>•</b>		<b>♦</b>	
Natural Sci., Mathematics & Statistics	63.02	36.98	1.70
<b>♦</b>	<b>♦</b>		
Social Sci., Journalism & Information	75.04	24.96	3.01
Va actional turining	16.07	17.00	10.00
Vocational training	10.07	17.68	16.90
PhD graduates	n. a.	n. a.	n. a.
Graduates %	◆ Female	◆ Male	Value
Graduates from tertiary education	64.72	33.31	48.32
Ordinary education	<b>0</b> ∓.7∠	00.01	70.0Z
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetime	e % women		32.00
Births attended by skilled personnel %			99.90
Maternal mortality deaths per 100,000 live			19.00
Total fertility rate births per woman	DII UIO		1.61
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

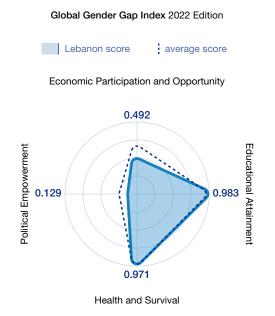
<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Lebanon

Score (imparity = 0, parity = 1) Rank (out of 146 countries) Index Edition

h 2022





### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.492 135th **•** Labour-force participation rate % 139th 0.323 -43.58 20.75 64.33 0-100 0.614 Wage equality for similar work 1-7 (best) 92nd Estimated earned income int'l \$ 1,000 132nd 0.345 -11.15k 5.87k •• 17.02k 0-150k 21.21 0.269 -57.59 Legislators, senior officials and managers % 113th 0-100 46.07 ♦ ♦ 53.93 Professional and technical workers % 1.000 7.86 0-100 1st • **Educational Attainment** 0.983 90th Literacy rate % 92nd 0.963 Enrolment in primary education % Enrolment in secondary education % 1st 1.000 0.02 $0.49 \diamondsuit 0.51$ 0-200 Enrolment in tertiary education % 0.971 Health and Survival 75th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 82nd 1.030 **Political Empowerment** 0.129 **•** 110th 0.049 140th -90.60 4.70♦ 95.30 Women in parliament % \_\_\_\_ 0-100 Women in ministerial positions % 42nd 0.462 -36.84 31.58♦ ♦ 68.42 0-100 Years with female/male head of state (last 50) 78th 0.000 **♦** -50.00 ◆ 50.00 0-50

### Lebanon

## **Complementary Targets and Contextual Indicators**

General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			31.74	Public spending on family
GDP per capita constant '17, intl. \$ 1000			11.49	Unmet family planning %
Population sex ratio female/male			0.99	Early marriage %
Population growth rate %			-0.44	Mean age of women at bi
Indicator Million people	♦ Female	◆ Male	Value	Indicator 0-1 (Equal rights)
Total population	3.39	3.44	6.83	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			n.a.	Education and skills
Share of women's membership in boar	rds % (OECD co	untries only)	n.a.	Graduates Attainment %
Firms with female majority ownership	% firms		4.70	STEM Graduates
Firms with female top managers % firm			5.90	
Share of workers in informal sector %	workers		55.40	Agri., Forestry, Fisheries 8
Indicator 1-7 (best)			Value	
Advancement of women to leadership	roles		4.17	Arts & Humanities
Indicator 1 Million people	♦ Female	♦ Male	Value	
Labour-force	0.53	1.64	0.25	Business, Admin. & Law
Indicator Unit	♦ Female	◆ Male	Value	Education
Unemployed adults % of labour force (15-64)	18.40	12.89	14.25	F : M . ( 0 0
<b>♦ ♦</b>				Engineering, Manuf. & Co
Workers employed part-time % of employed people	0.25	0.17	0.19	Health & Welfare
Proportion of time spent on unpaid				Information & Comm. Tec
domestic and care work %	n.a.	n.a.	n.a.	Natural Sai Mathamatica
Access to finance				Natural Sci., Mathematics
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism &
Access to financial services		Near-equal	rights 📤	
Inheritance rights for widows and daug	ahters	Restricted	- *	Vocational training
Access to land assets	y		rights 🔷	
Access to non-land assets		Near-equal	- *	PhD graduates
Civil and political freedom				
Indicator Unit			Value	Graduates %
Year women received right to vote year			1952	Graduates from tertiary e
Number of female heads of state to da			0	
Seats held in upper house % total seats			n. a.	Health
Indicator Yes/No			Value	Indicator Unit
	si.			Prevalence of gender viol
Election list quotas for women, national	11		n.a.	Births attended by skilled
Party membership quotas, voluntary			n. a.	Maternal mortality deaths
Indicator 0-1 (Equal rights)			Value	Total fertility rate births per
Access to justice		Restricted	rights 💠	Indicator 0-1 (Equal rights)
Freedom of movement		Equal	rights 🔷	Reproductive autonomy
				neproductive autonomy

Family and care			
Indicator Unit			Value
Public spending on family benefits % G	iPD		n.a.
Unmet family planning % women 15-49			33.40
Early marriage %			3.40
Mean age of women at birth of first chi	ld years		29.78
Indicator 0-1 (Equal rights)			Value
Right to divorce		Unequal	rights 🗇
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	70.00	0	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	n.a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n.a.
Arts & Humanities	n. a.	n. a.	n. a.
Arts & Humanities	π. α.	n. a.	n. a.
Business, Admin. & Law	n. a.	n.a.	n.a.
Education	n.a.	n.a.	n.a.
Facility of 0.0 and a line			
Engineering, Manuf. & Construction	n. a.	n. a.	n.a.
Health & Welfare	n. a.	n.a.	n. a.
Information & Comm. Technologies	n.a.	n.a.	n.a.
Natural Sci., Mathematics & Statistics	n. a.	n.a.	n.a.
Social Sci., Journalism & Information	n. a.	n. a.	n. a.
Coolai Co., Coamaism a imormation	π. α.	π. α.	π. α.
Vocational training	n.a.	n.a.	n.a.
PhD graduates	n.a.	n.a.	n.a.
Graduates %	◆ Female	♦ Male	Value
Graduates from tertiary education	n.a.	n.a.	n.a.
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim			10.40
Births attended by skilled personnel %			n. a.
Maternal mortality deaths per 100,000 live	births		29.00
Total fertility rate births per woman			2.08
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Restricted	rights 💠

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Score (imparity = 0, parity = 1) 0.700

Rank (out of 146 countries)

Index Edition 2022

## Lesotho



### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.650 91st **4** Labour-force participation rate % 68th 0.786 -15.27 56.07 ◆ ◆ 71.34 0-100 Wage equality for similar work 1-7 (best) 127th 0.474 Estimated earned income int'l \$ 1,000 57th 0.674 -904.51 1.87k ♦ 2.77k 0-150k 0.510 33.78♦ ♦ 66.22 Legislators, senior officials and managers % 73rd -32.43 0-100 Professional and technical workers % 1st 1.000 • 21.49 39.25♦ ♦ 60.74 0-100 Educational Attainment 1.000 1st . Literacy rate % 1.000 1st Enrolment in primary education % 1st 1.000 0.80 97.16 • 97.96 0-100 Enrolment in secondary education % 1st 1.000 18.46 52.80 ♦ ♦ 71.26 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 4.38 8.02 4 12.40 0-200 0.980 Health and Survival 1st 0.944 Sex ratio at birth\*\* % 1st 1.060 Healthy life expectancy\*\* years 1st **Political Empowerment** 88th 0.171 • 0.323 Women in parliament % 81st -51.20 24.40 ♦ ♦ 75.60 • 0-100 Women in ministerial positions % 70th 0.286 -55.56 22.22♦ ♦ 77.78 0-100 Years with female/male head of state (last 50) 78th 0.000 -50.00 **♦** 50.00 0-50

Score

### Lesotho

## **Complementary Targets and Contextual Indicators**

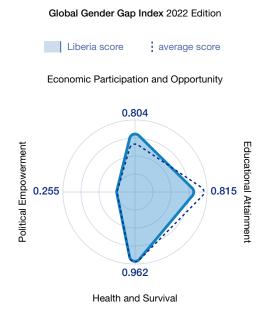
General indicators			
Indicator Unit			Value
GDP US\$ billions			1.88
GDP per capita constant '17, intl. \$ 1000			2.32
Population sex ratio female/male			1.03
Population growth rate %			0.80
Indicator Million people	♦ Female	♦ Male	Value
Total population	1.09	1.06	2.14
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %	firms		25.40
Firms with female top managers % firms			36.20
Share of workers in informal sector % w	rorkers		80.90
Indicator 1-7 (best)			Value
Advancement of women to leadership re	oles		2.97
Indicator 1 Million people	◆ Female	◆ Male	Value
Labour-force	0.42	0.51	0.45
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	23.95	23.84	23.89
Workers employed part-time % of employed people	0.11	0.07	0.09
Proportion of time spent on unpaid domestic and care work %	n. a.	n.a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Uneven	rights 🥎
Inheritance rights for widows and daugh	nters		rights 🧇
Access to land assets		Near-equal	rights 🔷
Access to non-land assets		Uneven	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1966
Number of female heads of state to date	e number		0
Seats held in upper house % total seats			21.20
Indicator Yes/No			Value
Election list quotas for women, national			Yes
Party membership quotas, voluntary			No
Indicator 0-1 (Equal rights)			Value
Access to justice		Equal	rights 🔷
Freedom of movement		-	rights 🔷

Family and care			
Indicator Unit			Value
Public spending on family benefits % G	BPD .		n.a.
Unmet family planning % women 15-49			18.40
Early marriage %			18.30
Mean age of women at birth of first chi	ld years		27.91
Indicator 0-1 (Equal rights)			Value
Right to divorce		Uneven	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	84.00	0	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	24.82	75.18	0.33
<b>♦</b>		<b>♦</b>	
Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n.a.
Auto C. I.I. manaritina	FC C0	40.00	1.01
Arts & Humanities	56.68	43.32	1.31
Business, Admin. & Law	n. a.	n.a.	n.a.
Education	n.a.	n.a.	n.a.
Engineering, Manuf. & Construction	18.44	81.56	0.23
Health & Welfare	72.78	27.22	2.67
<b>*</b>		<b>*</b>	2.0.
Information & Comm. Technologies	31.25	68.75	0.45
<b>♦</b>	<b>♦</b>		
Natural Sci., Mathematics & Statistics	45.16	54.84	0.82
Social Sci., Journalism & Information	77.50	22.50	3.44
Vocational training	1.01	0.57	0.79
•			
PhD graduates	n. a.	n.a.	n.a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	5.21	3.14	4.17
<b>◆◆</b>			
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim	ne % women		62.00
Births attended by skilled personnel %	live births		86.60
Maternal mortality deaths per 100,000 live	births		544.00
Total fertility rate births per woman			3.11
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Uneven	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Liberia





### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.804 8th Labour-force participation rate % 29th 0.875 -9.94 69.78 • 79.72 0-100 Wage equality for similar work 1-7 (best) Estimated earned income int'l \$ 1,000 1st 1.000 176.45 1.30k ♦ 1.48k 0-150k 32nd 40.93 ♦ ♦ 59.07 Legislators, senior officials and managers % 0.693 -18.15 0-100 Professional and technical workers % 122nd 0.469 -36.18 31.91 ♦ ♦ 68.09 0-100 • Educational Attainment 0.815 137th **•** Literacy rate % 140th 0.544 • 1.000 78.36 ♦ 78.93 Enrolment in primary education % 1st 0.57 0-100 Enrolment in secondary education % 130th 0.769 -9.86 32.91 42.77 0-200 Enrolment in tertiary education % 126th 0.625 ..... -5.50 9.15 4 14.65 0-200 0.962 Health and Survival 126th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 133rd 1.002 0.255 **Political Empowerment** • 52nd 131st 0.124 -78.00 11.00♦ ♦89.00 Women in parliament % **•** 0-100 Women in ministerial positions % 70th 0.286 • -55.56 22.22 → 77.78 0-100 Years with female/male head of state (last 50) 11th 0.329 -25.25 12.37♦ ♦ 37.63 0-50

## Liberia

### **Complementary Targets and Contextual Indicators**

General indicators Indicator Unit			Value
			3.2
GDP US\$ billions GDP per capita constant '17, intl. \$ 1000			3.2 1.39
Population sex ratio female/male			0.99
Population growth rate %			2.41
Indicator Million people	♦ Female		Value
Total population	2.52	2.54	5.06
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n. a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %			15.60
Firms with female top managers % firms	3		20.40
Share of workers in informal sector $\%$ w	orkers		86.70
Indicator 1-7 (best)			Value
Advancement of women to leadership r	oles		4.97
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	1.09	1.23	0.47
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	3.18	4.53	3.89
Workers employed part-time % of employed people	0.21	0.14	0.17
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Near-equal	rights 💠
Inheritance rights for widows and daug	hters	Uneven	rights 🔷
Access to land assets		Uneven	rights 🔷
Access to non-land assets		Uneven	rights 🔷
Civil and political freedom Indicator Unit			Value
Year women received right to vote year			1947
Number of female heads of state to dat	e number		1.00
Seats held in upper house % total seats			6.70
Indicator Yes/No			Value
Election list quotas for women, national			No
Party membership quotas, voluntary			No
Indicator 0-1 (Equal rights)			Value
A to instinct		Restricted	riahte 🛦
Access to justice		riestricted	rigints 📎

Family and care			
Indicator Unit			Value
Public spending on family benefits $\%$ G	PD		n.a.
Unmet family planning % women 15-49			n.a.
Early marriage %			15.70
Mean age of women at birth of first chil	ld years		28.45
Indicator 0-1 (Equal rights)			Value
Right to divorce		Restricted	rights 💠
Indicator Days	◆ Female	◆ Male	Value
Length of parental leave	98.00	0	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	n.a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	8.90	91.10	0.10
Arts & Humanities	44.40	55.60	0.80
Business, Admin. & Law	n. a.	n. a.	n. a.
Education	37.23	62.77	0.59
Engineering, Manuf. & Construction	n. a.	n. a.	n. a.
Health & Welfare	79.86	20.14	3.97
Information & Comm. Technologies	n. a.	n. a.	n.a.
Natural Sci., Mathematics & Statistics	n.a.	n. a.	n. a.
Social Sci., Journalism & Information	n.a.	n. a.	n. a.
Vocational training	n.a.	n.a.	n. a.
PhD graduates	n.a.	n. a.	n. a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	n.a.	n.a.	n. a.
Health Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		38.50
Births attended by skilled personnel $\%$	live births		84.40
Maternal mortality deaths per 100,000 live	births		661.00
Total fertility rate births per woman			4.25
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Near-equal	rights 🗆

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

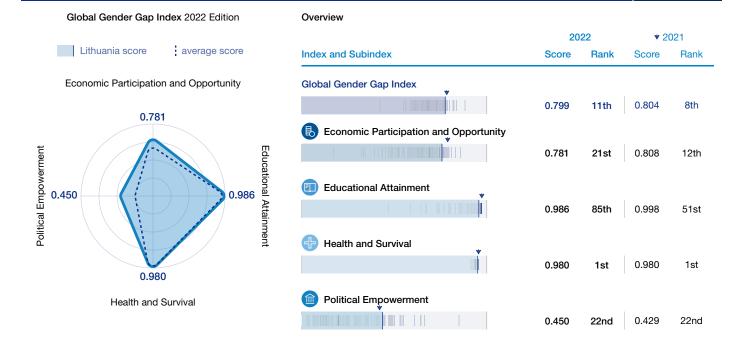
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

0.799

Rank

Index Edition 2022

# Lithuania



### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity • 21st 0.781 Labour-force participation rate % 47th 0.845 -10.53 57.34 • 67.86 0-100 Wage equality for similar work 1-7 (best) 29th Estimated earned income int'l \$ 1,000 20th -9.40k 32.76k 442.16k 0-150k 46th 0.610 -24.20 37.90 ♦ ♦ 62.10 Legislators, senior officials and managers % 0-100 Professional and technical workers % 1st 1.000 27.41 36.29 ♦ ♦ 63.71 0-100 • Educational Attainment 0.986 85th Literacy rate % 1.000 1st Enrolment in primary education % Enrolment in secondary education % 102nd 0.967 -3.62 106.59 🏶 110.21 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 24.19 60.31 \$4.50 0-200 0.980 Health and Survival 1st 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 1.060 1st **Political Empowerment** 0.450 22nd • 59th 0.397 -43.20 28.40 ♦ ♦ 71.60 Women in parliament % **•** 0-100 Women in ministerial positions % 18th • -14.29 42.86 > 57.14 0-100 Years with female/male head of state (last 50) 12th 0.319 -25.80 12.10 ♦ \$37.90 0-50

## Lithuania

## **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			56.55
GDP per capita constant '17, intl. \$ 1000			37.11
Population sex ratio female/male			1.16
Population growth rate %			0.03
Indicator Million people	♦ Female	◆ Male	Value
Total population	1.50	1.29	2.79
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			32.18
Share of women's membership in boar	ds % (OECD co	untries only)	22.30
Firms with female majority ownership 9	% firms		18.40
Firms with female top managers % firms	S		30.70
Share of workers in informal sector % v	vorkers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		5.74
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	0.71	0.70	0.50
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force (15-64)	7.24	8.15	7.69
Workers employed part-time % of employed people	0.33	0.22	0.28
Proportion of time spent on unpaid domestic and care work %	n. a.	n.a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Egual	rights 🔷
Inheritance rights for widows and daug	hters	•	rights 🔷
Access to land assets			rights 🐟
Access to non-land assets		·	rights 🔷
Civil and political freedom		•	
Indicator Unit			Value
Year women received right to vote year			1918
Number of female heads of state to data Seats held in upper house % total seats	te number		3.00 n. a.
Indicator Yes/No	1		Value
Election list quotas for women, national Party membership quotas, voluntary	I		No Yes
Indicator 0-1 (Equal rights)			Value
Access to justice		Equal	rights 🔷
Freedom of movement		Equal	rights 🔷

Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		2.08
Unmet family planning % women 15-49			n.a.
Early marriage %			0
Mean age of women at birth of first chil	d years		29.92
Indicator 0-1 (Equal rights)			Value
Right to divorce		Near-equal	rights 💠
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	126.00	30.00	n. a.
Education and skills			
Graduates Attainment %	♦ Female		Value
STEM Graduates	29.59	70.41	0.42
♦ •	29.59	70.41	0.42
Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n.a.
Arts & Humanities	74.37	25.63	2.90
Business, Admin. & Law	68.52	31.48	2.18
Education	n.a.	n.a.	n.a.
Engineering, Manuf. & Construction	25.48	74.52	0.34
Health & Welfare	82.95	17.05	4.87
◆	02.00	<b>*</b>	1.07
Information & Comm. Technologies	n. a.	n.a.	n.a.
Natural Sci., Mathematics & Statistics	57.75	42.25	1.37
Social Sci., Journalism & Information	n. a.	n.a.	n. a.
Vocational training  ◆ ◆	6.20	9.41	7.85
PhD graduates	0.82	0.89	0.85
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	75.27	46.17	60.25
Health Indicator Unit			Value
Prevalence of gender violence in lifetim Births attended by skilled personnel % Maternal mortality deaths per 100,000 live Total fertility rate births per woman	live births		24.00 100.00 8.00 1.61
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

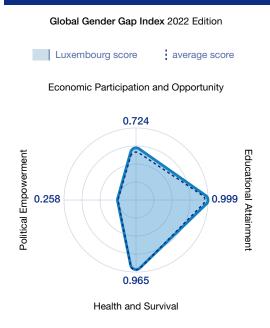
0.736

Rank

Index Edition

2022

# Luxembourg





### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 51st Labour-force participation rate % 19th 0.892 -7.06 58.48 • 65.54 0-100 Wage equality for similar work 1-7 (best) 50th Estimated earned income int'l \$ 1,000 41st -37.40k 93.65k ◆ 131.05k 100th -47.48 26.26♦ ♦ 73.74 Legislators, senior officials and managers % 0.356 0-100 Professional and technical workers % 74th 0.969 -1.58 49.21 \$ 50.79 0-100 • Educational Attainment 0.999 32nd . Literacy rate % 1.000 1st Enrolment in primary education % 1st 1.000 0.13 98.88 ♦ 99.01 0-100 Enrolment in secondary education % 78th 0.997 -0.32 104.53 ♦ 104.85 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 2.76 17.09 • 19.86 0-200 0.965 Health and Survival 110th 0.944 Sex ratio at birth\*\* % 1st 1.012 Healthy life expectancy\*\* years 117th 0.258 **Political Empowerment** .... 51st 46th 0.499 -33.40 33.30 ♦ ♦ 66.70 Women in parliament % • 0-100 Women in ministerial positions % 54th 0.417 -41.18 29.41 70.59 0-100 Years with female/male head of state (last 50) 78th -50.00 ◆ 50.00 0-50

Rank 46th

## Luxembourg

## **Complementary Targets and Contextual Indicators**

Indicator Unit  GDP US\$ billions  GDP per capita constant '17, intl. \$ 1000  112.23  GDP per capita constant '17, intl. \$ 1000  112.23  Population sex ratio female/male  Population growth rate %  1.67  Indicator Million people  Female  Male  Value  Total population  Total populati				
GDP Us\$ billions GDP per capita constant '17, intl. \$ 1000 112.23 Population sex ratio female/male Population growth rate % 1.67 Indicator Million people	General indicators			
GDP per capita constant '17, intl. \$ 1000 112.23  Population sex ratio female/male 0.98  Population growth rate % 1.67  Indicator Million people	Indicator Unit			Value
Population sex ratio female/male Population growth rate % 1.67 Indicator Million people	GDP US\$ billions			73.35
Population growth rate % 1.67 Indicator Million people	GDP per capita constant '17, intl. \$ 1000			112.23
Indicator Million people  ↑ Female  ↑ Male  Value Total population  0.31  0.32  0.63  Work participation and leadership Indicator Unit  Gender pay gap (OECD only) %  Share of women's membership in boards % (OECD countries only)  22.40  Firms with female majority ownership % firms  8.30  Share of workers in informal sector % workers  Firms with female top managers % firms  Share of workers in informal sector % workers  Indicator 1-7 (best)  Advancement of women to leadership roles  Indicator 1 Million people  ↑ Female  ↑ Male  Value  Labour-force  0.16  0.18  0.47  Indicator Unit  ↑ Female  ↑ Male  Value  Unemployed adults % of labour force (15-64)  ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑	Population sex ratio female/male			0.98
Total population 0.31 0.32 0.63  Work participation and leadership Indicator Unit Value Gender pay gap (OECD only) % 20.98 Share of women's membership in boards % (OECD countries only) 22.40 Firms with female majority ownership % firms 8.30 Share of workers in informal sector % workers 7.40 Share of workers in informal sector % workers 7.40 Share of workers in informal sector % workers 7.40 Indicator 1-7 (best) Value Advancement of women to leadership roles 5.23 Indicator 1 Million people ♦ Female ♦ Male Value Labour-force 0.16 0.18 0.47 Indicator Unit ♦ Female ♦ Male Value Unemployed adults % of labour force (15-64) 5.40 4.51 4.93  Workers employed part-time % of employed people 0.46 0.24 0.34  Proportion of time spent on unpaid domestic and care work % 7.20 Access to finance Indicator 0-1 (Equal rights) Value Access to finance Indicator 0-1 (Equal rights) Female Equal rights ♦ Equal rights ♦ Access to land assets Equal rights ♦ Equal rights ♦ Access to land assets Equal rights ♦ Civil and political freedom Indicator Unit Value Year women received right to vote year 1919 Number of female heads of state to date number 0.20 Seats held in upper house % total seats 7.20 Indicator Yes/No Value Election list quotas for women, national Yes Party membership quotas, voluntary Yes	Population growth rate %			1.67
Work participation and leadership Indicator Unit  Gender pay gap (OECD only) %  Share of women's membership in boards % (OECD countries only)  22.40  Firms with female majority ownership % firms  Firms with female top managers % firms  Share of workers in informal sector % workers  Indicator 1-7 (best)  Advancement of women to leadership roles  Indicator 1 Million people  Female  Male  Value  Labour-force  0.16 0.18 0.47  Indicator Unit  Female  Male  Value  Unemployed adults % of labour force (15-64)  Workers employed part-time % of employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to finance Indicator 0-1 (Equal rights)  Access to finance Inheritance rights for widows and daughters  Access to land assets  Equal rights  Access to land assets  Equal rights  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Yes  Party membership quotas, voluntary  Yes	Indicator Million people	♦ Female		Value
Indicator Unit  Gender pay gap (OECD only) % Share of women's membership in boards % (OECD countries only) 22.40 Firms with female majority ownership % firms 8.30 Firms with female top managers % firms 7.40 Share of workers in informal sector % workers 7.40 Share of workers in informal sector % workers 7.40 Share of workers in informal sector % workers 8.30 Indicator 1-7 (best)  Advancement of women to leadership roles 5.23 Indicator 1 Million people  Female  Male  Value Labour-force 0.16 0.18 0.47 Indicator Unit  Female  Male  Value Unemployed adults % of labour force (15-64)  Workers employed part-time % of employed people 0.46 0.24 0.34  Proportion of time spent on unpaid domestic and care work % 1. a. n. a.  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters Access to land assets Access to land assets Access to non-land assets Civil and political freedom Indicator Unit  Year women received right to vote year 1919 Number of female heads of state to date number Seats held in upper house % total seats Indicator Yes/No Value Election list quotas for women, national Presty membership quotas, voluntary Yes	Total population	0.31	0.32	0.63
Sender pay gap (OECD only) % 20.88 Share of women's membership in boards % (OECD countries only) 22.40 Firms with female majority ownership % firms 8.30 Firms with female top managers % firms 7.40 Share of workers in informal sector % workers 7.40 Share of workers in informal sector % workers 7.40 Share of workers in informal sector % workers 7.40 Share of workers in informal sector % workers 7.40 Share of workers in informal sector % workers 7.40 Share of workers in informal sector % workers 7.40 Share of workers in informal sector % workers 7.40 Indicator 1-7 (best) 7.40 Advancement of women to leadership roles 7.23 Indicator 1 Million people ↑ Female ↑ Male 7.41 Value Labour-force 7.40 Unemployed adults % of labour force 7.40 Unemployed adults % of labour force 8.40 Unemployed part-time % of 8.40 Proportion of time spent on unpaid 8.40 Proportion of time spent on unpaid 8.40 Proportion of time spent on unpaid 8.40 Access to finance 8.40 Indicator 0-1 (Equal rights) 7.40 Access to finance 8.40 Inheritance rights for widows and daughters 8.40 Access to land assets 8.40 Access to non-land assets 8.40 Civil and political freedom 9.40 Indicator 1.40 Ind	Work participation and leadership			
Share of women's membership in boards % (OECD countries only)  22.40 Firms with female majority ownership % firms  8.30 Firms with female top managers % firms  7.40 Share of workers in informal sector % workers  1. a. Indicator 1-7 (best)  Advancement of women to leadership roles  1. a. Indicator 1 Million people  4 Female  4 Male  Value Labour-force  1. 16 0.18  1. 4.93  1. 10 0.16  1. 18  1. 4.93  1. 4.	Indicator Unit			Value
Firms with female majority ownership % firms Firms with female top managers % firms 7.40 Share of workers in informal sector % workers 7.40 Share of workers in informal sector % workers 7.40 Share of workers in informal sector % workers 7.40 Share of workers in informal sector % workers 7.40 Share of workers in informal sector % workers 7.40 Share of workers in informal sector % workers 7.40 Advancement of women to leadership roles 5.23 Indicator 1 Million people	Gender pay gap (OECD only) %			20.98
Firms with female top managers % firms  Share of workers in informal sector % workers  Indicator 1-7 (best)  Advancement of women to leadership roles  Indicator 1 Million people  Afremale  Labour-force  O.16  O.18  O.47  Indicator Unit  Indicator Yes/No  Indicator Yes/No  Indicator Ves/No  Indicator Yes/No  Indicator Ves/No  Indicator Ves/N	Share of women's membership in board	ds % (OECD co	untries only)	22.40
Share of workers in informal sector % workers  Indicator 1-7 (best)  Advancement of women to leadership roles  5.23  Indicator 1 Million people  Appearance  Indicator 1 Million people  Labour-force  0.16  0.18  0.47  Indicator Unit  Appearance  Unemployed adults % of labour force (15-64)  Workers employed part-time % of employed people  O.46  Proportion of time spent on unpaid domestic and care work %  Access to finance  Indicator 0-1 (Equal rights)  Access to financial services  Inheritance rights for widows and daughters  Access to land assets  Equal rights  Access to non-land assets  Equal rights  Civil and political freedom  Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Indicator Yes/No  Value  Vest  Ve	Firms with female majority ownership %	% firms		8.30
Indicator 1-7 (best)  Advancement of women to leadership roles  5.23  Indicator 1 Million people  Labour-force  0.16  0.18  0.47  Indicator Unit  Female  Male  Value  Unemployed adults % of labour force (15-64)  Workers employed part-time % of employed people  O.46  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Equal rights  Access to land assets  Civil and political freedom Indicator Unit  Value  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Yes	Firms with female top managers $\%$ firms	S		7.40
Advancement of women to leadership roles  5.23  Indicator 1 Million people  4 Female  4 Male  Value  Labour-force  0.16  0.18  0.47  Indicator Unit  4 Female  5.40  4.51  4.93  Workers employed part-time % of employed people  7 Proportion of time spent on unpaid domestic and care work %  Access to finance  Indicator 0-1 (Equal rights)  Access to land assets  Access to land assets  Access to land assets  Civil and political freedom  Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  1 Party membership quotas, voluntary  5 Pemale  4 Male  Value  Value  5.40  4.51  4.93  4.51  4.	Share of workers in informal sector $\%$ v	vorkers		n. a
Indicator 1 Million people  Labour-force  0.16 0.18 0.47  Indicator Unit  ↓ Female  ↓ Male  Value Unemployed adults % of labour force (15-64)  ↓ Unemployed part-time % of employed people  0.46  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Equal rights ↓  Equal rights ↓  Civil and political freedom Indicator Unit  Value  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Vest  Value	Indicator 1-7 (best)			Value
Labour-force 0.16 0.18 0.47  Indicator Unit	Advancement of women to leadership	roles		5.23
Indicator Unit  Indicator Unit  Indicator Unit  Indicator Unit  Unemployed adults % of labour force (15-64)  Workers employed part-time % of employed people  O.46  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Equal rights ◆ Equal rights ◆ Civil and political freedom Indicator Unit  Value  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Yes  Proportion of time spent on unpaid on. a. n. a. n. a. n. a. n. a.  N. a. n. a. n. a.  Value  Yes  Indicator Yes/No  Value  Yes  Value  Yes  Value  Yes  Party membership quotas, voluntary	Indicator 1 Million people	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64) 5.40 4.51 4.93  Workers employed part-time % of employed people 0.46 0.24 0.34  Proportion of time spent on unpaid domestic and care work % n. a. n. a. n. a.  Access to finance Indicator 0-1 (Equal rights) Value  Access to financial services Equal rights  Inheritance rights for widows and daughters Equal rights  Access to land assets Equal rights  Civil and political freedom Indicator Unit Value  Year women received right to vote year 1915  Number of female heads of state to date number Ceats held in upper house % total seats n. a  Indicator Yes/No Value  Party membership quotas, voluntary Yes	Labour-force	0.16	0.18	0.47
Workers employed part-time % of employed people 0.46 0.24 0.34    Proportion of time spent on unpaid domestic and care work % n. a. n. a. n. a. n. a.    Access to finance Indicator 0-1 (Equal rights)    Access to financial services   Inheritance rights for widows and daughters    Access to land assets    Access to non-land assets    Equal rights ◆  Civil and political freedom Indicator Unit    Year women received right to vote year    Number of female heads of state to date number    Seats held in upper house % total seats    Indicator Yes/No    Value    Indicator Yes/No    Value    Indicator yes/No    Value    Party membership quotas, voluntary    Yes	Indicator Unit	♦ Female	♦ Male	Value
Workers employed part-time % of employed people 0.46 0.24 0.34  Proportion of time spent on unpaid domestic and care work % n. a. n. a. n. a. n. a.  Access to finance Indicator 0-1 (Equal rights) Value Access to financial services Equal rights ♠ Equal rights ♠ Access to land assets Equal rights ♠ Access to land assets Equal rights ♠ Access to non-land assets Equal rights ♠ Civil and political freedom Indicator Unit Value Year women received right to vote year 1915 Number of female heads of state to date number Seats held in upper house % total seats n. a Indicator Yes/No Value Election list quotas for women, national Yes Party membership quotas, voluntary Yes				
employed people  O.46  O.24  O.34  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Equal rights  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Yes	(15-64)	5.40	4.51	4.93
domestic and care work % n. a. n. a. n. a.  Access to finance  Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Equal rights ◆  Access to non-land assets  Equal rights ◆  Civil and political freedom  Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Yes		0.46	0.24	0.34
Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Equal rights ◆  Civil and political freedom  Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Yes		n.a.	n.a.	n. a.
Access to financial services  Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Equal rights  Access to non-land assets  Equal rights  Civil and political freedom  Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Yes	Access to finance			
Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Equal rights ◆  Civil and political freedom  Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Equal rights ◆  Equal rig	Indicator 0-1 (Equal rights)			Value
Access to land assets  Access to non-land assets  Equal rights Access to non-land assets  Equal rights Civil and political freedom  Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Yes	Access to financial services		Equal	rights 🔷
Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value Election list quotas for women, national  Party membership quotas, voluntary  Equal rights  Equal rights  Civil and political freedom  Value  Yes	Inheritance rights for widows and daug	hters	Equal	rights 🔷
Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value Election list quotas for women, national  Party membership quotas, voluntary  Yes	Access to land assets		Equal	rights 🔷
Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Yes	Access to non-land assets		Equal	rights 🤷
Year women received right to vote year  1919  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Yes	Civil and political freedom			
Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value Election list quotas for women, national  Party membership quotas, voluntary  Yes	Indicator Unit			Value
Seats held in upper house % total seats  Indicator Yes/No  Value Election list quotas for women, national Party membership quotas, voluntary  Yes	Year women received right to vote year			1919
Indicator Yes/No Value Election list quotas for women, national Yes Party membership quotas, voluntary Yes	Number of female heads of state to date	te number		C
Election list quotas for women, national  Party membership quotas, voluntary  Yes	Seats held in upper house % total seats			n. a
Party membership quotas, voluntary Yes	Indicator Yes/No			Value
	Election list quotas for women, national			Yes
Indicator 0-1 (Equal rights) Value	Party membership quotas, voluntary			Yes
	Indicator 0-1 (Equal rights)			Value
Access to justice Equal rights 🔷	Access to justice		Equal	rights 🤷
Freedom of movement Equal rights •	Freedom of movement		Equal	rights 🔷

ators			LULL
Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		3.30
Unmet family planning % women 15-49			n.a.
Early marriage %			1.10
Mean age of women at birth of first chil	d years		31.70
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	112.00	14.00	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	n. a.	n.a.	n.a.
Agri Forgetry Fisheries & Veterinary	22.86	77.14	0.30
Agri., Forestry, Fisheries & Veterinary	22.00	↑ ↑ . 14 ◆	0.30
Arts & Humanities	61.98	38.02	1.63
<b>♦</b>	<b>♦</b>		
Business, Admin. & Law	n.a.	n.a.	n.a.
Education	00.00	04.00	0.00
Education	68.92	31.08	2.22
Engineering, Manuf. & Construction	19.82	80.18	0.25
<b>♦</b>		<b>♦</b>	
Health & Welfare	70.37	29.63	2.38
<b>*</b>	<b>*</b>		
Information & Comm. Technologies	19.59	80.41	0.24
Natural Sci., Mathematics & Statistics	45.16	54.84	0.82
Tractaral Coll., Iviation at los a Citations	<b>♦</b>	0 1.0 1	0.02
Social Sci., Journalism & Information	67.69	32.31	2.10
<b>♦</b>	<b>♦</b>		
Vocational training	21.09	22.08	21.60
DhD awadustas			
PhD graduates	n. a.	n. a.	n. a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	9.21	6.87	8.01
◆◆	0.21	0.07	0.01
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		22.00
Births attended by skilled personnel %	live births		n.a.
Maternal mortality deaths per 100,000 live	births		5.00
Total fertility rate births per woman			1.34
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷
		Lquui	

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

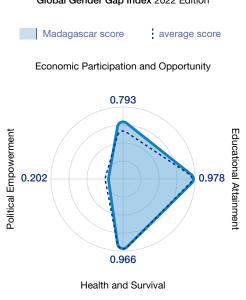
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Rank

Index Edition

2022

# Madagascar Global Gender Gap Index 2022 Edition





### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator : Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.793 17th Labour-force participation rate % 12th 0.931 -6.06 81.53 >> 87.60 0-100 Wage equality for similar work 1-7 (best) Estimated earned income int'l \$ 1,000 7th 0.829 -273.08 1.33k ♦ 1.60k 0-150k 0.466 -36.47 31.77 ♦ ♦ 68.23 Legislators, senior officials and managers % 83rd 0-100 0.904 47.49 ♦ 52.51 Professional and technical workers % 85th -5.03 0-100 • **Educational Attainment** 0.978 94th Literacy rate % 93rd 0.958 . . . . . . . . . . . . . Enrolment in primary education % Enrolment in secondary education % 1st 1.000 1.29 33.95 35.24 0-200 Enrolment in tertiary education % 103rd 0.966 -0.19 5.43 5.62 0-200 0.966 Health and Survival 102nd 0.944 Sex ratio at birth\*\* % 1st 1.015 Healthy life expectancy\*\* years 112th 0.202 **Political Empowerment** 75th 0.227 106th -63.00 18.50♦ ♦ 81.50 Women in parliament % **•** 0-100 Women in ministerial positions % 35th 0.533 -30.43 34.78♦ ♦ 65.22 0-100 Years with female/male head of state (last 50) 75th -49.99 49.99 0-50

## Madagascar

## **Complementary Targets and Contextual Indicators**

General indicators Indicator Unit GDP US\$ billions GDP per capita constant '17, intl. \$ 1000 Population sex ratio female/male			
GDP US\$ billions GDP per capita constant '17, intl. \$ 1000			
GDP per capita constant '17, intl. \$ 1000			Value
			13.06
Population sex ratio female/male			1.46
•			1.00
Population growth rate %			2.64
Indicator Million people	♦ Female	◆ Male	Value
Total population	13.88	13.81	27.69
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board		untries only)	n.a.
Firms with female majority ownership %			20.70
Firms with female top managers % firms  Share of workers in informal sector % w			28.20 95.20
	rorkers		
Indicator 1-7 (best)	-1		Value
Advancement of women to leadership r			4.42
Indicator 1 Million people	◆ Female	◆ Male	Value
Labour-force	7.04	7.42	0.49
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	2.50	2.34	2.42
Workers employed part-time % of employed people	0.40	0.26	0.33
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n.a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services Inheritance rights for widows and daug Access to land assets Access to non-land assets	hters	Near-equal Near-equal Near-equal Uneven	rights 🔷
Civil and political freedom Indicator Unit			Value
			1960
Year women received right to vote year	e number		0 11.10
Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats			Value
Number of female heads of state to dat Seats held in upper house % total seats			value
Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No			
Number of female heads of state to dat Seats held in upper house % total seats			n. a.
Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No Election list quotas for women, national			n. a. n. a. Value

Family and care			
Indicator Unit			Value
Public spending on family benefits $\%$ G	iPD		n.a.
Unmet family planning % women 15-49			n.a.
Early marriage %			39.90
Mean age of women at birth of first chi	ld years		27.96
Indicator 0-1 (Equal rights)			Value
Right to divorce		Restricted	rights 💠
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	98.00	0	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	31.02	68.98	0.45
<b>♦</b>	<b>♦</b>		
Agri., Forestry, Fisheries & Veterinary	41.19	58.81	0.70
Arts & Humanities	50.90	40.10	1.04
Arts & Humanities	50.90	49.10	1.04
Business, Admin. & Law	53.79	46.21	1.16
<b>•</b>	<b>♦</b>		
Education	50.95	49.05	1.04
•			
Engineering, Manuf. & Construction	n. a.	n.a.	n.a.
Line III O Maiferia	07.00	00.14	0.44
Health & Welfare	67.86 ◆	32.14	2.11
Information & Comm. Technologies	33.64	66.36	0.51
<b>♦</b>	<b>♦</b>		
Natural Sci., Mathematics & Statistics	n.a.	n.a.	n.a.
Social Sci., Journalism & Information	46.04	53.96	0.85
Ve estimal turining	0.51	0.95	0.70
Vocational training	0.51	0.95	0.73
PhD graduates	0.23	0.42	0.33
<b>♦</b>			
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	3.78	3.45	3.62
tornary caddation	0.70	0.40	0.02
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim	ne % women		30.00
Births attended by skilled personnel %			46.00
Maternal mortality deaths per 100,000 live			335.00
Total fertility rate births per woman			4.03
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Unequal	rights 🗇
reproductive autoriority		Oriequal	ngina 🛷

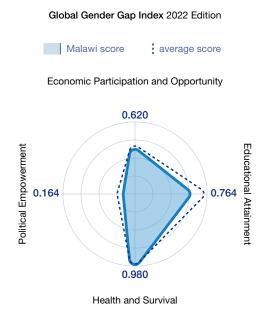
<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Malawi

Rank

Index Edition 2022





### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Min Max Economic Participation and Opportunity 0.620 104th Labour-force participation rate % 17th 0.895 -8.39 71.56 >> 79.95 0-100 Wage equality for similar work 1-7 (best) 61st 0.676 Estimated earned income int'l \$ 1,000 81st 0.625 -698.57 1.16k • 1.86k -68.75 Legislators, senior officials and managers % 126th 0.185 15.62 0-100 Professional and technical workers % 112th 0.545 -29.43 35.28♦ ♦ 64.72 0-100 • **Educational Attainment** 0.764 139th Literacy rate % 122nd 0.791 Enrolment in primary education % Enrolment in secondary education % 126th -6.87 33.65 40.52 0-200 0.593 Enrolment in tertiary education % 128th n n 🔷 man i ini -0.88 1.29 2.17 0-200 0.980 Health and Survival 1st 0.944 Sex ratio at birth\*\* % 1st 1.060 Healthy life expectancy\*\* years 1st 0.164 **Political Empowerment** • 92nd 0.297 Women in parliament % 84th -54.20 22.90♦ ♦ 77.10 • 0-100 Women in ministerial positions % 86th 0.211 -65.22 17.39♦ ♦ 82.61 0-100 Years with female/male head of state (last 50) 52nd 0.045 -45.70 ◆ 47.85 0-50

### Malawi

132nd 0.632

### **Complementary Targets and Contextual Indicators**

2022

A 11 II 1								
General indicators			Volue	Family and care			Value	
Indicator Unit			Value	Indicator Unit			Value	
GDP US\$ billions			12.18	Public spending on family benefits % GPD			n.a.	
GDP per capita constant '17, intl. \$ 1000			1.51	Unmet family planning % women 15-49			18.70	
Population sex ratio female/male			1.03	Early marriage %	1.1		26.90	
Population growth rate %			2.65	Mean age of women at birth of first chil	ld years		28.04	
Indicator Million people	♦ Female	◆ Male	Value	Indicator 0-1 (Equal rights)			Value	
Total population	9.70	9.43	19.13	Right to divorce		Near-equa	l rights 🔷	
Work participation and leadership				Indicator Days	♦ Female	◆ Male	Value	
Indicator Unit			Value	Length of parental leave	56.00	0	n.a.	
Gender pay gap (OECD only) %			n.a.	Education and skills				
Share of women's membership in boa	ards % (OECD co	untries only)	n.a.	Graduates Attainment %	♦ Female	♦ Male	Value	
Firms with female majority ownership			11.40	STEM Graduates	n. a.	n. a.	n. a.	
Firms with female top managers % firm			14.20					
Share of workers in informal sector %	workers		85.20	Agri., Forestry, Fisheries & Veterinary	n.a.	n.a.	n.a.	
Indicator 1-7 (best)			Value					
Advancement of women to leadership	roles		4.16	Arts & Humanities	n.a.	n.a.	n.a.	
Indicator 1 Million people	♦ Female	◆ Male	Value	Business, Admin. & Law	n a	n a	n a	
Labour-force	4.16	4.38	0.49	Business, Admin. & Law	n. a.	n. a.	n.a.	
Indicator Unit	♦ Female	◆ Male	Value	Education	n.a.	n.a.	n.a.	
Unemployed adults % of labour force (15-64)	8.91	5.21	7.02	Engineering, Manuf. & Construction	n.a.	n.a.	n. a.	
Workers employed part-time % of employed people	0.60	0.45	0.53	Health & Welfare	n.a.	n.a.	n. a.	
Proportion of time spent on unpaid domestic and care work %	n o	20.0	2.0	Information & Comm. Technologies	n. a.	n.a.	n. a.	
domestic and care work 70	n. a.	n.a.	n. a.	Natural Sci., Mathematics & Statistics	n. a.	n.a.	n. a.	
Access to finance			Value	Social Sci., Journalism & Information	n. a.	n. a.	n.a.	
Indicator 0-1 (Equal rights)								
Access to financial services Inheritance rights for widows and dau	ghters		rights 🔷	Vocational training	n. a.	n.a.	n.a.	
Access to land assets Access to non-land assets		Near-equal Near-equal	•	PhD graduates	n. a.	n. a.	n. a.	
Civil and political freedom Indicator Unit			Value	Graduates %	♦ Female	♦ Male	Value	
Year women received right to vote year	ar.		1964	Graduates from tertiary education	n.a.	n.a.	n.a.	
Number of female heads of state to da			1.00					
Seats held in upper house % total seats			n. a.	Health				
· ·	5			Indicator Unit			Value	
Indicator Yes/No			Value	Prevalence of gender violence in lifetim	e % women		37.50	
Election list quotas for women, nation	al		No	Births attended by skilled personnel %			89.80	
Party membership quotas, voluntary			Yes	Maternal mortality deaths per 100,000 live			349.00	
Indicator 0-1 (Equal rights)			Value	Total fertility rate births per woman			4.13	
Access to justice		Near-equal		Indicator 0-1 (Equal rights)			Value	
Freedom of movement		Restricted	ngnis 💎	Reproductive autonomy		Restricted	l rights 💠	

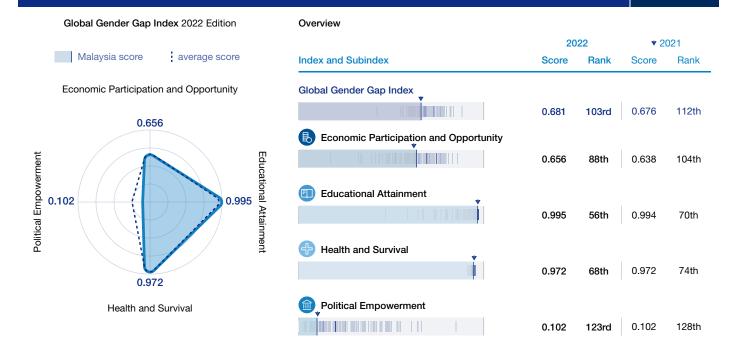
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Score imparity = 0, parity = 1) Rank (out of 146 countries)

Index Edition 2022

Malaysia



### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.656 **4** 88th Labour-force participation rate % 108th 0.660 -26.36 51.19 ◆ → 77.55 0-100 0.742 Wage equality for similar work 1-7 (best) 25th Estimated earned income int'l \$ 1,000 71st 0.644 -11.38k 20.63k >> 32.01k 0-150k 106th -50.30 24.85♦ ♦ 75.15 Legislators, senior officials and managers % 0.331 0-100 45.97 • 54.03 Professional and technical workers % 90th -8.06 0-100 Educational Attainment 0.995 56th Literacy rate % 85th 0.973 . . . . . . . . . . . . . . . . . . Enrolment in primary education % 1st 1.000 0.32 98.44 ♦ 98.76 0-100 Enrolment in secondary education % 1st 1.000 6.30 80.70 86.99 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 11.39 37.05 48.44 0-200 0.972 Health and Survival 68th 0.943 Sex ratio at birth\*\* % 111th Healthy life expectancy\*\* years 73rd 1.038 0.102 **Political Empowerment** • 123rd 0.176 116th -70.00 15.00♦ ♦ 85.00 Women in parliament % • 0-100 Women in ministerial positions % 90th -67.74 16.13 **83.87** 0-100 Years with female/male head of state (last 50) 78th • -50.00 ♦ 50.00 0-50

### 0.681 103rd

### **Complementary Targets and Contextual Indicators**

2022

General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			337.01	Public spending on family benefits % G
GDP per capita constant '17, intl. \$ 1000			26.47	Unmet family planning % women 15-49
Population sex ratio female/male			0.95	Early marriage %
Population growth rate %			1.29	Mean age of women at birth of first chil
Indicator Million people	♦ Female	♦ Male	Value	Indicator 0-1 (Equal rights)
Total population	15.74	16.63	32.37	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			n.a.	Education and skills
Share of women's membership in boar	rds % (OECD co	untries only)	n.a.	Graduates Attainment %
Firms with female majority ownership	% firms		10.40	STEM Graduates
Firms with female top managers % firm			26.30	
Share of workers in informal sector %	workers		n.a.	Agri., Forestry, Fisheries & Veterinary
Indicator 1-7 (best)			Value	<b>♦ ♦</b>
Advancement of women to leadership	roles		5.12	Arts & Humanities
Indicator 1 Million people	♦ Female	◆ Male	Value	Rusinoss Admin 9 Low
Labour-force	6.27	10.01	0.38	Business, Admin. & Law
Indicator Unit	♦ Female	◆ Male	Value	Education
Unemployed adults % of labour force 15-64)	4.44	4.05	4.20	Engineering, Manuf. & Construction
Workers employed part-time % of employed people	0.14	0.09	0.11	Health & Welfare
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n. a.	Information & Comm. Technologies
someone and care work 70	11. 0.	11. (4.	11. 0.	Natural Sci., Mathematics & Statistics
Access to finance				<b>♦</b>
ndicator 0-1 (Equal rights)			Value	Social Sci., Journalism & Information
Access to financial services		Equal	l rights 🔷	Vocational training
Inheritance rights for widows and daug	ghters	Uneven	rights 🔷	Vocational training
Access to land assets			rights 🔷	PhD graduates
Access to non-land assets		Uneven	rights 🔷	•
Civil and political freedom				Graduates %
ndicator Unit			Value	Graduates from tertiary education
Year women received right to vote year			1963	Graduates nom ternary education
Number of female heads of state to da			0	1110
Seats held in upper house % total seats			18.20	Health Indicator Unit
Indicator Yes/No			Value	
Election list quotas for women, nationa	al		n.a.	Prevalence of gender violence in lifetime
Party membership quotas, voluntary			Yes	Births attended by skilled personnel %
Indicator 0-1 (Equal rights)			Value	Maternal mortality deaths per 100,000 live  Total fertility rate births per woman
Access to justice		Restricted	l rights 🐟	
Freedom of movement		Equal	l rights 🔷	Indicator 0-1 (Equal rights)
				Reproductive autonomy

Family and care			
Indicator Unit		Value	
Public spending on family benefits % GF		n.a.	
Unmet family planning % women 15-49		n.a.	
Early marriage %		6.10	
Mean age of women at birth of first child		30.87	
Indicator 0-1 (Equal rights)		Value	
Right to divorce		Unequal	rights 🗇
Indicator Days	◆ Female	◆ Male	Value
Length of parental leave	60.00	0	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	n.a.	n. a.	n.a.
Agri., Forestry, Fisheries & Veterinary	47.67	52.33	0.91
	00.40	22.52	4.70
Arts & Humanities	63.42	36.58	1.73
Business, Admin. & Law	n. a.	n.a.	n. a.
245555, 7 (dillini) & EUW	π. α.	11. 0.	π. α.
Education	69.73	30.27	2.30
<b>♦</b>	<b>♦</b>		
Engineering, Manuf. & Construction	27.05	72.95	0.37
<b>♦</b>		<b>♦</b>	
Health & Welfare	72.41	27.59	2.62
Information & Comm. Technologies	46.00	54.00	0.85
• • • • • • • • • • • • • • • • • • •	<b>→</b> 0.00	J4.00	0.63
Natural Sci., Mathematics & Statistics	70.73	29.27	2.42
<b>♦</b>	<b>*</b>		
Social Sci., Journalism & Information	n.a.	n.a.	n.a.
Vocational training	4.25	5.19	4.73
DhD graduatas	0.00	0.07	0.00
PhD graduates	0.26	0.27	0.26
Overheaders	. =	. 10.1	V/ 1
Graduates %	◆ Female	♦ Male	Value
Graduates from tertiary education	n. a.	n. a.	n.a.
Health			Value
Indicator Unit	- 0/		Value
Prevalence of gender violence in lifetime			n. a.
Births attended by skilled personnel % I			99.60 29.00
Maternal mortality deaths per 100,000 live  Total fertility rate births per woman	סוו נווס		1.98
·			
Indicator 0-1 (Equal rights)			Value

Restricted rights 🐟

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

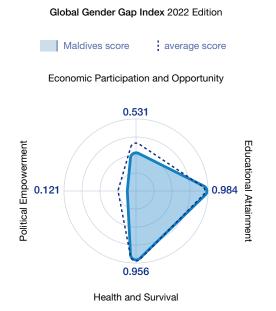
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

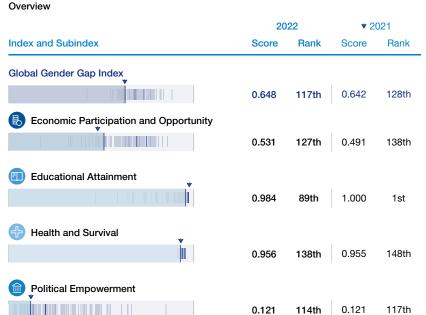
**Maldives** 

Rank

Index Edition

2022





### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.531 **•** 127th Labour-force participation rate % 128th 0.509 -33.17 34.33 ♦ ♦ 67.49 0-100 Wage equality for similar work 1-7 (best) Estimated earned income int'l \$ 1,000 95th 0.585 -6.25k 8.82k 4 15.07k 0-150k 0.237 -61.62 19.19♦ ♦ 80.81 Legislators, senior officials and managers % 118th 0-100 45.26 ◆ ♦ 54.74 Professional and technical workers % 92nd -9.47 0-100 Educational Attainment 0.984 89th Literacy rate % 1.000 1st Enrolment in primary education % 1st 1.000 2.44 96.83 \$\infty\$ 99.27 0-100 Enrolment in secondary education % 118th 0.930 -5.87 78.40 🔷 84.27 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 48.82 17.69 ♦ ♦ 66.51 0-200 0.956 Health and Survival 138th 0.935 Sex ratio at birth\*\* % 137th Healthy life expectancy\*\* years 131st 1.004 **Political Empowerment** 0.121 **•** 114th 0.048 -90.80 4.60♦ 95.40 Women in parliament % 141st \_\_\_\_\_ 0-100 Women in ministerial positions % 53rd 0.429 -40.00 0-100 Years with female/male head of state (last 50) 78th 0.000 ♦ -50.00 ◆ 50.00 0-50

# **Maldives**

0.648 117th

# **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			3.74
GDP per capita constant '17, intl. \$ 1000			12.74
Population sex ratio female/male			0.58
Population growth rate %			1.79
Indicator Million people	♦ Female		Value
Total population	0.20	0.34	0.54
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n. a
Share of women's membership in board	ds % (OECD co	untries only)	n. a
Firms with female majority ownership %	6 firms		n. a
Firms with female top managers % firms	3		n. a
Share of workers in informal sector $\%$ w	orkers		48.10
Indicator 1-7 (best)			Value
Advancement of women to leadership r	roles		n. a
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	0.05	0.19	0.21
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	4.87	5.32	5.22
<b>♦</b>			
Workers employed part-time % of employed people	0.33	0.11	0.19
employed people	0.33	0.11	0.19
	0.33 n. a.	0.11 n. a.	0.19 n. a
employed people  ◆  Proportion of time spent on unpaid			
employed people  ◆  Proportion of time spent on unpaid			
employed people  Proportion of time spent on unpaid domestic and care work %			n. a
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance		n.a.	n. a Value
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)	n.a.	n.a.	n. a Value rights 🍨
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services	n.a.	n. a. Equal	n. a  Value rights ♦ rights ♦
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daug	n.a.	n. a. Equal Unequal	value rights & rights &
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daug  Access to land assets  Access to non-land assets  Civil and political freedom	n.a.	n. a. Equal Unequal Near-equal	n. a  Value rights  rights  rights  rights  rights
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daug Access to land assets Access to non-land assets  Civil and political freedom Indicator Unit	n.a.	n. a. Equal Unequal Near-equal	n. a  Value  rights  rights  rights  Value
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daug Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year	n.a.	n. a. Equal Unequal Near-equal	value rights & rights & rights & rights &
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daug Access to land assets Access to non-land assets  Civil and political freedom Indicator Unit	n.a.	n. a. Equal Unequal Near-equal	n. a  Value rights  rights  rights  rights  Value
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daug  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to dat	n.a.	n. a. Equal Unequal Near-equal	value rights  rights  rights  Value 1965
Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daug Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats	n. a.  hters	n. a. Equal Unequal Near-equal	n. a  Value rights  rights  rights  rights  Value  1965
Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daug  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to dat  Seats held in upper house % total seats  Indicator Yes/No	n. a.  hters	n. a. Equal Unequal Near-equal	n. a  Value rights  rights  rights  Value  1965 0 n. a  Value n. a
Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daug Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No  Election list quotas for women, national	n. a.  hters	n. a. Equal Unequal Near-equal	value rights & rights &
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daug Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No Election list quotas for women, national Party membership quotas, voluntary	n. a.  hters	n. a. Equal Unequal Near-equal	n. a  Value rights  rights  rights  Value  1965 0 n. a  Value n. a  Value

		Value
PD		n.a.
		31.40
		5.40
d years		29.01
		Value
	Unequal	rights ⊗
♦ Female	◆ Male	Value
60.00	3.00	n.a.
◆ Female	◆ Male	Value
10.56	89.44	0.12
	•	•
n. a.	n.a.	n.a.
74.31	25.69	2.89
59.74	40.26	1.48
81.81	18.19	4.50
n.a.	n. a.	n.a.
95.00	5.00	19.00
9.68	90.32	0.11
100.00	0	n.a.
69.70	30.30	2.30
n. a.	n.a.	n.a.
n. a.	n. a.	n.a.
♦ Female	♦ Male	Value
n.a.	n. a.	n. a.
		Value
e % women		19.50
live births		99.50
births		53.00
		1.84
		Value
	Uneven	rights 🧇
	d years  ◆ Female 60.00  ◆ Female 10.56  n. a. 74.31  59.74  ◆ 81.81  n. a.  95.00  9.68  100.00  69.70  n. a.  ↑ Female n. a.	Unequal  Female 60.00 3.00  Female 10.56 89.44  n. a. n. a. 74.31 25.69  59.74 40.26  81.81 18.19  n. a. n. a.  95.00 5.00  9.68 90.32  100.00 0 69.70 30.30  n. a. n. a.  n. a.  Female n. a. n. a.

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Rank 141st

2022

Index Edition





### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.521 **♦** 130th Labour-force participation rate % 92nd -22.00 0-100 Wage equality for similar work 1-7 (best) 77th 0.639 Estimated earned income int'l \$ 1,000 113th 0.527 -1.38k 1.54k • 2.91k Legislators, senior officials and managers % 124th 0.211 -65.11 17.44♦ 0-100 Professional and technical workers % 134th 0.258 -59.00 20.50 ♦ 79.50 0-100 Educational Attainment 0.757 140th Literacy rate % 139th 0.546 0.899 55.83 • 62.09 Enrolment in primary education % 111th -6.26 0-100 Enrolment in secondary education % 128th -7.96 37.00 44.95 0-200 Enrolment in tertiary education % 134th 0.418 The control of the control o -4.50 3.23 7.74 0-200 0.959 Health and Survival 133rd 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 141st 0.993 **Political Empowerment** 0.168 • 91st 73rd 0.361 -47.00 26.50 ♦ ♦ 73.50 Women in parliament % **\*** 0-100 Women in ministerial positions % 91st 0.190 -68.00 16.00♦ ♦ 84.00 0-100 Years with female/male head of state (last 50) 59th 0.020 -48.06 49.03 0-50

Mali

### Rank 0.601 141st

## **Complementary Targets and Contextual Indicators**

General indicators				Family and
Indicator Unit			Value	Indicator
GDP US\$ billions			17.47	Public spe
GDP per capita constant '17, intl. \$ 1000			2.23	Unmet fan
Population sex ratio female/male			1.00	Early marr
Population growth rate %			2.97	Mean age
Indicator Million people	♦ Female	♦ Male	Value	Indicator
Total population	10.11	10.15	20.25	Right to d
Work participation and leadership				Indicator
Indicator Unit			Value	Length of
Gender pay gap (OECD only) %			n.a.	Education
Share of women's membership in boar	ds % (OECD co	untries only)	n.a.	Graduates
Firms with female majority ownership 🤋	% firms		9.10	STEM Gra
Firms with female top managers % firms	S		11.60	O I E IVI GIO
Share of workers in informal sector % v	vorkers		93.00	Agri., Fore
ndicator 1-7 (best)			Value	
Advancement of women to leadership	roles		4.03	Arts & Hur
Indicator 1 Million people	◆ Female	◆ Male	Value	Dusiness
Labour-force	3.24	4.38	0.43	Business,
ndicator Unit	♦ Female	◆ Male	Value	Education
<b>Inemployed adults</b> % of labour force 15-64)	8.62	6.73	7.53	En este e est
♦				Engineerir
Workers employed part-time % of employed people	0.26	0.09	0.16	Health & V
Proportion of time spent on unpaid				Informatio
domestic and care work %	n. a.	n.a.	n. a.	Natural So
Access to finance				
Indicator 0-1 (Equal rights)			Value	Social Sci
Access to financial services		Near-equal	-	Vocationa
Inheritance rights for widows and daug	inters		rights 🔷	<b>**</b>
Access to land assets Access to non-land assets		Near-equal Near-equal	- •	PhD grad ◆
Civil and political freedom			Malasa	Graduates
Indicator Unit			Value	Graduate
Year women received right to vote year Number of female heads of state to da			1960 1.00	
Seats held in upper house % total seats	te number		n. a.	Health
ndicator Yes/No			Value	Indicator
	ı			Prevalenc
Election list quotas for women, nationa	ll .		Yes	Births atte
			Yes	Maternal
Party membership quotas, voluntary				
			Value	Total fertil
Party membership quotas, voluntary Indicator 0-1 (Equal rights) Access to justice Freedom of movement		Restricted		Total fertili

Family and care						
Indicator Unit		Value				
Public spending on family benefits % GPD						
Unmet family planning % women 15-49			23.90			
Early marriage %						
Mean age of women at birth of first child years						
Indicator 0-1 (Equal rights)			Value			
Right to divorce		Uneven	rights 🔷			
Indicator Days	♦ Female	◆ Male	Value			
Length of parental leave	98.00	3.00	n.a.			
Education and skills						
Graduates Attainment %	◆ Female	◆ Male	Value			
STEM Graduates	n.a.	n.a.	n.a.			
Agri., Forestry, Fisheries & Veterinary	n.a.	n. a.	n. a.			
Arts & Humanities	n. a.	n. a.	n. a.			
Business, Admin. & Law	n. a.	n. a.	n.a.			
Education	n. a.	n. a.	n. a.			
Engineering, Manuf. & Construction	n. a.	n. a.	n. a.			
Health & Welfare	n.a.	n. a.	n. a.			
Information & Comm. Technologies	n.a.	n. a.	n. a.			
Natural Sci., Mathematics & Statistics	n.a.	n. a.	n. a.			
Social Sci., Journalism & Information	n. a.	n. a.	n. a.			
Vocational training	2.92	4.16	3.55			
PhD graduates	0.01	0.09	0.05			
Graduates %	♦ Female	♦ Male	Value			
Graduates from tertiary education	n. a.	n. a.	n. a.			
Health Indicator Unit			Value			
	• 0/		Value			
Prevalence of gender violence in lifetim			34.60			
Births attended by skilled personnel %			67.30			
Maternal mortality deaths per 100,000 live	SITTIU		562.00 5.78			
Total fertility rate births per woman						
Indicator 0-1 (Equal rights)			Value			
Reproductive autonomy		Uneven	rights 🧇			

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Malta

0.703

Rank

Index Edition 2022

# Global Gender Gap Index 2022 Edition Malta score average score **Economic Participation and Opportunity** 0.655 Political Empowerment **Educational Attainment** 0.192 0.965 Health and Survival



### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.655 89th Labour-force participation rate % 88th -18.33 53.08 71.41 0-100 Wage equality for similar work 1-7 (best) 64th 0.673 Estimated earned income int'l \$ 1,000 79th 0.630 -18.16k 30.88k ◆ ◆ 49.04k 0-150k 93rd -42.95 28.52♦ ♦ 71.48 Legislators, senior officials and managers % 0.399 0-100 45.26 ◆ ♦ 54.74 Professional and technical workers % 93rd -9.48 0-100 **Educational Attainment** 1.000 1st Literacy rate % 1.000 1st Enrolment in primary education % Enrolment in secondary education % 1st 1.000 0.27 107.90 ♦ 108.17 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 21.92 54.27 ♦ ♦ 76.19 0-200 0.965 Health and Survival 106th 0.943 Sex ratio at birth\*\* % 111th Healthy life expectancy\*\* years 114th 1.015 0.192 **Political Empowerment** • 82nd 0.155 Women in parliament % 123rd -73.20 13.40♦ ♦ 86.60 **---**0-100 Women in ministerial positions % 97th | **--------**-70.00 15.00♦ ♦ 85.00 0-100 Years with female/male head of state (last 50) 17th -31.51 9.24 **♦** 40.76 0-50

### Malta

### **Complementary Targets and Contextual Indicators**

General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			14.65	Public spending on family
GDP per capita constant '17, intl. \$ 1000			39.22	Unmet family planning %
Population sex ratio female/male			0.99	Early marriage %
Population growth rate %			2.21	Mean age of women at b
Indicator Million people	♦ Female	♦ Male	Value	Indicator 0-1 (Equal rights)
Total population	0.26	0.26	0.52	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			11.09	Education and skills
Share of women's membership in boar	ds % (OECD co	untries only)	n.a.	Graduates Attainment %
Firms with female majority ownership	% firms		5.80	STEM Graduates
Firms with female top managers % firm	S		11.30	♦
Share of workers in informal sector % v	workers		n.a.	Agri., Forestry, Fisheries 8
Indicator 1-7 (best)			Value	
Advancement of women to leadership	roles		4.79	Arts & Humanities
Indicator 1 Million people	♦ Female	♦ Male	Value	
Labour-force	0.10	0.14	0.43	Business, Admin. & Law
Indicator Unit	♦ Female	◆ Male	Value	Education
<b>Inemployed adults</b> % of labour force 15-64)	2.66	3.48	3.14	Engineering, Manuf. & Co
◆				Lingineering, Mariai. & Oc
Workers employed part-time % of employed people	0.47	0.32	0.38	Health & Welfare
Donas di constitui di di constitui di consti				Information & Comm. Tec
Proportion of time spent on unpaid domestic and care work %	n. a.	n.a.	n.a.	<b>\</b>
				Natural Sci., Mathematics
Access to finance				Casial Cai Jayuraliana 9
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism &
Access to financial services			rights 🔷	Vocational training
Inheritance rights for widows and daug	phters	Equal	rights 🔷	◆◆
Access to land assets		•	rights 🔷	PhD graduates
Access to non-land assets		Equal	rights 🔷	•
Civil and political freedom				Graduates %
Indicator Unit			Value	Graduates from tertiary e
Year women received right to vote year			1964	
Number of female heads of state to da			2.00	I I a a lab
Seats held in upper house % total seats			n.a.	Health
Indicator Yes/No			Value	Indicator Unit
Election list quotas for women, nationa	ıl		n.a.	Prevalence of gender viol
Party membership quotas, voluntary			Yes	Births attended by skilled
Indicator 0-1 (Equal rights)			Value	Maternal mortality deaths  Total fertility rate births per
Access to justice		Equal	rights 🔷	
Freedom of movement		•	rights 🔷	Indicator 0-1 (Equal rights)
				Reproductive autonomy

Family and care			Value		
Indicator Unit					
Public spending on family benefits % GF	PD		n.a.		
Unmet family planning % women 15-49			n.a.		
Early marriage %			0.50		
Mean age of women at birth of first child	years		30.42		
Indicator 0-1 (Equal rights)			Value		
Right to divorce		Near-equal	rights 🔷		
Indicator Days	♦ Female	♦ Male	Value		
Length of parental leave	126.00	1.00	n.a.		
Education and skills					
Graduates Attainment %	◆ Female	♦ Male	Value		
STEM Graduates	27.85	72.15	0.39		
<b>♦</b>		<b>♦</b>			
Agri., Forestry, Fisheries & Veterinary	50.00	50.00	1.00		
Arts & Humanities	20.0	n 0	n. a.		
Arts & numarities	n. a.	n.a.	II. a.		
Business, Admin. & Law	n. a.	n.a.	n.a.		
Education	n.a.	n.a.	n.a.		
Engineering, Manuf. & Construction	28.18	71.82	0.39		
Health & Welfare	71.91	28.09	2.56		
↑ ♦	71.91	≥0.09	2.50		
Information & Comm. Technologies	15.98	84.02	0.19		
<b>♦</b>		<b>♦</b>			
Natural Sci., Mathematics & Statistics	53.01	46.99	1.13		
<b>*</b>					
Social Sci., Journalism & Information	62.76	37.24	1.69		
Vocational training	9.15	11.07	10.14		
•••	9.13	11.07	10.14		
PhD graduates	0.38	1.02	0.71		
•					
Graduates %	♦ Female	♦ Male	Value		
Graduates from tertiary education	61.95	43.28	52.32		
<b>♦</b>	<b>*</b>				
Health					
Indicator Unit			Value		
Prevalence of gender violence in lifetime	% women		15.00		
Births attended by skilled personnel % li			99.70		
Maternal mortality deaths per 100,000 live b			6.00		
Total fertility rate births per woman			1.10		
Indicator 0-1 (Equal rights)			Value		
Reproductive autonomy		Unequal	rights 🗇		
rioproductive autoriority		Oriequal	ngnio 🔆		

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

**Mauritius** 

0.679

Rank

Index Edition

2022

# Global Gender Gap Index 2022 Edition Mauritius score average score **Economic Participation and Opportunity** 0.601 Political Empowerment **Educational Attainment** 0.144 0.991 0.980 Health and Survival



### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.601 **•** 111th Labour-force participation rate % 114th 0.616 -27.04 0-100 0.619 Wage equality for similar work 1-7 (best) 87th Estimated earned income int'l \$ 1,000 116th 0.514 -12.56k 13.26k ◆◆ 25.82k 90th 0.433 -39.59 30.20 ♦ ♦ 69.79 Legislators, senior officials and managers % 0-100 Professional and technical workers % 86th 0.894 -5.58 47.21 🝑 52.79 0-100 • Educational Attainment 0.991 72nd 0.953 Literacy rate % 96th Enrolment in primary education % 1st 1.000 2.39 96.68 \$ 99.06 0-100 Enrolment in secondary education % 1st 1.000 4.45 91.55 \$\infty\$ 95.99 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 16.50 36.11 >> 52.61 0-200 0.980 Health and Survival 1st 0.944 Sex ratio at birth\*\* % 1st 1.060 Healthy life expectancy\*\* years 1st 0.144 **Political Empowerment** • 102nd 0.250 97th -60.00 20.00♦ ♦ 80.00 Women in parliament % **\*** 0-100 Women in ministerial positions % 108th 0.150 | **- •** | | | | -73.91 13.04 ♦ 86.96 0-100 Years with female/male head of state (last 50) 42nd 0.066 -43.79 ♦ 46.89 0-50

Mauritius

## 105th

### **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			10.92
GDP per capita constant '17, intl. \$ 1000			19.46
Population sex ratio female/male			1.03
Population growth rate %			0
Indicator Million people	♦ Female	♦ Male	Value
Total population	0.64	0.62	1.27
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %	6 firms		n.a.
Firms with female top managers $\%$ firms	8		n.a.
Share of workers in informal sector $\%$ $\mbox{\ensuremath{\text{w}}}$	orkers/		53.50
Indicator 1-7 (best)			Value
Advancement of women to leadership r	roles		4.26
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	0.24	0.37	0.39
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force			
(15-64)	10.55	4.49	6.88
Workers employed part-time % of employed people	0.42	0.30	0.34
Proportion of time spent on unpaid domestic and care work %	n. a.	n. a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Faual	rights 🔷
Inheritance rights for widows and daug	hters	-	rights 🔷
Access to land assets		Near-equal	
Access to non-land assets		Near-equal	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1968
Number of female heads of state to dat	e number		1.00
Seats held in upper house $\%$ total seats			n.a.
Indicator Yes/No			Value
Election list quotas for women, national			n.a.
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice		Restricted	rights 🐟
Freedom of movement		Restricted	

41013			LULL
Family and care			
Indicator Unit			Value
Public spending on family benefits % G	aPD		n. a.
Unmet family planning % women 15-49			n.a.
Early marriage %			7.30
Mean age of women at birth of first chi	ld years		28.14
Indicator 0-1 (Equal rights)			Value
Right to divorce		Restricted	rights 💠
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	98.00	7.00	n. a.
Education and skills			
Graduates Attainment %	♦ Female	♦ Male	Value
STEM Graduates	36.03	63.97	0.56
<b>♦</b>	<b>♦</b>		
Agri., Forestry, Fisheries & Veterinary	29.06	70.94	0.41
Arts & Humanities	77.14	22.86	3.37
<b>♦</b>		<b>♦</b>	
Business, Admin. & Law	59.21	40.79	1.45
<b>•</b>	<b>*</b>		
Education	n. a.	n.a.	n.a.
Engineering, Manuf. & Construction	25.25	74.75	0.34
<b>♦</b>		<b>♦</b>	
Health & Welfare	64.63	35.37	1.83
Information 9 Comm. Tacknologies	01.50	CO 41	0.40
Information & Comm. Technologies	31.59	68.41	0.46
Natural Sci., Mathematics & Statistics	66.13	33.87	1.95
<b>♦</b>	<b>♦</b>		
Social Sci., Journalism & Information	73.54	26.46	2.78
♦ Wasatisaal kadalaa	0.40	4.00	0.50
Vocational training	2.46	4.69	3.59
PhD graduates	n.a.	n. a.	n. a.
Graduates %	♦ Female	◆ Male	Value
Graduates from tertiary education	34.21	24.44	29.28
<b>♦</b>			
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim	ne % women		n.a.
Births attended by skilled personnel $\%$	live births		99.80
Maternal mortality deaths per 100,000 live	births		61.00
Total fertility rate births per woman			1.40
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Near-equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

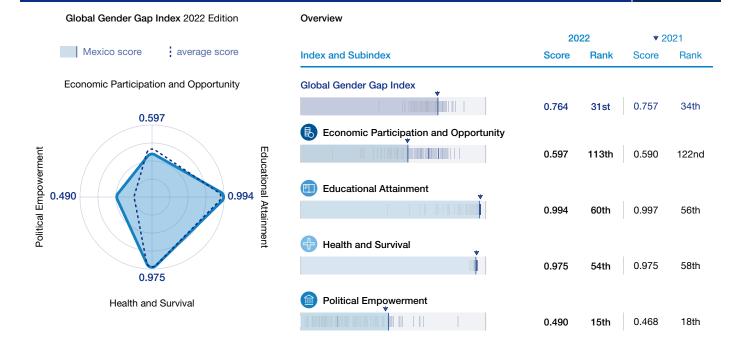
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Score (imparity = 0, parity = 1) **0.764** 

Rank (out of 146 countries)

Index Edition 2022

# Mexico



### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.597 **\*** 113th Labour-force participation rate % 123rd 0.581 -31.61 0-100 Wage equality for similar work 1-7 (best) 124th 0.497 Estimated earned income int'l \$ 1,000 115th 0.518 -11.42k 12.27k ◆◆ 23.68k 0-150k 0.625 -23.06 38.47 ♦ ♦ 61.53 Legislators, senior officials and managers % 44th 0-100 Professional and technical workers % 72nd 0.988 -0.58 49.71 ♦ 50.29 0-100 .... Educational Attainment 0.994 60th Literacy rate % 74th 0.984 • Enrolment in primary education % Enrolment in secondary education % 1st 1.000 9.62 99.92 >> 109.54 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 2.31 41.68 44.00 0-200 0.975 Health and Survival 54th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 60th 1.046 **Political Empowerment** 15th 0.490 • 1.000 Women in parliament % 50.00 ♦ 50.00 1st • 0 0-100 Women in ministerial positions % 20th .... -15.79 42.11 57.89 0-100 Years with female/male head of state (last 50) 78th **•** -50.00 **♦** 50.00 0-50

Rank

31st

### Page 2 of 2

## **Complementary Targets and Contextual Indicators**

Complementary range				
General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			1,073.92	Public spending on famil
GDP per capita constant '17, intl. \$ 1000			17.85	Unmet family planning %
Population sex ratio female/male			1.04	Early marriage %
Population growth rate %			1.06	Mean age of women at b
Indicator Million people	♦ Female	◆ Male	Value	Indicator 0-1 (Equal rights)
Total population	65.86	63.07	128.93	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			9.61	Education and skills
Share of women's membership in boar	ds % (OECD co	untries only)	10.60	Graduates Attainment %
Firms with female majority ownership 9	6 firms		n.a.	STEM Graduates
Firms with female top managers % firms	3		n.a.	
Share of workers in informal sector % v	vorkers		57.10	Agri., Forestry, Fisheries
Indicator 1-7 (best)			Value	
Advancement of women to leadership	roles		3.68	Arts & Humanities
Indicator 1 Million people	♦ Female	♦ Male	Value	Business, Admin. & Law
Labour-force	22.04	35.26	0.38	Business, Admin. a Law
Indicator Unit	♦ Female	♦ Male	Value	Education
Unemployed adults % of labour force (15-64)	3.77	3.98	3.90	Engineering, Manuf. & Co
Workers employed part-time % of employed people	0.37	0.21	0.27	Health & Welfare
Proportion of time spent on unpaid domestic and care work %	8.34	3.91	n. a.	Information & Comm. Tec
<b>♦ ♦</b>				Natural Sci., Mathematic
Access to finance				
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism &
Access to financial services		Equa	l rights 🔷	Vocational training
Inheritance rights for widows and daug	hters	Near-equa	l rights 🔷	
Access to land assets		Near-equa	l rights 🔷	PhD graduates
Access to non-land assets		Near-equa	l rights 🔷	• graduates
Civil and political freedom			Malara	Graduates %
Indicator Unit			Value	Graduates from tertiary e
Year women received right to vote year			1953	
Number of female heads of state to dat	e number		40.20	Health
Seats held in upper house % total seats			49.20	Indicator Unit
Indicator Yes/No			Value	Prevalence of gender vio
Election list quotas for women, nationa	I		Yes	Births attended by skilled
Party membership quotas, voluntary			Yes	Maternal mortality deaths
Indicator 0-1 (Equal rights)			Value	Total fertility rate births pe
Access to justice		Near-equa	l rights 🔷	Indicator 0-1 (Equal rights)
Freedom of movement		_	l rights 🔷	maioato: 0 i (Equal lights)

Family and care			
Indicator Unit			Value
Public spending on family benefits % GF	PD		0.84 n. a.
Unmet family planning % women 15-49 Early marriage %			19.00
Mean age of women at birth of first child	d vears		26.92
•	<b>a</b> youro		Value
Indicator 0-1 (Equal rights)  Right to divorce		Unequal	rights 🗇
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	84.00	7.00	n. a.
Education and skills	000		111 641
Graduates Attainment %	♦ Female		Value
STEM Graduates		n. a.	
STEM Graduates	n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary	36.78	63.22	0.58
Arts & Humanities	57.99	42.01	1.38
Business, Admin. & Law	55.14	44.86	1.23
Education	n. a.	n.a.	n. a.
Engineering, Manuf. & Construction	28.47	71.53	0.40
Health & Welfare	n.a.	n.a.	n.a.
Information & Comm. Technologies	n.a.	n.a.	n.a.
Natural Sci., Mathematics & Statistics	51.14	48.86	1.05
Social Sci., Journalism & Information	n.a.	n. a.	n.a.
Vocational training	12.58	12.76	12.67
PhD graduates	0.26	0.38	0.31
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	29.81	25.21	27.50
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetime	e % women		14.10
Births attended by skilled personnel $\%$	ive births		96.40
Maternal mortality deaths per 100,000 live	births		33.00
Total fertility rate births per woman			2.10
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Uneven	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

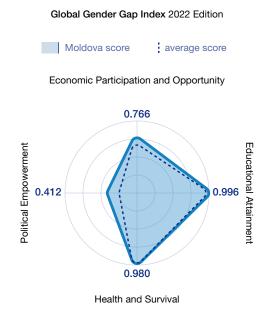
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Moldova

0.788

Rank

Index Edition 2022





### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.766 25th • 33.88 • • 43.93 Labour-force participation rate % 75th -10.05 0-100 Wage equality for similar work 1-7 (best) 41st Estimated earned income int'l \$ 1,000 53rd 0.684 -4.67k 10.09k \* 14.76k 0-150k 23rd -10.82 44.59 • • 55.41 Legislators, senior officials and managers % 0-100 Professional and technical workers % 1st 1.000 31.03 34.49 ♦ 65.51 0-100 Educational Attainment 0.996 52nd 0.995 Literacy rate % 61st Enrolment in primary education % Enrolment in secondary education % 81st 0.994 -0.62 108.14 ♦ 108.76 0-200 Enrolment in tertiary education % 1st 1.000 arana amanipi 18.54 48.92 ◆ ◆ 67.47 0-200 0.980 Health and Survival 1st 0.944 Sex ratio at birth\*\* % 1st 1.060 Healthy life expectancy\*\* years 1st **Political Empowerment** 29th 0.412 • 0.684 24th -18.80 40.60 ♦ ♦ 59.40 Women in parliament % • 0-100 Women in ministerial positions % 23rd 0.667 | -------20.00 40.00 • 60.00 0-100 Years with female/male head of state (last 50) 38th 0.081 -42.50 **♦** 46.25 0-50

Rank

16th

## **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			11.92
GDP per capita constant '17, intl. \$ 1000			12.32
Population sex ratio female/male			1.09
Population growth rate %			-1.68
Indicator Million people	♦ Female	♦ Male	Value
Total population	1.37	1.26	2.62
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in boa	rds % (OECD co	untries only)	n.a.
Firms with female majority ownership	% firms		17.60
Firms with female top managers % firm	ns		18.60
Share of workers in informal sector $\%$	workers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		5.67
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	0.61	0.70	0.46
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	3.66	3.81	3.74
Workers employed part-time % of employed people	0.36	0.30	0.33
Proportion of time spent on unpaid domestic and care work %	2.38	0.62	n.a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Faual	rights 🔷
Inheritance rights for widows and daug	ahters	•	rights 🔷
Access to land assets	gritoro		rights 🔷
Access to non-land assets		Restricted	- •
Civil and political freedom			3 - 0
Indicator Unit			Value
Year women received right to vote year	r		1991
Number of female heads of state to da	ate number		2.00
Seats held in upper house % total seats	;		n.a.
Indicator Yes/No			Value
Election list quotas for women, national	al		Yes
Party membership quotas, voluntary			No
Indicator 0-1 (Equal rights)			Value
Access to justice Freedom of movement		-	rights 🄷
i reedom or moverhent		Equal	rights 🔷

Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		n.a.
Unmet family planning % women 15-49			n.a.
Early marriage %			11.50
Mean age of women at birth of first chi	ld years		27.35
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	126.00	14.00	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	30.52	69.48	0.44
<b>♦</b>	<b>♦</b>		
Agri., Forestry, Fisheries & Veterinary	22.80	77.20	0.30
<b>♦</b>		•	
Arts & Humanities	73.06	26.94 ◆	2.71
Business, Admin. & Law	60.73	39.27	1.55
<b>♦</b>	<b>♦</b>	00.27	1.00
Education	87.98	12.02	7.32
<b>♦</b>		<b>♦</b>	
Engineering, Manuf. & Construction	29.73	70.27	0.42
Lisable O Walfarra	00.00	04.00	0.00
Health & Welfare	68.80	31.20	2.20
Information & Comm. Technologies	n. a.	n.a.	n.a.
Natural Sci., Mathematics & Statistics	54.80	45.20	1.21
<b>♦</b>	•		
Social Sci., Journalism & Information	76.31	23.69	3.22
•		•	
Vocational training	13.86	16.16	15.03
PhD graduates	0.16	0.17	0.17
◆	0.10	0.17	0.17
Graduates %	♦ Female	A Molo	Value
		♦ Male	49.33
Graduates from tertiary education	59.32	39.52	49.33
Hoolth			
Health Indicator Unit			Value
	10 % woman		45.50
Prevalence of gender violence in lifetim Births attended by skilled personnel %			45.50 99.70
Maternal mortality deaths per 100,000 live			19.00
Total fertility rate births per woman	5 010		1.27
			Value
Indicator 0-1 (Equal rights)		F	
Reproductive autonomy		⊨qual	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Score (imparity = 0, parity = 1) **0.715** 

Rank (out of 146 countries)

# Mongolia



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.765 26th • 51.50 ◆ ◆ 66.57 Labour-force participation rate % 71st -15.08 0-100 Wage equality for similar work 1-7 (best) 81st 0.633 Estimated earned income int'l \$ 1,000 64th 0.664 -4.75k 9.38k 14.14k 0-150k 0.990 -0.49 49.75 ♦ 50.25 Legislators, senior officials and managers % 11th 0-100 Professional and technical workers % 1st 1.000 29.57 35.21 ♦ ♦ 64.79 0-100 • Educational Attainment 0.994 63rd Literacy rate % 1.000 1st Enrolment in primary education % 99th 0.986 -1.38 96.75 98.12 0-100 Enrolment in secondary education % 1st 1.000 0.72 91.15 ♦ 91.86 0-200 Enrolment in tertiary education % 1st 1.000 arana amanijo 26.34 55.67 ♦ ♦ 82.01 0-200 0.980 Health and Survival 1st 0.944 Sex ratio at birth\*\* % 1st 1.060 Healthy life expectancy\*\* years 1st 0.121 **Political Empowerment** 113th **•** 0.206 Women in parliament % 111th -65.80 17.10♦ ♦ 82.90 **•** 0-100 Women in ministerial positions % 80th 0.231 -62.50 18.75♦ ♦ 81.25 0-100 Years with female/male head of state (last 50) 74th • -49.96 49.98 0-50

## Mongolia

## **Complementary Targets and Contextual Indicators**

. , ,				
General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			13.31	Public spending on
GDP per capita constant '17, intl. \$ 1000			11.72	Unmet family plann
Population sex ratio female/male			1.03	Early marriage %
Population growth rate %			1.63	Mean age of wome
Indicator Million people	♦ Female	♦ Male	Value	Indicator 0-1 (Equal
Total population	1.66	1.62	3.28	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental l
Gender pay gap (OECD only) %			n.a.	Education and skill
Share of women's membership in boar	'ds % (OECD co	untries only)	n.a.	Graduates Attainme
Firms with female majority ownership			32.70	STEM Graduates
Firms with female top managers % firm	S		38.90	
Share of workers in informal sector %	workers		43.40	Agri., Forestry, Fish
ndicator 1-7 (best)			Value	
Advancement of women to leadership	roles		4.78	Arts & Humanities
Indicator 1 Million people	♦ Female	♦ Male	Value	Pusinoss Admin 9
Labour-force	0.61	0.74	0.45	Business, Admin. &
Indicator Unit	◆ Female	◆ Male	Value	Education
<b>Inemployed adults</b> % of labour force 15-64)	5.95	6.48	6.24	
<b>♦</b>	3.93	0.40	0.24	Engineering, Manuf
Workers employed part-time % of employed people	0.15	0.12	0.14	Health & Welfare
<b>&gt;</b>				Information & Comr
Proportion of time spent on unpaid domestic and care work %	4.75	1.77	n.a.	information & Com
<b>♦ ♦</b>				Natural Sci., Mather
Access to finance				
ndicator 0-1 (Equal rights)			Value	Social Sci., Journali
Access to financial services		Near-equal	rights 🔷	
Inheritance rights for widows and daug	hters	Equal	rights 🔷	Vocational training
Access to land assets		Near-equal	rights 🔷	PhD graduates
Access to non-land assets		Near-equal	rights 🔷	♦
Civil and political freedom				Graduates %
ndicator Unit			Value	Graduates from tert
Year women received right to vote year			1944	Graduates ITOTT (eff
Number of female heads of state to da			0	
Seats held in upper house % total seats			n.a.	Health Indicator Unit
ndicator Yes/No			Value	
Election list quotas for women, nationa	al		Yes	Prevalence of gend
Party membership quotas, voluntary			n.a.	Births attended by
Indicator 0-1 (Equal rights)			Value	Maternal mortality of Total fertility rate bir
Access to justice		Near-equal	rights 🔷	
Freedom of movement		Equal	rights 🔷	Indicator 0-1 (Equal
				Reproductive auton

Family and care Indicator Unit			Value
Public spending on family benefits % GI	אם		n.a.
Unmet family planning % women 15-49			n. a. 5.30
Early marriage %  Mean age of women at birth of first chile	d voore		28.82
	u years		
Indicator 0-1 (Equal rights)			Value
Right to divorce		Near-equal	rights 🔷
Indicator Days	◆ Female	◆ Male	Value
Length of parental leave	120.00	0	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	34.08	65.92	0.52
<b>♦</b>	<b>♦</b>		
Agri., Forestry, Fisheries & Veterinary	51.89	48.11	1.08
Arts & Humanities	63.45	36.55	1.74
Auto a riamando	<b>♦</b>	00.00	
Business, Admin. & Law	64.80	35.20	1.84
<b>♦</b>	<b>♦</b>		
Education	n.a.	n.a.	n.a.
Engineering, Manuf. & Construction	30.75	69.25	0.44
Health & Welfare	82.54	17.46	4.73
<b>♦</b>		<b>♦</b>	
Information & Comm. Technologies	37.68	62.32	0.60
<b>*</b>	<b>♦</b>		
Natural Sci., Mathematics & Statistics	n. a.	n.a.	n.a.
Social Sci., Journalism & Information	69.13	30.87	2.24
◆	<b>♦</b>	00.01	2.2 1
Vocational training	4.66	7.31	5.99
<b>**</b>			
PhD graduates	0.20	0.21	0.20
<b>•</b>			
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	47.88	32.78	40.29
<b>*</b>			
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetime	e % women		31.20
Births attended by skilled personnel %			99.30
Maternal mortality deaths per 100,000 live			45.00
Total fertility rate births per woman	פוווווס		2.87
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

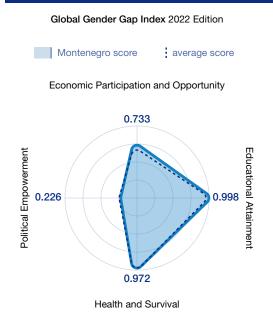
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

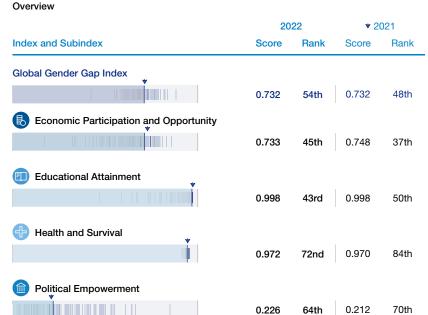
Rank

Index Edition

2022

# Montenegro





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 45th Labour-force participation rate % 74th • -14.19 47.82 62.01 0-100 Wage equality for similar work 1-7 (best) 28th Estimated earned income int'l \$ 1,000 37th -5.97k 15.30k **4** 21.27k 0-150k 82nd 0.473 32.12♦ ♦ 67.88 Legislators, senior officials and managers % -35.76 0-100 43.09 ♦ ♦ 56.91 Professional and technical workers % 1st 1.000 13.81 0-100 • Educational Attainment 0.998 43rd 0.988 Literacy rate % 72nd Enrolment in primary education % 1st 1.000 0.15 97.15 ♦ 97.30 0-100 Enrolment in secondary education % 1st 1.000 . . . . . . . . . . . . . 1.80 89.54 • 91.34 0-200 Enrolment in tertiary education % 1st 1.000 arana amanijo 17.00 47.37 ◆ ◆ 64.37 0-200 0.972 Health and Survival 72nd 0.935 Sex ratio at birth\*\* % 136th Healthy life expectancy\*\* years 50th 1.054 0.226 **Political Empowerment** 64th 0.374 68th -45.60 27.20♦ ♦ 72.80 Women in parliament % **•** 0-100 Women in ministerial positions % 48th 0.444 -38.46 30.77 ♦ ♦ 69.23 0-100 Years with female/male head of state (last 50) 78th -50.00 ♦ 50.00 0-50

Rank

54th

# Montenegro

## **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			4.77
GDP per capita constant '17, intl. \$ 1000			18.26
Population sex ratio female/male			1.02
Population growth rate %			-0.12
Indicator Million people	♦ Female	♦ Male	Value
Total population	0.31	0.31	0.62
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	s % (OECD co	untries only)	n.a.
Firms with female majority ownership $\%$	firms		14.80
Firms with female top managers $\%$ firms			15.00
Share of workers in informal sector % we	orkers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership ro	oles		4.67
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	0.13	0.16	0.45
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	17.57	15.93	16.67
**			
Workers employed part-time % of employed people	0.09	0.09	0.09
employed people  ◆	0.09	0.09	0.09
	0.09 n. a.	0.09 n. a.	0.09 n. a.
employed people  ◆  Proportion of time spent on unpaid			
employed people  ◆  Proportion of time spent on unpaid			
employed people  Proportion of time spent on unpaid domestic and care work %			n. a.
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance		n.a.	n. a. Value
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)	n.a.	n.a.	n. a.  Value
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daugh  Access to land assets	n.a.	n. a. Equal Near-equal Near-equal	value rights  rights  rights
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daugh	n.a.	n. a. Equal Near-equal	value rights  rights  rights
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daugh Access to land assets  Access to non-land assets  Civil and political freedom	n.a.	n. a. Equal Near-equal Near-equal	value rights  rights  rights  rights
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugh Access to land assets Access to non-land assets	n.a.	n. a. Equal Near-equal Near-equal	value rights  rights  rights  rights
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugh Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year	n. a.	n. a. Equal Near-equal Near-equal	value rights  rights  rights  Value
Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughted Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date	n. a.	n. a. Equal Near-equal Near-equal	value rights  rights  rights  Value
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugh Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year	n. a.	n. a. Equal Near-equal Near-equal	rights • Value  Value  rights • Value  2006
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughted Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date	n. a.	n. a. Equal Near-equal Near-equal	value rights orights orights value 2006 0 n. a.
Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugh Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to date Seats held in upper house % total seats	n. a.	n. a. Equal Near-equal Near-equal	rights I value  Value  rights Value  2006  0  n. a.  Value
Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughted Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date Seats held in upper house % total seats  Indicator Yes/No	n. a.	n. a. Equal Near-equal Near-equal	value rights  rights  rights  Value  2006 0 n. a. Value Yes
Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daugh Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date Seats held in upper house % total seats  Indicator Yes/No  Election list quotas for women, national	n. a.	n. a. Equal Near-equal Near-equal	value rights  rights  value 2006 0 n. a. Value
Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daughted Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to date Seats held in upper house % total seats Indicator Yes/No Election list quotas for women, national Party membership quotas, voluntary	n. a.	n. a.  Equal Near-equal Near-equal	value rights  rights  rights

41013			LULL
Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		n.a.
Unmet family planning % women 15-49			n.a.
Early marriage %			2.40
Mean age of women at birth of first chil	d years		29.76
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	98.00	0	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	n.a.	n.a.	n.a.
And Francisco Fisherina 0 Veterinana			
Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n. a.
Arts & Humanities	n. a.	n. a.	n.a.
Business, Admin. & Law	n.a.	n.a.	n. a.
Education	n 0	n 0	
Education	n. a.	n. a.	n. a.
Engineering, Manuf. & Construction	n.a.	n.a.	n.a.
Health & Welfare	n.a.	n.a.	n. a.
Information & Comm. Technologies	n. a.	n. a.	n. a.
information a comm. Teermologies	π. α.	π. α.	π. α.
Natural Sci., Mathematics & Statistics	n. a.	n.a.	n.a.
Social Sci., Journalism & Information	n. a.	n. a.	n.a.
Vocational training	21.99	24.46	23.28
♦◆			
PhD graduates	n.a.	n.a.	n.a.
Graduates %	♦ Female	◆ Male	Value
Graduates from tertiary education	42.30	29.80	35.80
V V			
Health Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		n. a.
Births attended by skilled personnel %			98.80
Maternal mortality deaths per 100,000 live			6.00
Total fertility rate births per woman			1.75
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Faual	rights 🇆
p. saddiro adionomy		Lquai	9.110

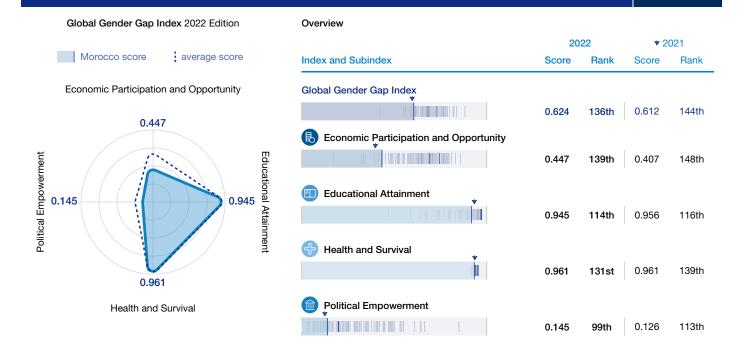
<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Score imparity = 0, parity = 1) Rank (out of 146 countries)

Index Edition 2022

Morocco



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.447 139th Labour-force participation rate % 138th 0.334 -43.94 22.01 65.95 0-100 0.656 Wage equality for similar work 1-7 (best) 72nd Estimated earned income int'l \$ 1,000 138th 0.256 -8.30k 2.86k \* 11.17k Legislators, senior officials and managers % Professional and technical workers % **Educational Attainment** 0.945 114th Literacy rate % 123rd 0.997 Enrolment in primary education % 81st -0.31 97.44 • 97.75 0-100 Enrolment in secondary education % 110th 0.951 -4.16 80.32 🏶 84.48 0-200 Enrolment in tertiary education % 1st 1.000 arana amanijo 2.13 39.58 41.71 0-200 0.961 Health and Survival 131st 0.943 Sex ratio at birth\*\* % 111th Healthy life expectancy\*\* years 139th 1.000 **Political Empowerment** 99th 0.145 • 0.318 82nd -51.80 24.10 ♦ ♦ 75.90 Women in parliament % **\*** 0-100 Women in ministerial positions % 92nd 0.188 -68.42 15.79♦ ♦ 84.21 0-100 Years with female/male head of state (last 50) 78th -50.00 **♦** 50.00 0-50

Morocco

Score Rank Page 2 of 2

0.624 136th

## **Complementary Targets and Contextual Indicators**

Complementary range	oto una c	Ontoxic	adi iiidi	outoro
General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			114.73	Public spending on famil
GDP per capita constant '17, intl. \$ 1000			6.99	Unmet family planning %
Population sex ratio female/male			1.02	Early marriage %
Population growth rate %			1.20	Mean age of women at b
Indicator Million people	♦ Female	♦ Male	Value	Indicator 0-1 (Equal rights)
Total population	18.59	18.32	36.91	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			n.a.	Education and skills
Share of women's membership in boa	rds % (OECD co	untries only)	n.a.	Graduates Attainment %
Firms with female majority ownership			2.60	STEM Graduates
Firms with female top managers % firm			5.40	
Share of workers in informal sector %	workers		n.a.	Agri., Forestry, Fisheries
Indicator 1-7 (best)			Value	
Advancement of women to leadership	roles		4.27	Arts & Humanities
Indicator 1 Million people	♦ Female	◆ Male	Value	Business, Admin. & Law
Labour-force	3.08	8.88	0.26	Dusiness, Admin. & Law
Indicator Unit	♦ Female	◆ Male	Value	Education
Unemployed adults % of labour force (15-64)	13.20	10.48	11.19	Engineering, Manuf. & Co
Workers employed part-time % of employed people	0.47	0.12	0.21	Health & Welfare
Proportion of time spent on unpaid domestic and care work %	n. a.	n.a.	n. a.	Information & Comm. Tec
				Natural Sci., Mathematic
Access to finance				
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism &
Access to financial services		Near-equal	l rights 🔷	Vocational training
Inheritance rights for widows and dau	ghters	Unequal	l rights 🗇	
Access to land assets		Near-equal	l rights 🔷	PhD graduates
Access to non-land assets		Near-equal	I rights 🔷	The graduates
Civil and political freedom			Velue	Graduates %
Indicator Unit			Value	Graduates from tertiary e
Year women received right to vote year			1962	<b>◆◆</b>
Number of female heads of state to da			10.50	Health
Seats held in upper house % total seats	<u> </u>		12.50	Indicator Unit
Indicator Yes/No			Value	Prevalence of gender vio
Election list quotas for women, nation	al		Yes	Births attended by skilled
Party membership quotas, voluntary			No	Maternal mortality deaths
Indicator 0-1 (Equal rights)			Value	Total fertility rate births pe
Access to justice		Restricted	l rights 💠	Indicator 0-1 (Equal rights)
Freedom of movement		Near-equal	l rights 🧇	Reproductive autonomy
				reproductive autoriority

Family and care Indicator Unit Value Public spending on family benefits % GPD Unmet family planning % women 15-49 Early marriage % Mean age of women at birth of first child years Indicator 0-1 (Equal rights)  Right to divorce Restricted rights ♦ Female Length of parental leave Psendicator Days Female Length of parental leave Psendicator Attainment % Female STEM Graduates Attainment % Female STEM Graduates Agri., Forestry, Fisheries & Veterinary Right to divorce Restricted rights Female Male Value Length of parental leave Psendicator and skills Graduates Attainment % Female STEM Graduates Agri., Forestry, Fisheries & Veterinary Right to divorce Restricted rights Female Amle Value STEM Graduates Agri., Forestry, Fisheries & Veterinary Right to divorce Restricted rights Agri., Forestry, Fisheries & Veterinary Right to divorce Restricted rights Agri., Forestry, Fisheries & Veterinary Right to divorce Restricted rights Right to divorce Restricted rights Restricted rights Restricted rights Value Reproductive autonomy Restricted rights Value Reproductive autonomy Restricted rights Value Restricted rights				
Public spending on family benefits % GPD n. a. Unmet family planning % women 15-49 n. a. Early marriage % 11.30 Mean age of women at birth of first child years n. a. Indicator 0-1 (Equal rights)  Right to divorce Restricted rights ❖ Indicator Days ♠ Female ♠ Male Value Length of parental leave 98.00 3.00 n. a.  Education and skills Graduates Attainment % ♠ Female ♠ Male Value STEM Graduates Attainment % ♠ Female ♠ Male Value STEM Graduates Attainment % ♠ Female ♠ Male Value STEM Graduates Attainment % ♠ Female ♠ Male Value STEM Graduates Attainment % ♠ Female ♠ Male Value STEM Graduates Attainment % ♠ Female ♠ Male Value STEM Graduates ↓ 45.32 54.68 0.83  Agri., Forestry, Fisheries & Veterinary n. a. n. a. n. a. n. a.  Arts & Humanities ↓ 49.55 50.45 0.98  Business, Admin. & Law n. a. n. a. n. a. n. a.  Education 34.76 65.24 0.53  Engineering, Manuf. & Construction ↓ 42.20 57.80 0.73  Health & Welfare 72.28 27.72 2.61  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics ↓ 48.66 51.34 0.95  Social Sci., Journalism & Information n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics ↓ 48.66 51.34 0.95  Forbid graduates ♠ ♠ Female ♠ Male Value Graduates ♠ Male Value Graduates ♠ ♠ Female ♠ Male Value Graduates ♠ Male Value Graduates ♠ ↑ Female ♠ Male Value Graduates ♠ Male Value Graduates ♠ ↑ Female ♠ Male Value  Health Indicator Unit Value Þirths ♠ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑	•			
Unmet family planning % women 15-49 Early marriage % 11.30 Mean age of women at birth of first child years  Indicator 0-1 (Equal rights)  Right to divorce  Restricted rights ♦ Indicator Days Permale Length of parental leave P8.00 Restricted rights  Length of parental leave P8.00 Restricted rights  Graduates Attainment % Permale Permale Male Value  STEM Graduates Attainment % Permale STEM Graduates Attainment % Permale Female Amale Value  STEM Graduates Attainment % Permale Amale Value  STEM Graduates Attainment % Permale Amale Value  STEM Graduates Apri., Forestry, Fisheries & Veterinary Arts & Humanities Ap.55 Business, Admin. & Law An. a. n. a. n. a. Arts & Humanities Ap.55 Business, Admin. & Construction Ap.66 Business, Admin. & Construction Ap.76 Business, Admin. & Construction Ap.76 Business, Admin. & Construction Ap.77 Business Business, Admin. & Construction Ap.78 Business, Admin. & Construction Ap.79 Business, Admin. & Construction Ap.79 Business Business, Admin. & Construction Ap.70 Business Business, Admin. & Law An. a. n. a. n. a. An. a. n. a. Business, Admin. & Law An. a. Business, Admin. & Law An. a. Business, Admin. & Law An. a. Business, Admin. & Male Value Business, Admin. & Law An. a. Business, Admin. & Male Value Business, Admin. & Law An. a. Business, Admin. & Male Value An. a. Business, Admin. a. Business, Admin. a. Business, Admin. a. B				
Early marriage % 11.30  Mean age of women at birth of first child years n. a. Indicator 0-1 (Equal rights)  Walue  Right to divorce Restricted rights ♦ Indicator Days	· -	PD		
Mean age of women at birth of first child years         n. a.           Indicator 0-1 (Equal rights)         Value           Right to divorce         Restricted rights ❖           Indicator Days         Female         Male         Value           Length of parental leave         98.00         3.00         n. a.           Education and skills         Graduates Attainment %         Female         Male         Value           STEM Graduates         45.32         54.68         0.83           Agri., Forestry, Fisheries & Veterinary         n. a.         n. a.         n. a.           Agri., Forestry, Fisheries & Veterinary         n. a.         n. a.         n. a.           Business, Admin. & Law         n. a.         n. a.         n. a.           Education         34.76         65.24         0.53           Engineering, Manuf. & Construction         42.20         57.80         0.73           Health & Welfare         72.28         27.72         2.61           Information & Comm. Technologies         n. a.         n. a.         n. a.           Social Sci., Journalism & Information         n. a.         n. a.         n. a.           Vocational training         6.51         8.55         7.55           PhD grad	• • •			
Indicator 0-1 (Equal rights)  Right to divorce  Restricted rights ❖ Indicator Days  Female  Indicator Days  Indicator O-1 (Equal rights)  Value  Value  Restricted rights ❖  Indicator Days  Indicator Days  Indicator Unit  Indicator Unit  Indicator Unit  Indicator O-1 (Equal rights)  Value		<b>d</b>		
Right to divorce Indicator Days Indicator Days Female Indicator Days Female Indicator Days Female Indicator Days Female Indicator Days Indicator Days Female Indicator Days	•	u years		
Indicator Days	Indicator 0-1 (Equal rights)			
Length of parental leave 98.00 3.00 n. a.  Education and skills  Graduates Attainment % Female Male Value  STEM Graduates 45.32 54.68 0.83  Agri., Forestry, Fisheries & Veterinary n. a. n. a. n. a.  Arts & Humanities 49.55 50.45 0.98  Business, Admin. & Law n. a. n. a. n. a. n. a.  Education 34.76 65.24 0.53  Engineering, Manuf. & Construction 42.20 57.80 0.73  Health & Welfare 72.28 27.72 2.61  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics 48.66 51.34 0.95  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 6.51 8.55 7.55  PhD graduates n. a. n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education 20.08 17.37 18.70  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 30.00  Births attended by skilled personnel % live births 86.60  Maternal mortality deaths per 100,000 live births 70.00  Total fertility rate births per woman 2.38  Indicator 0-1 (Equal rights) Value	Right to divorce		Restricted	rights 💠
Education and skills Graduates Attainment % Female Male Value STEM Graduates 45.32 54.68 0.83  Agri., Forestry, Fisheries & Veterinary n. a. n. a. n. a.  Arts & Humanities 49.55 50.45 0.98  Business, Admin. & Law n. a. n. a. n. a. n. a.  Education 34.76 65.24 0.53  Engineering, Manuf. & Construction 42.20 57.80 0.73  Health & Welfare 72.28 27.72 2.61  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics 48.66 51.34 0.95  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 6.51 8.55 7.55  PhD graduates n. a. n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education 20.08 17.37 18.70  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 30.00  Births attended by skilled personnel % live births 86.60  Maternal mortality deaths per 100,000 live births 70.00  Total fertility rate births per woman 2.38  Indicator 0-1 (Equal rights) Value	Indicator Days	◆ Female	◆ Male	Value
Graduates Attainment % Female Male Value STEM Graduates 45.32 54.68 0.83  Agri., Forestry, Fisheries & Veterinary n. a. n. a. n. a. n. a.  Arts & Humanities 49.55 50.45 0.98  Business, Admin. & Law n. a. n. a. n. a. n. a.  Education 34.76 65.24 0.53  Engineering, Manuf. & Construction 42.20 57.80 0.73  Health & Welfare 72.28 27.72 2.61  Information & Comm. Technologies n. a. n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics 48.66 51.34 0.95  Social Sci., Journalism & Information n. a. n. a. n. a. n. a.  Vocational training 6.51 8.55 7.55  PhD graduates n. a. n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education 20.08 17.37 18.70  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 30.00  Births attended by skilled personnel % live births 86.60  Maternal mortality deaths per 100,000 live births 70.00  Total fertility rate births per woman 2.38  Indicator 0-1 (Equal rights) Value	Length of parental leave	98.00	3.00	n.a.
STEM Graduates 45.32 54.68 0.83  Agri., Forestry, Fisheries & Veterinary n. a. n. a. n. a.  Arts & Humanities 49.55 50.45 0.98  Business, Admin. & Law n. a. n. a. n. a.  Education 34.76 65.24 0.53  Engineering, Manuf. & Construction 42.20 57.80 0.73  Health & Welfare 72.28 27.72 2.61  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics 48.66 51.34 0.95  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 6.51 8.55 7.55  PhD graduates n. a. n. a. n. a. n. a.  Graduates % ►Female Male Value  Graduates from tertiary education 20.08 17.37 18.70  Health  Indicator Unit Value  Prevalence of gender violence in lifetime % women 30.00  Births attended by skilled personnel % live births 86.60  Maternal mortality deaths per 100,000 live births 70.00  Total fertility rate births per woman 2.38  Indicator 0-1 (Equal rights) Value	Education and skills			
Agri., Forestry, Fisheries & Veterinary  n. a.  n. a.  n. a.  n. a.  n. a.  n. a.  Arts & Humanities  49.55  50.45  0.98  Business, Admin. & Law  n. a.  n. a.  n. a.  n. a.  Education  34.76  65.24  0.53  Engineering, Manuf. & Construction  42.20  57.80  0.73  Health & Welfare  72.28  27.72  2.61  Information & Comm. Technologies  n. a.  n. a.  Natural Sci., Mathematics & Statistics  48.66  51.34  0.95  Social Sci., Journalism & Information  n. a.  n. a.  Vocational training  6.51  8.55  7.55  PhD graduates  n. a.  n. a.  n. a.  Graduates %  Female  Male  Value  Graduates from tertiary education  4 Female  Male  Value  Prevalence of gender violence in lifetime % women  Births attended by skilled personnel % live births  Maternal mortality deaths per 100,000 live births  Maternal mortality deaths per 100,000 live births  Total fertility rate births per woman  2.38  Indicator 0-1 (Equal rights)  Value	Graduates Attainment %	◆ Female	◆ Male	Value
Agri., Forestry, Fisheries & Veterinary n. a. n. a. n. a. n. a.  Arts & Humanities 49.55 50.45 0.98  Business, Admin. & Law n. a. n. a. n. a.  Education 34.76 65.24 0.53  Engineering, Manuf. & Construction 42.20 57.80 0.73  Health & Welfare 72.28 27.72 2.61  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics 48.66 51.34 0.95  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 6.51 8.55 7.55  PhD graduates n. a. n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education 20.08 17.37 18.70  Health  Indicator Unit Value  Prevalence of gender violence in lifetime % women 30.00  Births attended by skilled personnel % live births 36.60  Maternal mortality deaths per 100,000 live births 70.00  Total fertility rate births per woman 2.38  Indicator 0-1 (Equal rights) Value	STEM Graduates	45.32	54.68	
Arts & Humanities 49.55 50.45 0.98  Business, Admin. & Law n. a. n. a. n. a. n. a.  Education 34.76 65.24 0.53  Engineering, Manuf. & Construction 42.20 57.80 0.73  Health & Welfare 72.28 27.72 2.61  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics 48.66 51.34 0.95  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 6.51 8.55 7.55  PhD graduates n. a. n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education 20.08 17.37 18.70  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 30.00  Births attended by skilled personnel % live births 86.60  Maternal mortality deaths per 100,000 live births 70.00  Total fertility rate births per woman 2.38  Indicator 0-1 (Equal rights) Value	•	•		
Business, Admin. & Law  n. a.  liferiality deaths per woman  lights in formation  n. a.  n. a	Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n.a.
Business, Admin. & Law  n. a.  liferiality deaths per woman  lights in formation  n. a.  n. a	Arts & Humanities	49.55	50.45	0.98
Education 34.76 65.24 0.53  Engineering, Manuf. & Construction 42.20 57.80 0.73  Health & Welfare 72.28 27.72 2.61  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics 48.66 51.34 0.95  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 6.51 8.55 7.55  PhD graduates n. a. n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education 20.08 17.37 18.70  Health  Indicator Unit Value  Prevalence of gender violence in lifetime % women 30.00  Births attended by skilled personnel % live births 86.60  Maternal mortality deaths per 100,000 live births 70.00  Total fertility rate births per woman 2.38  Indicator 0-1 (Equal rights) Value	Auto a riamamilos	10.00	00.10	0.00
Engineering, Manuf. & Construction 42.20 57.80 0.73  Health & Welfare 72.28 27.72 2.61  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics 48.66 51.34 0.95  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 6.51 8.55 7.55  PhD graduates n. a. n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education 20.08 17.37 18.70  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 30.00  Births attended by skilled personnel % live births 86.60  Maternal mortality deaths per 100,000 live births 70.00  Total fertility rate births per woman 2.38  Indicator 0-1 (Equal rights) Value	Business, Admin. & Law	n.a.	n.a.	n.a.
Engineering, Manuf. & Construction 42.20 57.80 0.73  Health & Welfare 72.28 27.72 2.61  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics 48.66 51.34 0.95  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 6.51 8.55 7.55  PhD graduates n. a. n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education 20.08 17.37 18.70  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 30.00  Births attended by skilled personnel % live births 86.60  Maternal mortality deaths per 100,000 live births 70.00  Total fertility rate births per woman 2.38  Indicator 0-1 (Equal rights) Value				
Health & Welfare  72.28  27.72  2.61  Information & Comm. Technologies  n. a.  n. a.  Natural Sci., Mathematics & Statistics  48.66  51.34  0.95  Social Sci., Journalism & Information  n. a.  n. a.  N. a.  Vocational training  6.51  8.55  7.55  PhD graduates  n. a.  n. a.  n. a.  n. a.  Raduates  Premale  Female  Male  Value  Graduates from tertiary education  20.08  17.37  18.70  Health  Indicator Unit  Prevalence of gender violence in lifetime % women  Births attended by skilled personnel % live births  Maternal mortality deaths per 100,000 live births  70.00  Total fertility rate births per woman  2.38  Indicator 0-1 (Equal rights)	Education	34.76	65.24	0.53
Health & Welfare  72.28  27.72  2.61  Information & Comm. Technologies  n. a.  n. a.  Natural Sci., Mathematics & Statistics  48.66  51.34  0.95  Social Sci., Journalism & Information  n. a.  n. a.  N. a.  Vocational training  6.51  8.55  7.55  PhD graduates  n. a.  n. a.  n. a.  n. a.  Raduates  Premale  Female  Male  Value  Graduates from tertiary education  20.08  17.37  18.70  Health  Indicator Unit  Prevalence of gender violence in lifetime % women  Births attended by skilled personnel % live births  Maternal mortality deaths per 100,000 live births  70.00  Total fertility rate births per woman  2.38  Indicator 0-1 (Equal rights)	Engineering Manuf 9 Construction	40.00	E7 90	0.70
Information & Comm. Technologies n. a. n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics 48.66 51.34 0.95  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 6.51 8.55 7.55  PhD graduates n. a. n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education 20.08 17.37 18.70  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 30.00  Births attended by skilled personnel % live births 86.60  Maternal mortality deaths per 100,000 live births 70.00  Total fertility rate births per woman 2.38  Indicator 0-1 (Equal rights) Value	Engineering, Manur. & Construction	42.20	57.80	0.73
Natural Sci., Mathematics & Statistics 48.66 51.34 0.95  Social Sci., Journalism & Information n. a. n. a. n. a. n. a.  Vocational training 6.51 8.55 7.55  PhD graduates n. a. n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education 20.08 17.37 18.70  Health  Indicator Unit Value  Prevalence of gender violence in lifetime % women 30.00  Births attended by skilled personnel % live births 86.60  Maternal mortality deaths per 100,000 live births 70.00  Total fertility rate births per woman 2.38  Indicator 0-1 (Equal rights) Value	Health & Welfare	72.28	27.72	2.61
Natural Sci., Mathematics & Statistics 48.66 51.34 0.95  Social Sci., Journalism & Information n. a. n. a. n. a. n. a.  Vocational training 6.51 8.55 7.55  PhD graduates n. a. n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education 20.08 17.37 18.70  Health  Indicator Unit Value  Prevalence of gender violence in lifetime % women 30.00  Births attended by skilled personnel % live births 86.60  Maternal mortality deaths per 100,000 live births 70.00  Total fertility rate births per woman 2.38  Indicator 0-1 (Equal rights) Value	<b>♦</b>	•	<b>&gt;</b>	
Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 6.51 8.55 7.55  PhD graduates n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education 20.08 17.37 18.70  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 30.00  Births attended by skilled personnel % live births 86.60  Maternal mortality deaths per 100,000 live births 70.00  Total fertility rate births per woman 2.38  Indicator 0-1 (Equal rights)	Information & Comm. Technologies	n.a.	n.a.	n.a.
Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 6.51 8.55 7.55  PhD graduates n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education 20.08 17.37 18.70  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 30.00  Births attended by skilled personnel % live births 86.60  Maternal mortality deaths per 100,000 live births 70.00  Total fertility rate births per woman 2.38  Indicator 0-1 (Equal rights)				
Vocational training 6.51 8.55 7.55  PhD graduates n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education 20.08 17.37 18.70  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 30.00  Births attended by skilled personnel % live births 86.60  Maternal mortality deaths per 100,000 live births 70.00  Total fertility rate births per woman 2.38  Indicator 0-1 (Equal rights) Value	Natural Sci., Mathematics & Statistics	48.66	51.34	0.95
Vocational training 6.51 8.55 7.55  PhD graduates n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education 20.08 17.37 18.70  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 30.00  Births attended by skilled personnel % live births 86.60  Maternal mortality deaths per 100,000 live births 70.00  Total fertility rate births per woman 2.38  Indicator 0-1 (Equal rights) Value	Social Soi Journaliam & Information	20.00	200	2.0
PhD graduates n. a. n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education 20.08 17.37 18.70  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 30.00  Births attended by skilled personnel % live births 86.60  Maternal mortality deaths per 100,000 live births 70.00  Total fertility rate births per woman 2.38  Indicator 0-1 (Equal rights) Value	Jocial Sci., Journalism & Imormation	II. a.	II. a.	
PhD graduates	Vocational training	6.51	8.55	7.55
Graduates % Female Male Value Graduates from tertiary education 20.08 17.37 18.70  Health Indicator Unit Value Prevalence of gender violence in lifetime % women 30.00 Births attended by skilled personnel % live births 86.60 Maternal mortality deaths per 100,000 live births 70.00 Total fertility rate births per woman 2.38 Indicator 0-1 (Equal rights) Value	**			
Graduates from tertiary education 20.08 17.37 18.70  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 30.00 Births attended by skilled personnel % live births 86.60  Maternal mortality deaths per 100,000 live births 70.00  Total fertility rate births per woman 2.38  Indicator 0-1 (Equal rights) Value	PhD graduates	n.a.	n.a.	n.a.
Graduates from tertiary education 20.08 17.37 18.70  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 30.00 Births attended by skilled personnel % live births 86.60  Maternal mortality deaths per 100,000 live births 70.00  Total fertility rate births per woman 2.38  Indicator 0-1 (Equal rights) Value				
Health Indicator Unit  Prevalence of gender violence in lifetime % women  30.00 Births attended by skilled personnel % live births  86.60 Maternal mortality deaths per 100,000 live births  70.00 Total fertility rate births per woman  2.38 Indicator 0-1 (Equal rights)  Value	Graduates %	♦ Female	♦ Male	Value
Health Indicator Unit  Prevalence of gender violence in lifetime % women 30.00 Births attended by skilled personnel % live births 86.60 Maternal mortality deaths per 100,000 live births 70.00 Total fertility rate births per woman 2.38 Indicator 0-1 (Equal rights) Value	Graduates from tertiary education	20.08	17.37	18.70
Indicator Unit  Prevalence of gender violence in lifetime % women  30.00  Births attended by skilled personnel % live births  86.60  Maternal mortality deaths per 100,000 live births  70.00  Total fertility rate births per woman  2.38  Indicator 0-1 (Equal rights)  Value	<b>♦ ♦</b>			
Prevalence of gender violence in lifetime % women 30.00  Births attended by skilled personnel % live births 86.60  Maternal mortality deaths per 100,000 live births 70.00  Total fertility rate births per woman 2.38  Indicator 0-1 (Equal rights) Value	Health			
Births attended by skilled personnel % live births 86.60  Maternal mortality deaths per 100,000 live births 70.00  Total fertility rate births per woman 2.38  Indicator 0-1 (Equal rights) Value	Indicator Unit			Value
Maternal mortality deaths per 100,000 live births 70.00  Total fertility rate births per woman 2.38  Indicator 0-1 (Equal rights) Value	Prevalence of gender violence in lifetime	e % women		30.00
Total fertility rate births per woman 2.38 Indicator 0-1 (Equal rights) Value	Births attended by skilled personnel $\%$	ive births		86.60
Indicator 0-1 (Equal rights) Value	Maternal mortality deaths per 100,000 live	births		70.00
- · (-4····3····)	Total fertility rate births per woman			2.38
Reproductive autonomy Restricted rights $\diamondsuit$	Indicator 0-1 (Equal rights)			Value
	Reproductive autonomy		Restricted	rights 💠

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

0.752

Rank

Index Edition 2022

# Mozambique



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.654 90th **4** 77.66 78.93 Labour-force participation rate % 5th 0.984 -1.27 0-100 Wage equality for similar work 1-7 (best) 116th 0.560 Estimated earned income int'l \$ 1,000 22nd -314.73 1.08k ♦ 1.39k 0-150k 108th -51.34 Legislators, senior officials and managers % 0.322 24.33 0-100 Professional and technical workers % 113th 0.539 -29.99 35.00 ♦ ♦ 65.00 0-100 • Educational Attainment 0.882 130th 0.693 Literacy rate % 129th • Enrolment in primary education % 105th 0.973 -2.64 96.28 \* 98.91 0-100 Enrolment in secondary education % 122nd 0.894 -3.95 33.45 > 37.39 0-200 Enrolment in tertiary education % 115th -1.57 6.53 • 8.11 0-200 0.980 Health and Survival 1st 0.944 Sex ratio at birth\*\* % 1st 1.060 Healthy life expectancy\*\* years 1st **Political Empowerment •**11 111 14th 0.493 18th -15.20 42.40 ◆ ◆ 57.60 Women in parliament % • 0-100 Women in ministerial positions % 15th .... -9.09 45.45 • 54.55 0-100 Years with female/male head of state (last 50) 23rd 0.134 -38.16 0-50

Rank

34th

#### Page 2 of 2

# Mozambique

## **Complementary Targets and Contextual Indicators**

. , ,				
General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			14.02	Public spending on family benefits
GDP per capita constant '17, intl. \$ 1000			1.23	Unmet family planning % women 1s
Population sex ratio female/male			1.06	Early marriage %
Population growth rate %			2.89	Mean age of women at birth of first
Indicator Million people	♦ Female	♦ Male	Value	Indicator 0-1 (Equal rights)
Total population	16.07	15.19	31.26	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			n.a.	Education and skills
Share of women's membership in board	ds % (OECD co	untries only)	n.a.	Graduates Attainment %
Firms with female majority ownership %	firms		17.40	STEM Graduates
Firms with female top managers % firms			15.60	♦
Share of workers in informal sector $\%$ w	orkers		95.70	Agri., Forestry, Fisheries & Veterin
ndicator 1-7 (best)			Value	<b>→</b>
Advancement of women to leadership r	oles		3.84	Arts & Humanities
ndicator 1 Million people	◆ Female	♦ Male	Value	
_abour-force	7.38	6.77	0.52	Business, Admin. & Law
ndicator Unit	◆ Female	◆ Male	Value	Education
Jnemployed adults % of labour force				<b>♦</b>
(15-64)	4.16	3.44	3.81	Engineering, Manuf. & Construction
Vorkers employed part-time % of mployed people	0.58	0.44	0.51	Health & Welfare
				<b>♦</b>
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n.a.	Information & Comm. Technologie
				Natural Sci., Mathematics & Statis
Access to finance				
ndicator 0-1 (Equal rights)			Value	Social Sci., Journalism & Informat
Access to financial services		-	rights 🔷	Vocational training
Inheritance rights for widows and daugh	nters	Near-equal	rights 🔷	
Access to land assets		Near-equal	rights 🔷	PhD graduates
Access to non-land assets		Equal	rights 🔷	♦
Civil and political freedom				Graduates %
ndicator Unit			Value	Graduates from tertiary education
Year women received right to vote year			1975	
Number of female heads of state to date	e number		1.00	·
Seats held in upper house % total seats			n.a.	Health
ndicator Yes/No			Value	Indicator Unit
Election list quotas for women, national			No	Prevalence of gender violence in
Party membership quotas, voluntary			Yes	Births attended by skilled personi
Indicator 0-1 (Equal rights)			Value	Maternal mortality deaths per 100,0
Access to justice		Egual	rights 🄷	Total fertility rate births per woman
Freedom of movement		•	rights 🔷	Indicator 0-1 (Equal rights)
		-	•	Reproductive autonomy

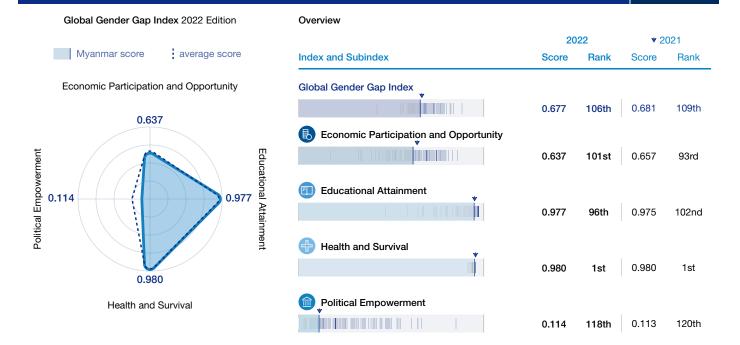
Family and care Indicator Unit			Value
Public spending on family benefits % G Unmet family planning % women 15-49 Early marriage % Mean age of women at birth of first chil			n. a. 23.10 41.00 28.60
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	60.00	1.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	♦ Male	Value
STEM Graduates	29.26	70.74	0.41
Agri., Forestry, Fisheries & Veterinary	35.39	64.61	0.55
Arts & Humanities	51.01	48.99	1.04
♦♦	-		
Business, Admin. & Law	55.14	44.86	1.23
Education	42.52	57.48	0.74
Engineering, Manuf. & Construction	n. a.	n. a.	n.a.
Health & Welfare	75.17	24.83	3.03
Information & Comm. Technologies	n.a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics	45.30	54.70	0.83
Social Sci., Journalism & Information	n. a.	n. a.	n. a.
Vocational training	0.46	0.91	0.68
PhD graduates ◆	0.02	0.06	0.04
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	4.05	4.00	4.03
Health Indicator Unit			Value
Prevalence of gender violence in lifetime Births attended by skilled personnel % Maternal mortality deaths per 100,000 live Total fertility rate births per woman	live births		21.70 73.00 289.00 4.78
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Rank 106th Index Edition 2022

# Myanmar



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.637 101st Labour-force participation rate % 122nd 0.586 -28.97 40.99 ◆ ◆ 69.96 0-100 Wage equality for similar work 1-7 (best) Estimated earned income int'l \$ 1,000 110th 0.538 -2.95k 3.44k • 6.39k 0-150k 0.556 -28.56 35.72 ♦ ♦ 64.28 Legislators, senior officials and managers % 58th 0-100 42.20 ♦ ♦ 57.80 Professional and technical workers % 1.000 • 15.60 0-100 1st **Educational Attainment** 0.977 96th 0.934 Literacy rate % 99th . Enrolment in primary education % Enrolment in secondary education % 1st 1.000 5.70 65.60 \$\infty\$ 71.30 0-200 Enrolment in tertiary education % 1st 1.000 arana amanijo 6.35 15.63 4 21.98 0-200 0.980 Health and Survival 1st 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 1.060 1st **Political Empowerment** 118th 0.114 **•** 0.181 114th -69.40 15.30♦ ♦ 84.70 Women in parliament % **•** 0-100 Women in ministerial positions % 136th 0.042 **\*\*\*\*\*\*\*\*** -92.00 4.00 **96.00** 0-100 Years with female/male head of state (last 50) 30th 0.107 -40.35 4.83 ♦ 45.17 0-50

## Myanmar

## **Complementary Targets and Contextual Indicators**

GDP US\$ billions  GDP per capita constant '17, intl. \$ 1000  Population sex ratio female/male  Population growth rate %  Indicator Million people  Total population  28.19  26.22  Work participation and leadership Indicator Unit  Gender pay gap (OECD only) %  Share of women's membership in boards % (OECD countries only)  Firms with female majority ownership % firms  Firms with female top managers % firms  Share of workers in informal sector % workers  Indicator 1-7 (best)  Advancement of women to leadership roles	Value 79.85 4.86 0.67 Value n. a. n. a. 33.50 41.10 Walue
GDP US\$ billions  GDP per capita constant '17, intl. \$ 1000  Population sex ratio female/male  Population growth rate %  Indicator Million people    Female    Male  Total population	79.85 4.86 1.08 0.67 Value n. a. n. a. 333.50 41.10
GDP per capita constant '17, intl. \$ 1000 Population sex ratio female/male Population growth rate %  Indicator Million people	4.86 1.08 0.67 Value 554.41 n. a. n. a. 333.50 411.10
Population sex ratio female/male Population growth rate %  Indicator Million people	1.08 0.67 Value 54.41 Value n. a. n. a. 33.50 41.10
Population growth rate %  Indicator Million people	0.67 Value 54.41 Value n. a. n. a. 33.50 41.10
Indicator Million people  ◆ Female  ◆ Male  Total population  28.19  26.22  Work participation and leadership  Indicator Unit  Gender pay gap (OECD only) %  Share of women's membership in boards % (OECD countries only)  Firms with female majority ownership % firms  Firms with female top managers % firms  Share of workers in informal sector % workers  Indicator 1-7 (best)  Advancement of women to leadership roles  Indicator 1 Million people  ◆ Female  ◆ Male	Value 54.41  Value n. a. n. a. 33.50 41.10
Total population 28.19 26.22  Work participation and leadership Indicator Unit  Gender pay gap (OECD only) % Share of women's membership in boards % (OECD countries only) Firms with female majority ownership % firms Firms with female top managers % firms Share of workers in informal sector % workers  Indicator 1-7 (best) Advancement of women to leadership roles Indicator 1 Million people	Value n. a. n. a. 33.50 41.10
Work participation and leadership Indicator Unit  Gender pay gap (OECD only) % Share of women's membership in boards % (OECD countries only) Firms with female majority ownership % firms Firms with female top managers % firms Share of workers in informal sector % workers  Indicator 1-7 (best) Advancement of women to leadership roles Indicator 1 Million people	Value n. a. n. a. 33.50 41.10
Indicator Unit  Gender pay gap (OECD only) %  Share of women's membership in boards % (OECD countries only)  Firms with female majority ownership % firms  Firms with female top managers % firms  Share of workers in informal sector % workers  Indicator 1-7 (best)  Advancement of women to leadership roles  Indicator 1 Million people	n. a. n. a. 33.50 41.10 81.00
Gender pay gap (OECD only) % Share of women's membership in boards % (OECD countries only) Firms with female majority ownership % firms Firms with female top managers % firms Share of workers in informal sector % workers  Indicator 1-7 (best) Advancement of women to leadership roles  Indicator 1 Million people  Female  Male	n. a. n. a. 33.50 41.10 81.00
Share of women's membership in boards % (OECD countries only)  Firms with female majority ownership % firms  Firms with female top managers % firms  Share of workers in informal sector % workers  Indicator 1-7 (best)  Advancement of women to leadership roles  Indicator 1 Million people  Female  Male	n. a. 33.50 41.10 81.00
Firms with female majority ownership % firms  Firms with female top managers % firms  Share of workers in informal sector % workers  Indicator 1-7 (best)  Advancement of women to leadership roles  Indicator 1 Million people  Female  Male	33.50 41.10 81.00
Firms with female top managers % firms  Share of workers in informal sector % workers  Indicator 1-7 (best)  Advancement of women to leadership roles  Indicator 1 Million people  Female  Male	41.10 81.00
Share of workers in informal sector % workers  Indicator 1-7 (best)  Advancement of women to leadership roles  Indicator 1 Million people  Female  Male	81.00
Indicator 1-7 (best)  Advancement of women to leadership roles  Indicator 1 Million people	
Advancement of women to leadership roles  Indicator 1 Million people	Value
Indicator 1 Million people ♦ Female ♦ Male	
· · · · · · · · · · · · · · · · · · ·	4.45
<b>Labour-force</b> 8.84 13.63	Value
	0.39
Indicator Unit	Value
Unemployed adults % of labour force (15-64) 2.65 2.08	2.31
Workers employed part-time % of employed people 0.17 0.13	0.15
Proportion of time spent on unpaid domestic and care work % n. a. n. a.	n. a.
Access to finance	
	Value
Access to financial services Equal righ	ıts 📤
Inheritance rights for widows and daughters  Near-equal righ	
Access to land assets  Uneven righ	
Access to non-land assets  Near-equal righ	•
Civil and political freedom	
Indicator Unit	Value
Year women received right to vote year	1948
- · · · · · · · · · · · · · · · · · · ·	
Number of female heads of state to date number	0 14.40
Number of female heads of state to date number Seats held in upper house % total seats	_
Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No	14.40 Value
Number of female heads of state to date number  Seats held in upper house % total seats	14.40
Number of female heads of state to date number Seats held in upper house % total seats  Indicator Yes/No Election list quotas for women, national Party membership quotas, voluntary	14.40 Value n. a.
Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Election list quotas for women, national  Party membership quotas, voluntary	Value n. a. n. a. Value

ators			LULL
Family and care			
Indicator Unit			Value
Public spending on family benefits % Gi	PD		n. a.
Unmet family planning % women 15-49			16.20
Early marriage %			12.90
Mean age of women at birth of first child	d years		29.62
Indicator 0-1 (Equal rights)			Value
Right to divorce		Restricted	rights 💠
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	98.00	21.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	60.76	39.24	1.55
<b>*</b>	<b>♦</b>		
Agri., Forestry, Fisheries & Veterinary	n.a.	n.a.	n.a.
Arts & Humanities	68.95	31.05	2.22
<b>♦</b>	<b>♦</b>		
Business, Admin. & Law	70.80	29.20	2.42
Education	75.78	24.22	3.13
<b>♦</b>		<b>♦</b>	
Engineering, Manuf. & Construction	42.34	57.66	0.73
Health & Welfare	57.17	42.83	1.33
<b>♦</b>	•		
Information & Comm. Technologies	n.a.	n.a.	n.a.
Natural Sci., Mathematics & Statistics	66.38	33.62	1.97
<b>♦</b>	<b>♦</b>		
Social Sci., Journalism & Information	50.98	49.02	1.04
Vocational training	0.26	0.39	0.32
<b>•</b>			
PhD graduates	0.05	0.04	0.05
Overhood of	. Famala	A Mala	Malua
Graduates %	◆ Female	♦ Male	Value
Graduates from tertiary education	n. a.	n. a.	n. a.
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetime	e % women		33.00
Births attended by skilled personnel %	ive births		60.20
Maternal mortality deaths per 100,000 live	births		250.00
Total fertility rate births per woman			2.14
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Restricted	rights 💠

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

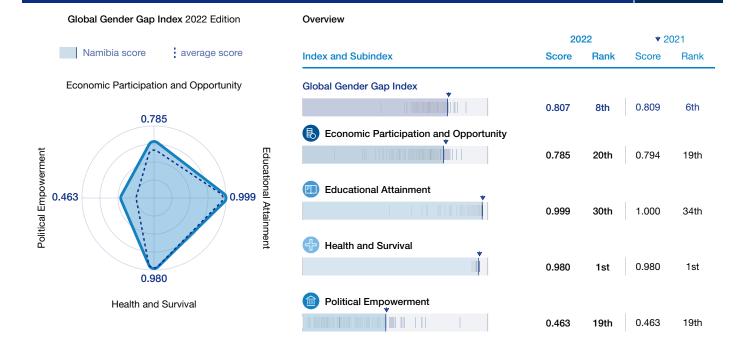
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Score (imparity = 0, parity = 1) Rank (out of 146 countries)

2022

Index Edition

# **Namibia**



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.785 . 20th Labour-force participation rate % 26th 0.877 -7.65 54.53 • 62.18 0-100 Wage equality for similar work 1-7 (best) 83rd 0.625 Estimated earned income int'l \$ 1,000 14th 0.816 -1.79k 7.94k • 9.73k 0-150k -12.87 43.57 ◆ ◆ 56.43 Legislators, senior officials and managers % 24th 0-100 44.01 ♦ ♦ 55.99 Professional and technical workers % 1st 1.000 11.98 0-100 • **Educational Attainment** 0.999 30th . Literacy rate % 58th 0.998 Enrolment in primary education % 1st 1.000 2.45 95.12 97.57 0-100 Enrolment in secondary education % 1.000 Enrolment in tertiary education % 1st arana amanijo 15.70 16.15 • • 31.85 0-200 0.980 Health and Survival 1st 0.944 Sex ratio at birth\*\* % 1st 1.060 Healthy life expectancy\*\* years 1st **Political Empowerment** 19th 0.463 • Women in parliament % 14th 0.792 -11.60 44.20 ♦ ♦ 55.80 • 0-100 Women in ministerial positions % 28th 0.643 -21.74 39.13 • 60.87 0-100 Years with female/male head of state (last 50) 24th 0.132 -38.35 0-50

## Namibia

## **Complementary Targets and Contextual Indicators**

General indicators				Family and
Indicator Unit			Value	Indicator Ur
GDP US\$ billions			10.62	Public spend
GDP per capita constant '17, intl. \$ 1000			8.81	Unmet famil
Population sex ratio female/male			1.06	Early marria
Population growth rate %			1.84	Mean age of
Indicator Million people	♦ Female		Value	Indicator 0-
Total population	1.31	1.23	2.54	Right to dive
Work participation and leadership				Indicator Da
Indicator Unit			Value	Length of pa
Gender pay gap (OECD only) %			n.a.	Education a
Share of women's membership in board	ds % (OECD co	untries only)	n.a.	Graduates
Firms with female majority ownership 🤊	% firms		25.60	STEM Grad
Firms with female top managers % firms	3		27.40	
Share of workers in informal sector % w	vorkers		55.80	Agri., Forest
Indicator 1-7 (best)			Value	
Advancement of women to leadership r	roles		4.53	Arts & Huma
Indicator 1 Million people	♦ Female	♦ Male	Value	Dueinees A
Labour-force	0.47	0.48	0.49	Business, A
Indicator Unit	◆ Female	◆ Male	Value	Education
Jnemployed adults % of labour force 15-64)	20.00	22.09	21.06	Engineering
Workers employed part-time % of employed people	0.31	0.20	0.26	Health & We
Proportion of time spent on unpaid				Information
domestic and care work %	n. a.	n.a.	n. a.	Natural Sci.
Access to finance				
Indicator 0-1 (Equal rights)			Value	Social Sci.,
Access to financial services		Near-equal	rights 🔷	
Inheritance rights for widows and daug	hters	Near-equal	rights 🔷	Vocational t
Access to land assets Access to non-land assets		Near-equal Near-equal	•	PhD gradua
				Graduates
Civil and political freedom Indicator Unit			Value	
Indicator Unit			Value 1990	
ndicator Unit  Year women received right to vote year  Number of female heads of state to dat	<b>te</b> number		1990 0	Graduates t
ndicator Unit  Year women received right to vote year  Number of female heads of state to dat	<b>te</b> number		1990	Graduates f
ndicator Unit Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats	t <b>e</b> number		1990 0	Graduates t  Health Indicator U
			1990 0 14.30	Health Indicator Un
Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No Election list quotas for women, national			1990 0 14.30 Value	Graduates f  Health Indicator U Prevalence Births atten
Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No Election list quotas for women, national Party membership quotas, voluntary			1990 0 14.30 Value No	Health Indicator U Prevalence Births atten Maternal me
Indicator Unit  Year women received right to vote year  Number of female heads of state to dat  Seats held in upper house % total seats  Indicator Yes/No		Near-equal	1990 0 14.30 Value No Yes	Graduates f  Health Indicator U Prevalence Births atten

Family and care Indicator Unit			Value
Public spending on family benefits % Gil Unmet family planning % women 15-49 Early marriage % Mean age of women at birth of first child			n. a. 17.50 5.90 29.01
Indicator 0-1 (Equal rights)			Value
Right to divorce		Near-equal	rights 🔷
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	84.00	0	n. a.
Education and skills Graduates Attainment %	◆ Female	♦ Male	Value
STEM Graduates	42.50	57.50	0.74
<b>♦</b>	<b>♦</b>		
Agri., Forestry, Fisheries & Veterinary	53.07	46.93	1.13
Arts & Humanities	62.31	37.69	1.65
Business, Admin. & Law	66.01	33.99	1.94
Education	n. a.	n. a.	n. a.
Engineering, Manuf. & Construction	33.92	66.08	0.51
Health & Welfare	79.51	20.49	3.88
Information & Comm. Technologies	38.16	61.84	0.62
Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.
Social Sci., Journalism & Information	71.37	28.63	2.49
Vocational training	n. a.	n. a.	n. a.
PhD graduates	n.a.	n. a.	n. a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	17.24	9.20	13.28
Health Indicator Unit			Value
Prevalence of gender violence in lifetime Births attended by skilled personnel % I Maternal mortality deaths per 100,000 live Total fertility rate births per woman	live births		25.00 88.20 195.00 3.34
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Near-equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

**Economy Profile** 

# Global Gender Gap Index 2022 Edition Nepal score average score **Economic Participation and Opportunity** 0.641 Political Empowerment **Educational Attainment** 0.247 0.916 0.965 Health and Survival



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.641 98th Labour-force participation rate % 6th 0.974 -2.08 78.69 \$ 80.77 0-100 Wage equality for similar work 1-7 (best) 93rd 0.614 Estimated earned income int'l \$ 1,000 31st -1.19k 3.25k • 4.44k -73.67 Legislators, senior officials and managers % 131st 0.152 0-100 Professional and technical workers % 106th 0.599 -25.08 37.46 ♦ ♦ 62.54 0-100 • **Educational Attainment** 0.916 125th Literacy rate % 125th 0.760 Enrolment in primary education % Enrolment in secondary education % 1st 1.000 2.74 84.16 \$ 86.90 0-200 Enrolment in tertiary education % 1st 1.000 arana amanijo 0.60 13.15 ♦ 13.75 0-200 0.965 Health and Survival 109th 0.939 Sex ratio at birth\*\* % 131st Healthy life expectancy\*\* years 93rd 1.024 0.247 **Political Empowerment** 58th Women in parliament % 45th 0.506 -32.80 33.60 ♦ ♦ 66.40 • 0-100 Women in ministerial positions % 105th -72.73 ♦ 86.36 0-100 Years with female/male head of state (last 50) 28th 0.117 -39.56 5.22 ◆ 44.78 0-50

Rank

96th

# **Complementary Targets and Contextual Indicators**

. , , , ,			
General indicators			
Indicator Unit			Value
GDP US\$ billions			33.66
GDP per capita constant '17, intl. \$ 1000			3.80
Population sex ratio female/male			1.18
Population growth rate %			1.83
Indicator Million people	♦ Female	◆ Male	Value
Total population	15.79	13.35	29.14
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in boar	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership 9	% firms		11.70
Firms with female top managers % firms	S		17.20
Share of workers in informal sector % v	vorkers		81.60
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		3.95
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	9.35	7.64	0.55
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force			
(15-64)	5.07	5.33	5.19
Workers employed part-time % of employed people	0.40	0.23	0.30
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Near-equal	rights 🔷
Inheritance rights for widows and daug	hters	Near-equal	rights 💠
Access to land assets		Near-equal	rights 🔷
Access to non-land assets		Near-equal	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1958
Number of female heads of state to date	te number		1.00
Seats held in upper house % total seats			37.30
Indicator Yes/No			Value
Election list quotas for women, nationa	I		Yes
Party membership quotas, voluntary			No
Indicator 0-1 (Equal rights)			Value
Access to justice		Near-equal	rights 🔷
Freedom of movement		Equal	rights 🔷

Family and care			
Indicator Unit			Value
Public spending on family benefits $\%$ G	PD		n.a.
Unmet family planning % women 15-49			23.70
Early marriage %			24.50
Mean age of women at birth of first chil		25.24	
Indicator 0-1 (Equal rights)			Value
Right to divorce		Unequal	rights 🗇
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	98.00	21.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	n.a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	33.33	66.67	0.50
Arts & Humanities	46.33	53.67	0.86
<b>♦</b>	<b>♦</b>		
Business, Admin. & Law	n. a.	n.a.	n.a.
Education			20.00
Education	n. a.	n. a.	n. a.
Engineering, Manuf. & Construction	13.95	86.05	0.16
Health & Welfare	56.98	43.02	1.32
Treattria Wellare	\$0.90	45.02	1.02
Information & Comm. Technologies	n.a.	n.a.	n.a.
Natural Sci., Mathematics & Statistics	n. a.	n.a.	n. a.
Social Sci., Journalism & Information	n. a.	n. a.	n. a.
Coolai Co., Codinaisin & Information	π. α.	n. a.	π. α.
Vocational training	n.a.	n.a.	n.a.
PhD graduates	n.a.	n.a.	n.a.
Graduates %	◆ Female	♦ Male	Value
Graduates from tertiary education	n. a.	n.a.	9.13
Health			Malica
Indicator Unit			Value
Prevalence of gender violence in lifetim			25.00
Births attended by skilled personnel %			58.00
Maternal mortality deaths per 100,000 live	births		186.00
Total fertility rate births per woman			1.88
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Netherlands

Score (imparity = 0, parity = 1) Rank (out of 146 countries)

Index Edition

2022

# Reducational Attainment Global Gender Gap Index 2022 Edition Netherlands score average score Economic Participation and Opportunity 0.675 1.000 Educational Attainment

0.962

Health and Survival



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.675 79th Labour-force participation rate % 28th 0.876 -8.87 62.44 • 71.32 0-100 Wage equality for similar work 1-7 (best) 69th 0.660 Estimated earned income int'l \$ 1,000 104th 0.556 -31.02k 38.86k ◆ ◆ 69.88k 26.24♦ ♦ 73.76 -47.53 Legislators, senior officials and managers % 101st 0.356 0-100 Professional and technical workers % 70th 0.993 -0.37 49.81 ♦ 50.19 0-100 .... Educational Attainment 1.000 1st . Literacy rate % 1.000 1st Enrolment in primary education % 1st 1.000 0.86 98.61 • 99.47 0-100 Enrolment in secondary education % 1st 1.000 1.54 133.61 • 135.15 0-200 Enrolment in tertiary education % 1st 1.000 arana amanijo 11.26 81.60 > 92.86 0-200 0.962 Health and Survival 127th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 134th 1.002 **Political Empowerment** 0.432 • 23rd 0.686 23rd -18.60 40.70 ♦ ♦ 59.30 Women in parliament % • 0-100 Women in ministerial positions % 13th 0.889 -5.88 47.06 >> 52.94 0-100 Years with female/male head of state (last 50) 78th 0.000 -50.00 **♦** 50.00 0-50

## **Netherlands**

## **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			913.87
GDP per capita constant '17, intl. \$ 1000			54.33
Population sex ratio female/male			1.01
Population growth rate %			0.56
Indicator Million people	♦ Female	◆ Male	Value
Total population	8.75	8.69	17.44
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			27.44
Share of women's membership in boar	ds % (OECD co	untries only)	38.10
Firms with female majority ownership 9	% firms		5.00
Firms with female top managers % firms	S		13.70
Share of workers in informal sector % v	vorkers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		5.10
Indicator 1 Million people	♦ Female	◆ Male	Value
Labour-force	4.57	5.13	0.47
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	3.52	3.46	3.49
<b>♦</b>			
Workers employed part-time % of employed people	0.76	0.41	0.58
Proportion of time spent on unpaid domestic and care work %	n. a.	n. a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		·	rights 🤷
Inheritance rights for widows and daug	hters	Equal	rights 🔷
Access to land assets		•	rights 🔷
Access to non-land assets		Equal	rights 🔷
Civil and political freedom Indicator Unit			Value
Year women received right to vote year Number of female heads of state to date	ta numbar		1922 0
Seats held in upper house % total seats	te number		32.00
Indicator Yes/No			Value
Election list quotas for women, nationa	I		No
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice		Equal	rights 🔷
Freedom of movement		Equal	rights 🔷

		Value
		1.84
		n.a.
		0.10
		30.94
		Value
	Near-equa	al rights 🔷
nale	♦ Male	Value
2.00	42.00	n.a.
nale	◆ Male	Value
n.a.	n.a.	n.a.
n. a.	n.a.	n.a.
4.40	45.50	4.40
4.42	45.58	1.19
7.34	52.66	0.90
n.a.	n.a.	n.a.
3.06	76.94	0.30
2 0	n 0	n. a.
ıı. a.	II. a.	II. a.
n.a.	n.a.	n.a.
3.75	56.25	0.78
8.17	31.83	2.14
2.40	2/1 22	23.33
2.40	24.22	20.00
0.56	0.86	0.71
nale	♦ Male	Value
9.12	44.34	51.56
		Value
men		25.00
S		n.a.
		5.00
		5.00 1.57
2 m n 1 3 8 2 0 m n	2.00  nale 1. a. 1. a. 2.442  7.34  1. a. 3.06  1. a. 3.75  2.40  0.56  nale 0.12	nale

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Score imparity = 0, parity = 1) Rank (out of 146 countries) Index Edition

2022

# New Zealand





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 39th -Labour-force participation rate % 40th 0.864 -10.25 65.08 75.33 0-100 Wage equality for similar work 1-7 (best) 32nd Estimated earned income int'l \$ 1,000 78th 0.633 -19.32k 33.28k ◆ ◆ 52.60k Legislators, senior officials and managers % Professional and technical workers % Educational Attainment 1.000 1st . Literacy rate % 1.000 1st Enrolment in primary education % 1st 1.000 0.75 98.68 • 99.43 0-100 Enrolment in secondary education % 1st 1.000 6.58 119.93 \* 126.51 0-200 Enrolment in tertiary education % 1st 1.000 arana amanijo 33.66 63.89 ♦ ♦ 97.56 0-200 0.966 Health and Survival 100th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 109th 1.017 **Political Empowerment** 4th 0.660 0.969 49.20 > 50.80 Women in parliament % 5th -1.60 • 0-100 Women in ministerial positions % 23rd 0.667 | -------20.00 40.00 ◆ ◆ 60.00 0-100 Years with female/male head of state (last 50) 7th 0.441 -19.39 0-50

Score Rank

0.841 4th

Page 2 of 2

## **New Zealand**

## **Complementary Targets and Contextual Indicators**

_				
General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			210.7	Public spending on family
GDP per capita constant '17, intl. \$ 1000			42.77	Unmet family planning %
Population sex ratio female/male			1.03	Early marriage %
Population growth rate %			2.09	Mean age of women at b
Indicator Million people	♦ Female	◆ Male	Value	Indicator 0-1 (Equal rights)
Total population	2.59	2.50	5.08	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			4.58	Education and skills
Share of women's membership in boar	ds % (OECD co	untries only)	43.50	Graduates Attainment %
Firms with female majority ownership	% firms		n.a.	STEM Graduates
Firms with female top managers % firm	S		n.a.	
Share of workers in informal sector % v	vorkers		n.a.	Agri., Forestry, Fisheries
Indicator 1-7 (best)			Value	
Advancement of women to leadership	roles		5.66	Arts & Humanities
Indicator 1 Million people	♦ Female	♦ Male	Value	
Labour-force	1.31	1.44	0.48	Business, Admin. & Law
Indicator Unit	♦ Female	◆ Male	Value	Education
Unemployed adults % of labour force (15-64)	3.93	3.91	3.92	Engineering, Manuf. & Co
Workers employed part-time % of employed people	0.51	0.28	0.39	Health & Welfare
Proportion of time spent on unpaid domestic and care work %	n. a.	n. a.	n. a.	Information & Comm. Tec
				Natural Sci., Mathematic
Access to finance				
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism &
Access to financial services		Equal	rights 🔷	Vacational training
Inheritance rights for widows and daug	hters	Equal	rights 🔷	Vocational training
Access to land assets		Equal	rights 🔷	
Access to non-land assets		Equal	rights 🔷	PhD graduates
Civil and political freedom				Craduates of
Indicator Unit			Value	Graduates %
Year women received right to vote year			1893	Graduates from tertiary e
Number of female heads of state to da	te number		3.00	
Seats held in upper house % total seats			n.a.	Health
Indicator Yes/No			Value	Indicator Unit
Election list quotas for women, nationa	l		n. a.	Prevalence of gender vio
Party membership quotas, voluntary			Yes	Births attended by skilled
Indicator 0-1 (Equal rights)			Value	Maternal mortality deaths
Access to justice		Faual	rights 🄷	Total fertility rate births pe
Freedom of movement		-	rights 🔷	Indicator 0-1 (Equal rights)
		Lquai		Reproductive autonomy

Family and care Indicator Unit			Value
			Value
Public spending on family benefits % G	iPD		2.78
Unmet family planning % women 15-49			n. a.
Early marriage %	I.J		0.80
Mean age of women at birth of first chi	IO years		30.09
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equa	l rights 🔷
Indicator Days	◆ Female	◆ Male	Value
Length of parental leave	0	0	182.00
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	34.96	65.04	0.54
A : E : E : O : O : O : O : O : O : O : O	•		
Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n. a.
Arts & Humanities	60.24	39.76	1.51
Business, Admin. & Law	54.12	45.88	1.18
Education	n. a.	n.a.	n. a.
Engineering, Manuf. & Construction	n. a.	n.a.	n. a.
Health & Welfare	79.92	20.08	3.98
Information & Comm. Technologies	n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics	55.67	44.33	1.26
Social Sci., Journalism & Information	n.a.	n.a.	n. a.
Vocational training	11.44	18.46	15.03
PhD graduates	0.95	1.30	1.12
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	67.22	44.87	55.74
<b>♦</b>	<b>♦</b>		
Health Indicator Unit			Value
	10 % Maman		35.00
Prevalence of gender violence in lifetime			96.60
Births attended by skilled personnel %			96.60
Maternal mortality deaths per 100,000 live  Total fertility rate births per woman	: פוו וו ווט		1.72
Indicator 0-1 (Equal rights)		Noor	Value
Reproductive autonomy		Near-equa	ı rıgnts 🧇

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

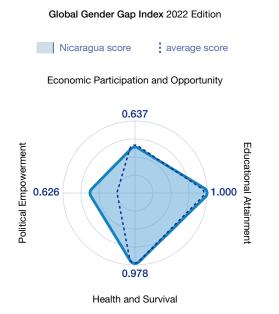
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Score (imparity = 0, parity = 1) 0.810

Rank (out of 146 countries)

Index Edition 2022

# Nicaragua



#### Overview 2022 **¥** 2021 **Index and Subindex** Score Rank Score Rank Global Gender Gap Index 0.810 0.796 12th 7th Economic Participation and Opportunity 0.637 100th 0.598 120th **Educational Attainment** 1.000 1.000 1st Health and Survival 0.978 0.978 36th 39th Political Empowerment 0.606 5th 0.626

#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.637 100th Labour-force participation rate % 124th 0.576 -34.50 46.80♦ 81.30 0-100 Wage equality for similar work 1-7 (best) 120th 0.547 Estimated earned income int'l \$ 1,000 56th 0.682 -2.00k 4.29k • 6.30k 0-150k 0.543 -29.59 35.21 ♦ ♦ 64.79 Legislators, senior officials and managers % 64th 0-100 45.65 ♦ ♦ 54.35 Professional and technical workers % 1st 1.000 • 8.70 0-100 1.000 Educational Attainment 1st . Literacy rate % 1.000 1st Enrolment in primary education % Enrolment in secondary education % 1.000 Enrolment in tertiary education % 1st 5.52 16.89 4 22.41 0-200 0.978 Health and Survival 36th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 45th 1.056 **Political Empowerment** 5th 0.626 1.000 49.40 50.60 Women in parliament % 1.20 1st • 0-100 Women in ministerial positions % 1st 1.000 • 17.65 41.18 58.82 0-100 Years with female/male head of state (last 50) 20th 0.155 -36.56 0-50

## Nicaragua

## **Complementary Targets and Contextual Indicators**

2022

General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			12.62	Public spending on family be
GDP per capita constant '17, intl. \$ 1000			5.28	Unmet family planning % wor
Population sex ratio female/male			1.03	Early marriage %
Population growth rate %			1.20	Mean age of women at birth
Indicator Million people	♦ Female	♦ Male	Value	Indicator 0-1 (Equal rights)
Total population	3.36	3.26	6.62	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			n.a.	Education and skills
Share of women's membership in boar	rds % (OECD co	untries only)	n.a.	Graduates Attainment %
Firms with female majority ownership	% firms		26.80	STEM Graduates
Firms with female top managers % firm	S		27.00	OTEM Graduatos
Share of workers in informal sector %	workers		81.80	Agri., Forestry, Fisheries & Ve
ndicator 1-7 (best)			Value	<b>J</b> , <b>J</b> , <b>J</b> , <b>J</b>
Advancement of women to leadership	roles		4.16	Arts & Humanities
ndicator 1 Million people	♦ Female	♦ Male	Value	
Labour-force	1.15	1.87	0.38	Business, Admin. & Law
ndicator Unit	♦ Female	♦ Male	Value	Education
Jnemployed adults % of labour force				
15-64)	5.93	5.61	5.73	Engineering, Manuf. & Const
Vorkers employed part-time % of employed people	0.51	0.27	0.38	Health & Welfare
Proportion of time spent on unpaid				Information & Comm. Techno
domestic and care work %	n. a.	n. a.	n. a.	
				Natural Sci., Mathematics &
Access to finance			Value	Social Sci., Journalism & Info
ndicator 0-1 (Equal rights)  Access to financial services		Noor oqual		, , , , , , , , , , , , , , , , , , , ,
Inheritance rights for widows and daug	nhters	Near-equal Equal	rights 🔷	Vocational training
Access to land assets	Ji itoro	Near-equal		
Access to non-land assets		·	rights 🇆	PhD graduates
Civil and political freedom		<u> </u>		
ndicator Unit			Value	Graduates %
Year women received right to vote year			1957	Graduates from tertiary educ
Number of female heads of state to da			1.00	
Seats held in upper house % total seats			n.a.	Health
ndicator Yes/No			Value	Indicator Unit
Election list quotas for women, nationa	al		Yes	Prevalence of gender violence
Party membership quotas, voluntary	••		No	Births attended by skilled pe
				Maternal mortality deaths per
Indicator 0-1 (Equal rights)		_	Value	Total fertility rate births per wo
Access to justice		Equal	rights 🧇	Indicator a ( /= )
Freedom of movement		F	rights 🔷	Indicator 0-1 (Equal rights)

Family and care Indicator Unit			Value
Public spending on family benefits % G Unmet family planning % women 15-49 Early marriage % Mean age of women at birth of first chil		n. a. 16.00 30.40 26.94	
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	84.00	7.00	n.a.
Education and skills Graduates Attainment %	♦ Female	♦ Male	Value
STEM Graduates	n.a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n. a.
Arts & Humanities	n. a.	n.a.	n.a.
Business, Admin. & Law	n.a.	n.a.	n. a.
Education	n.a.	n.a.	n.a.
Engineering, Manuf. & Construction	n. a.	n.a.	n.a.
Health & Welfare	n. a.	n.a.	n.a.
Information & Comm. Technologies	n.a.	n.a.	n.a.
Natural Sci., Mathematics & Statistics	n.a.	n.a.	n.a.
Social Sci., Journalism & Information	n.a.	n.a.	n.a.
Vocational training	n.a.	n.a.	n. a.
PhD graduates	n. a.	n.a.	n.a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	n. a.	n.a.	n.a.
Health Indicator Unit			Value
Prevalence of gender violence in lifetim Births attended by skilled personnel % Maternal mortality deaths per 100,000 live Total fertility rate births per woman	live births		22.50 96.00 98.00 2.38
Indicator 0-1 (Equal rights)			Value
Papraductiva autonomy		Unoqual	riabto A

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

Unequal rights  $\otimes$ 

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

# Niger



Global Gender Gap Index I	ndicat	tors			2	2022
ndicator	Rank	Score*	Compare with Global average	Gap F-M <b>■</b>	♦ Female vs ♦ Male	Min Max
Economic Participation and Opportunity	82nd	0.672	0 1	-	Min Max -	-
Labour-force participation rate %	91st	0.733	<del>-</del>	-22.54	61.73 ◆ ◆ 84.27	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	102nd	0.561	· · · · · · · · · · · · · · · · · · ·	-686.25	876.11 ♦ 1.56k	0-150k
Legislators, senior officials and managers %	13th	0.973	•	-1.38	49.31 ◆ 50.69	0-100
Professional and technical workers %	126th	0.406	• • • • • • • • • • • • • • • • • • •	-42.27	28.87 ◆ ◆ 71.13	0-100
Educational Attainment	141st	0.750		-	-	-
Literacy rate %	137th	0.611		-	-	-
Enrolment in primary education %	112th	0.878	I	-7.64	55.09 ◆◆ 62.73	0-100
Enrolment in secondary education %	131st	0.748		-6.98	20.70 🐡 27.68	0-200
Enrolment in tertiary education %	133rd	0.481	1 11 <b>4</b> 111 1 <b>1111 1</b> 311	-3.04	2.82♦ 5.87	0-200
Health and Survival	115th	0.964	+	-	-	-
Sex ratio at birth** %	1st	0.944	•	-	-	-
Healthy life expectancy** years	122nd	1.010	₽ <b>∳</b>	-	-	-
Political Empowerment	96th	0.155	•	-	-	-
Women in parliament %	76th	0.350	•	-48.20	25.90 ♦ ♦ 74.10	0-100
Women in ministerial positions %	92nd	0.188	••••••••••••••••••••••••••••••••••••••	-68.42	15.79♦ ♦84.21	0-100
Years with female/male head of state (last 50)	78th	0.000	<b>+</b>	-50.00	0 • 50.00	0-50

# Niger

#### 0.635 128th

#### **Complementary Targets and Contextual Indicators**

2022

Value n.a. n.a. 61.90 29.06 Value

Value

n.a.

Value

0.22

0.23

1.11

n.a.

1.08

0.08

0.46

0.30

0.26

n.a.

0.96

n.a.

Value

4.22

Value

n.a. 39.10 509.00 6.82 Value

Unequal rights  $\otimes$ 

Male

Male

81.97

81.28

47.34

n.a.

48.01

92.55

68.65

77.20

79.32

n.a.

1.00

n.a.

Male

5.84

1.00

General indicators				Family and care	
Indicator Unit			Value	Indicator Unit	
GDP US\$ billions			13.74	Public spending on family benefits % GP	'D
GDP per capita constant '17, intl. \$ 1000			1.22	Unmet family planning % women 15-49	
Population sex ratio female/male			0.99	Early marriage %	
Population growth rate %			3.77	Mean age of women at birth of first child	years
Indicator Million people	♦ Female	♦ Male	Value	Indicator 0-1 (Equal rights)	
Total population	12.04	12.17	24.21	Right to divorce	
Work participation and leadership				Indicator Days	♦ Fer
Indicator Unit			Value	Length of parental leave	98
Gender pay gap (OECD only) %			n.a.	Education and skills	
Share of women's membership in boa	rds % (OECD co	untries only)	n.a.	Graduates Attainment %	♦ Fen
Firms with female majority ownership	% firms		8.90	STEM Graduates	18
Firms with female top managers % firm	าร		10.60	♦	
Share of workers in informal sector %	workers		73.60	Agri., Forestry, Fisheries & Veterinary	18
Indicator 1-7 (best)			Value	<b>*</b>	
Advancement of women to leadership	roles		n.a.	Arts & Humanities	5
Indicator 1 Million people	♦ Female	♦ Male	Value	Dunings Admin 9 Law	
Labour-force	3.94	5.31	0.43	Business, Admin. & Law	
Indicator Unit	♦ Female	♦ Male	Value	Education	5
Unemployed adults % of labour force (15-64)	0.70	0.86	0.79	Engineering, Manuf. & Construction	
Workers employed part-time % of employed people	0.45	0.28	0.33	Health & Welfare	3
Proportion of time spent on unpaid				Information & Comm. Technologies	2
domestic and care work %	n. a.	n.a.	n. a.	Natural Sci., Mathematics & Statistics	2
Access to finance				<b>*</b>	
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism & Information	
Access to financial services		Unequal	rights ⊗		
Inheritance rights for widows and dau	ghters	Unequal	rights 🗇	Vocational training	
Access to land assets		Near-equal	rights 🔷		
Access to non-land assets		Restricted	rights 🔷	PhD graduates	
Civil and political freedom				Out district of	
Indicator Unit			Value	Graduates %	♦ Fei
Year women received right to vote year	r		1960	Graduates from tertiary education	
Number of female heads of state to da	ate number		0		
Seats held in upper house % total seats	3		n.a.	Health	
ndicator Yes/No			Value	Indicator Unit	
Election list quotas for women, national	al		Yes	Prevalence of gender violence in lifetime	
Party membership quotas, voluntary			Yes	Births attended by skilled personnel % liv	ve birth
Indicator 0-1 (Equal rights)			Value	Maternal mortality deaths per 100,000 live b	oirths
Access to justice		Restricted		Total fertility rate births per woman	
Freedom of movement			rights ❖	Indicator 0-1 (Equal rights)	
		-4	<b>5</b> = <b>▼</b>	Reproductive autonomy	

*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "	arity". Please see Appendix A and B for detailed methodo	ogy, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Restricted rights 🐟

# Nigeria



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 50th 47.93 • • 59.59 Labour-force participation rate % 62nd 0.804 -11.66 0-100 Wage equality for similar work 1-7 (best) 35th Estimated earned income int'l \$ 1,000 117th 0.513 -3.15k 3.32k • 6.47k 0-150k 28.85 35.57 ♦ ♦ 64.43 Legislators, senior officials and managers % 1st 1.000 0-100 Professional and technical workers % 105th 0.628 -22.89 38.56 ♦ ♦ 61.44 0-100 **Educational Attainment** 0.826 134th **\** Literacy rate % 128th 0.739 Enrolment in primary education % Enrolment in secondary education % 108th 0.952 -2.16 42.41 44.57 0-200 Enrolment in tertiary education % 123rd ........................ -3.87 10.13 • 14.01 0-200 0.967 Health and Survival 97th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 107th 1.018 0.040 **• Political Empowerment** 141st 0.037 143rd -92.80 Women in parliament % \_\_\_\_\_ 3.60♦ 96.40 0-100 Women in ministerial positions % 118th 0.115 | **--------**-79.31 10.34 ♦ 89.66 0-100 Years with female/male head of state (last 50) 78th **♦** -50.00 ♦ 50.00 0-50

## **Complementary Targets and Contextual Indicators**

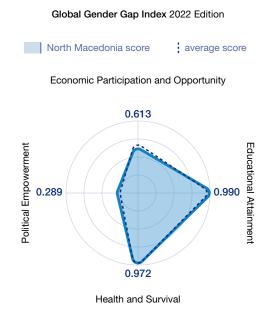
ndicator Unit			Value
GDP US\$ billions			432.29
GDP per capita constant '17, intl. \$ 1000			4.92
Population sex ratio female/male			0.97
Population growth rate %			2.54
ndicator Million people	♦ Female	◆ Male	Value
Total population	101.67	104.47	206.14
Work participation and leadership			
ndicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %	6 firms		13.20
Firms with female top managers % firms	3		13.90
Share of workers in informal sector $\%$ w	orkers		n.a.
ndicator 1-7 (best)			Value
Advancement of women to leadership r	oles		4.28
ndicator 1 Million people	♦ Female	♦ Male	Value
_abour-force	28.52	35.96	0.44
ndicator Unit	◆ Female		Value
<del></del>	♦ I emale	Viviale	value
Jnemployed adults % of labour force 15-64)	8.60	10.36	9.58
◆◆			
Norkers employed part-time % of employed people	0.37	0.28	0.32
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n.a.
Access to finance			
Access to finance ndicator 0-1 (Equal rights)			Value
		Near-equa	
ndicator 0-1 (Equal rights)	hters		
ndicator 0-1 (Equal rights) Access to financial services	hters		l rights ❖
ndicator 0-1 (Equal rights)  Access to financial services  nheritance rights for widows and daugi	hters	Restricted Near-equa	l rights ❖
ndicator 0-1 (Equal rights)  Access to financial services  nheritance rights for widows and daugl  Access to land assets	hters	Restricted Near-equa	I rights ❖ I rights ❖ I rights ❖
ndicator 0-1 (Equal rights)  Access to financial services  nheritance rights for widows and daugi  Access to land assets  Access to non-land assets	hters	Restricted Near-equa	I rights ❖ I rights ❖ I rights ❖
ndicator 0-1 (Equal rights)  Access to financial services  nheritance rights for widows and daugl  Access to land assets  Access to non-land assets  Civil and political freedom	hters	Restricted Near-equa	I rights ❖ I rights ❖ I rights ❖ n rights ❖
ndicator 0-1 (Equal rights)  Access to financial services  nheritance rights for widows and daugi  Access to land assets  Access to non-land assets  Civil and political freedom  ndicator Unit		Restricted Near-equa	I rights �
ndicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daugitaces to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year		Restricted Near-equa	I rights � I rights I
ndicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughted Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to dat		Restricted Near-equa	I rights �
Access to financial services Inheritance rights for widows and daughted Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Vear women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No	<b>e</b> number	Restricted Near-equa	I rights 🌢 I rights 💠 I rights 🂠 I rights 🌣 I rights 🌣
Access to financial services Inheritance rights for widows and daughten Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Vear women received right to vote year Number of female heads of state to date Seats held in upper house % total seats Indicator Yes/No Election list quotas for women, national	<b>e</b> number	Restricted Near-equa	I rights � I rights I r
Access to financial services Inheritance rights for widows and daugitaccess to land assets Access to non-land assets Civil and political freedom Indicator Unit If year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No Election list quotas for women, national Party membership quotas, voluntary	<b>e</b> number	Restricted Near-equa	I rights � I rights I rig
Access to financial services Inheritance rights for widows and daughten Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Vear women received right to vote year Number of female heads of state to date Seats held in upper house % total seats Indicator Yes/No Election list quotas for women, national	<b>e</b> number	Restricted Near-equa	I rights &

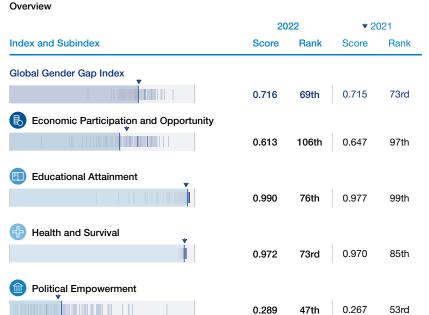
41013			LULL	
Family and care				
Indicator Unit			Value	
Public spending on family benefits % GPD n.				
Unmet family planning % women 15-49			18.90	
Early marriage %			30.40	
Mean age of women at birth of first chil	d years		29.81	
Indicator 0-1 (Equal rights)			Value	
Right to divorce		Uneven	rights 🔇	
Indicator Days	♦ Female	♦ Male	Value	
Length of parental leave	84.00	0	n. a	
Education and skills				
Graduates Attainment %	♦ Female	◆ Male	Value	
STEM Graduates	n.a.	n.a.	n. a	
Agri., Forestry, Fisheries & Veterinary	n.a.	n.a.	n. a	
Arts & Humanities	n.a.	n.a.	n. a	
Business, Admin. & Law	n. a.	n. a.	n. a	
Education	n.a.	n. a.	n. a	
Engineering, Manuf. & Construction	n.a.	n.a.	n. a	
Health & Welfare	n. a.	n. a.	n. a	
Information & Comm. Technologies	n. a.	n. a.	n. a	
Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a	
Social Sci., Journalism & Information	n.a.	n. a.	n. a	
Vocational training	n.a.	n. a.	n. a	
PhD graduates	n.a.	n. a.	n. a	
Graduates %	♦ Female	◆ Male	Value	
Graduates from tertiary education	n.a.	n.a.	n. a	
Health Indicator Unit			Value	
Prevalence of gender violence in lifetim	e % women		16.20	
Births attended by skilled personnel $\%$	live births		43.30	
Maternal mortality deaths per 100,000 live	births		917.00	
Total fertility rate births per woman			5.32	
Indicator 0-1 (Equal rights)			Value	
Reproductive autonomy		Restricted	rights 💸	

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

# North Macedonia





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.613 **•** 106th Labour-force participation rate % 105th 0.668 -21.05 42.40 ♦ ♦ 63.44 0-100 Wage equality for similar work 1-7 (best) 100th 0.595 Estimated earned income int'l \$ 1,000 86th 0.613 -7.64k 12.11k **★★** 19.75k 20.58♦ ♦ 79.42 0.259 -58.84 Legislators, senior officials and managers % 114th 0-100 45.91 • • 54.09 Professional and technical workers % 1.000 8.17 0-100 1st • Educational Attainment 0.990 76th 0.979 Literacy rate % 80th • 0.998 Enrolment in primary education % 78th -0.18 99.21 ♦ 99.39 0-100 Enrolment in secondary education % 95th 0.979 -1.73 79.10 80.83 0-200 Enrolment in tertiary education % 1st 1.000 arana amanijo 11.92 37.32 • 49.25 0-200 0.972 Health and Survival 73rd 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 78th 1.034 0.289 **Political Empowerment** 47th 41.70 ♦ ♦ 58.30 20th -16.60 Women in parliament % • 0-100 Women in ministerial positions % 75th 0.267 i — — 🍁 i jeen oo oo oo oo oo oo oo o -57.89 21.05 ♦ ♦ 78.95 0-100 Years with female/male head of state (last 50) 72nd -49.73 49.86 0-50

# North Macedonia

## **Complementary Targets and Contextual Indicators**

2022

General indicators			
Indicator Unit			Value
GDP US\$ billions			12.26
GDP per capita constant '17, intl. \$ 1000			15.93
Population sex ratio female/male			1.00
Population growth rate %			-0.20
Indicator Million people	♦ Female	◆ Male	Value
Total population	1.04	1.04	2.07
Work participation and leadership Indicator Unit			Value
Gender pay gap (OECD only) %	do 0/ (OEOD		n. a.
Share of women's membership in board Firms with female majority ownership %		untries only)	n. a. <b>19.6</b> 0
Firms with female top managers % firms			21.30
Share of workers in informal sector % w			11.50
Indicator 1-7 (best)			Value
Advancement of women to leadership re	oles		3.94
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	0.37	0.55	0.40
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force			
(15-64)	16.50	15.75	16.05
Workers employed part-time % of employed people	0.28	0.22	0.25
Proportion of time spent on unpaid domestic and care work %	n. a.	n.a.	n. a.
Access to finance			
Access to finance Indicator 0-1 (Equal rights)			Value
Access to financial services		Faual	rights 🍨
Inheritance rights for widows and daugh	nters	Near-equal	
Access to land assets	itoro	Near-equal	
Access to non-land assets		•	rights 🇆
Civil and political freedom		<u> </u>	<u> </u>
Indicator Unit			Value
Year women received right to vote year			1991
Number of female heads of state to date	e number		C
Seats held in upper house % total seats			n. a
Indicator Yes/No			Value
Election list quotas for women, national			Yes
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice		Near-equal	rights 🤷
Freedom of movement		Equal	

Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		n.a.
Unmet family planning % women 15-49			n.a.
Early marriage %			4.30
Mean age of women at birth of first child	d years		28.96
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	270.00	2.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	n.a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	39.49	60.51	0.65
<b>•</b>	•		
Arts & Humanities	n. a.	n. a.	n.a.
Business, Admin. & Law	n. a.	n. a.	n. a.
business, Aumin. & Law	π. α.	n. a.	π. α.
Education	78.09	21.91	3.56
<b>♦</b>		<b>♦</b>	
Engineering, Manuf. & Construction	n.a.	n.a.	n.a.
Health & Welfare	74.13	25.87	2.87
Information 9 Comm Technologies	25.00	64.01	0.54
Information & Comm. Technologies	35.09	64.91	0.54
Natural Sci., Mathematics & Statistics	n. a.	n.a.	n.a.
, , , , , , , , , , , , , , , , , , , ,			
Social Sci., Journalism & Information	61.44	38.56	1.59
<b>♦</b>	<b>•</b>		
Vocational training	n.a.	n.a.	n.a.
PhD graduates	0.22	0.29	0.25
<b>V</b>			
Graduates %	♦ Female	◆ Male	Value
Graduates from tertiary education	32.83	21.45	26.98
<b>*</b>			
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetime	e % women		27.70
Births attended by skilled personnel %	live births		99.90
Maternal mortality deaths per 100,000 live	births		7.00
Total fertility rate births per woman			1.49
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

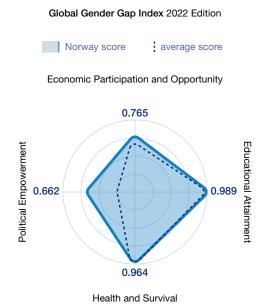
<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

0.640

3rd

# Norway



#### Overview 2022 **¥** 2021 **Index and Subindex** Score Rank Score Rank Global Gender Gap Index 0.845 0.849 3rd 3rd Economic Participation and Opportunity 0.765 27th 0.792 20th **Educational Attainment** 0.989 79th 1.000 33rd Health and Survival 0.964 126th 0.964 119th Political Empowerment

0.662

#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.765 • 27th Labour-force participation rate % 50th 0.838 -11.66 60.29 71.95 0-100 Wage equality for similar work 1-7 (best) Estimated earned income int'l \$ 1,000 28th -19.08k 53.91k ◆ ◆ 72.99k 0-150k 0.516 -31.91 34.05 ♦ ♦ 65.95 Legislators, senior officials and managers % 72nd 0-100 47.55 ♦ 52.45 Professional and technical workers % 1.000 4.91 0-100 1st • Educational Attainment 0.989 79th Literacy rate % 1.000 1st 0.999 Enrolment in primary education % 73rd -0.07 99.88 ♦ 99.95 0-100 Enrolment in secondary education % 109th 0.951 -5.89 115.61 \* 121.50 0-200 Enrolment in tertiary education % 1st 1.000 arana amanijo 32.42 67.56 ♦ ♦ 99.98 0-200 0.964 Health and Survival 119th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 126th 1.008 **Political Empowerment** 0.662 3rd 0.818 12th -10.00 45.00 ♦ ♦ 55.00 Women in parliament % • 0-100 Women in ministerial positions % 29th 0.636 i and the second se -22.22 0-100 Years with female/male head of state (last 50) 4th -13.80 18.10 ◆ ◆ 31.90 0-50

## **Norway**

## **Complementary Targets and Contextual Indicators**

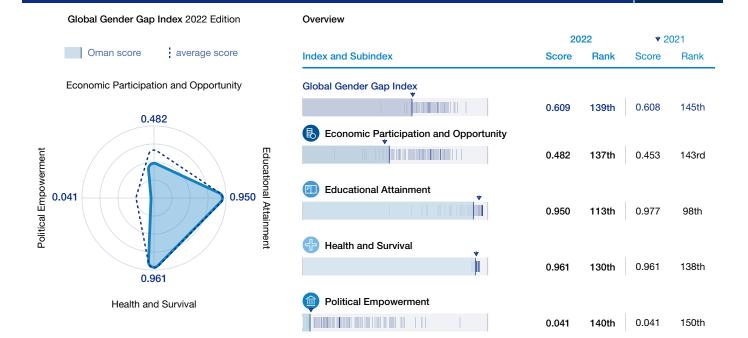
General indicators			Malara	Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			362.2	Public spending on family
GDP per capita constant '17, intl. \$ 1000			63.55	Unmet family planning %
Population sex ratio female/male			0.98 0.59	Early marriage %
Population growth rate %			0.59	Mean age of women at b
Indicator Million people	♦ Female	◆ Male	Value	Indicator 0-1 (Equal rights)
Total population	2.66	2.72	5.38	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			4.81	Education and skills
Share of women's membership in board	ds % (OECD co	untries only)	41.50	Graduates Attainment %
Firms with female majority ownership 9	6 firms		n.a.	STEM Graduates
Firms with female top managers % firms			n.a.	<b>♦</b>
Share of workers in informal sector % w	orkers/		n.a.	Agri., Forestry, Fisheries
Indicator 1-7 (best)			Value	
Advancement of women to leadership r	roles		5.69	Arts & Humanities
Indicator 1 Million people	♦ Female	♦ Male	Value	
Labour-force	1.35	1.64	0.45	Business, Admin. & Law
Indicator Unit	♦ Female	♦ Male	Value	Education
Unemployed adults % of labour force (15-64)	4.67	4.96	4.83	Engineering, Manuf. & Co
<b>♦</b>				<b>♦</b>
Workers employed part-time % of employed people	0.58	0.43	0.50	Health & Welfare
Proportion of time spent on unpaid domestic and care work %	2.78	2.08	n. a.	Information & Comm. Tec
•				Natural Sci., Mathematic
Access to finance				
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism &
Access to financial services		Equal	rights 🔷	
Inheritance rights for widows and daug	hters		rights 🔷	Vocational training
Access to land assets			rights 🔷	<b>♦ ♦</b>
Access to non-land assets		Equal	rights 🔷	PhD graduates
Civil and political freedom				•
Indicator Unit			Value	Graduates %
Year women received right to vote year			1913	Graduates from tertiary e
Number of female heads of state to dat	e number		2.00	
Seats held in upper house % total seats			n.a.	Health
Indicator Yes/No			Value	Indicator Unit
Election list quotas for women, national	ĺ		No	Prevalence of gender vio
Party membership quotas, voluntary	ı		Yes	Births attended by skilled
				Maternal mortality deaths
Indicator 0-1 (Equal rights)			Value	Total fertility rate births pe
Access to justice		•	rights 🔷	Indicator 0-1 (Equal rights)
Freedom of movement		Equal	rights 🔷	Reproductive autonomy

Family and care Indicator Unit			Value
Public spending on family benefits % GF Unmet family planning % women 15-49 Early marriage % Mean age of women at birth of first child			3.35 n. a. 0.10 30.65
Indicator 0-1 (Equal rights)	youro		Value
Right to divorce		Near-equa	
Indicator Days	◆ Female	◆ Male	Value
Length of parental leave	0	0	112.00
Education and skills		-	
Graduates Attainment %	♦ Female	♦ Male	Value
STEM Graduates	28.46	71.54	0.40
Agri., Forestry, Fisheries & Veterinary	55.61	44.39	1.25
Arts & Humanities	58.59	41.41	1.42
Business, Admin. & Law	n. a.	n.a.	n. a.
Education	n.a.	n.a.	n.a.
Engineering, Manuf. & Construction	23.89	76.11	0.31
Health & Welfare	82.75	17.25	4.80
Information & Comm. Technologies	15.16	84.84	0.18
Natural Sci., Mathematics & Statistics	51.48	48.52	1.06
Social Sci., Journalism & Information	n.a.	n.a.	n.a.
Vocational training	13.21	21.62	17.54
PhD graduates  ◆	0.92	1.25	1.09
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	71.73	42.15	56.43
Health Indicator Unit			Value
Prevalence of gender violence in lifetime Births attended by skilled personnel % II Maternal mortality deaths per 100,000 live II Total fertility rate births per woman	ive births		27.00 99.20 2.00 1.53
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equa	l rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

## **Economy Profile** Oman



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.482 137th • Labour-force participation rate % 137th 0.338 -56.32 28.72♦ 85.04 0-100 Wage equality for similar work 1-7 (best) 7th Estimated earned income int'l \$ 1,000 141st 0.208 -31.98k 8.42k ◆ ◆ 40.40k 0-150k 102nd 25.94♦ ♦ 74.06 Legislators, senior officials and managers % 0.350 -48.13 0-100 Professional and technical workers % 108th 0.586 -26.12 36.94 ♦ ♦ 63.06 0-100 • Educational Attainment 0.950 113th Literacy rate % 95th 0.956 . . . . . . . . . . . . . Enrolment in primary education % Enrolment in secondary education % 120th 0.919 -9.06 102.58 🔷 111.65 0-200 Enrolment in tertiary education % 1st 1.000 arana amanijo 21.81 35.57 ♦ ♦ 57.38 0-200 0.961 Health and Survival 130th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 138th 1.000 0.041 **• Political Empowerment** 140th 0.024 144th -95.40 2.30 Women in parliament % \_\_\_\_\_ 97.70 0-100 Women in ministerial positions % 111th 0.136 -76.00 12.00 ♦ 88.00 0-100 Years with female/male head of state (last 50) 78th **♦** -50.00 ♦ 50.00 0-50

Score Rank

0.609

Page 2 of 2 139th

#### **Oman**

## **Complementary Targets and Contextual Indicators**

Indicator Unit  GDP US\$ billions  GDP per capita constant '17, intl. \$ 1000  29.50  Population sex ratio female/male  O.52  Population growth rate %  2.61  Indicator Million people  Female  Male  Value  Total population  1.74  3.37  5.11  Work participation and leadership  Indicator Unit  Gender pay gap (OECD only) %  Share of women's membership in boards % (OECD countries only)  n. a.  Firms with female majority ownership % firms  Firms with female top managers % firms  Share of workers in informal sector % workers  n. a.  Indicator 1-7 (best)  Advancement of women to leadership roles  Labour-force  1.75  1.75  1.80  1.75  1.80  1.75  1.80  1.8	. , ,			
GDP US\$ billions  GDP per capita constant '17, infl. \$ 1000  Population sex ratio female/male  0.52  Population growth rate %  2.61  Indicator Million people  Female  Male  Value  Total population  1.74  3.37  5.11  Work participation and leadership  Indicator Unit  Walue  Gender pay gap (OECD only) %  Share of women's membership in boards % (OECD countries only)  n. a.  Firms with female majority ownership % firms  Share of workers in informal sector % workers  In. a.  Indicator 1-7 (best)  Advancement of women to leadership roles  S.25  Indicator 1 Million people  Female  Male  Value  Advancement of women to leadership roles  5.25  Indicator 1 Million people  Female  Male  Value  Labour-force  0.35  2.40  0.13  Indicator Unit  Female  Male  Value  Unemployed adults % of labour force (15-64)  Workers employed part-time % of employed people  n. a.  n. a.  n. a.  Proportion of time spent on unpaid domestic and care work %  Access to finance  Indicator 0-1 (Equal rights)  Access to finance  Indicator 1-1 (Equal rights)  Access to land assets  Access to land assets  Access to land assets  Access to Inance leadership to vote year  Access to land assets  Access to land assets  Access to finance  Indicator Unit  Value  Year women received right to vote year  Access to land assets  Access to finance leadership to vote year  Near-equal rights ◆  Near-equal ri	General indicators			
GDP per capita constant '17, intl. \$ 1000 29,50 Population sex ratio female/male 0.52 Population growth rate % 2.61 Indicator Million people	Indicator Unit			Value
Population sex ratio female/male Population growth rate %  2.61 Indicator Million people	GDP US\$ billions			73.97
Population growth rate % 2.61 Indicator Million people	GDP per capita constant '17, intl. \$ 1000			29.50
Indicator Million people  Female  Male  Value  Total population  1.74  3.37  5.11  Work participation and leadership  Indicator Unit  Gender pay gap (OECD only) %  Share of women's membership in boards % (OECD countries only)  Firms with female majority ownership % firms  Firms with female top managers % firms  Share of workers in informal sector % workers  In. a.  Firms with female top managers % firms  Share of workers in informal sector % workers  In. a.  Indicator 1-7 (best)  Value  Advancement of women to leadership roles  South indicator 1 Million people  Female  Male  Value  Labour-force  0.35  2.40  0.13  Indicator Unit  Female  Male  Value  Unemployed adults % of labour force  (15-64)  Workers employed part-time % of employed people  In. a.  In. a.  Proportion of time spent on unpaid domestic and care work %  Near-equal rights  Access to finance  Indicator 0-1 (Equal rights)  Access to non-land assets  Near-equal rights ♦  Near-eq	Population sex ratio female/male			0.52
Total population 1.74 3.37 5.11  Work participation and leadership Indicator Unit Value  Gender pay gap (OECD only) %  Share of women's membership in boards % (OECD countries only) n. a.  Firms with female majority ownership % firms n. a.  Firms with female top managers % firms n. a.  Share of workers in informal sector % workers n. a.  Indicator 1-7 (best)  Advancement of women to leadership roles 5.25  Indicator 1 Million people	Population growth rate %			2.61
Work participation and leadership Indicator Unit  Gender pay gap (OECD only) % Share of women's membership in boards % (OECD countries only)  n. a. Share of women's membership in boards % (OECD countries only)  n. a. Firms with female majority ownership % firms  n. a. Firms with female top managers % firms  n. a. Share of workers in informal sector % workers  n. a. Indicator 1-7 (best)  Value  Advancement of women to leadership roles  5.25 Indicator 1 Million people  ♣ Female  ♣ Male  Value  Labour-force  0.35  2.40  0.13  Indicator Unit  ♣ Female  ♣ Male  Value  Unemployed adults % of labour force (15-64)  ♣ ♠  Workers employed part-time % of employed people  n. a. n. a.  n. a.  Proportion of time spent on unpaid domestic and care work %  n. a.  n. a.  n. a.  Access to finance  Indicator 0-1 (Equal rights)  Value  Near-equal rights ♣	Indicator Million people	♦ Female	♦ Male	Value
Indicator Unit  Gender pay gap (OECD only) %  Share of women's membership in boards % (OECD countries only)  n. a.  Share of women's membership in boards % (OECD countries only)  n. a.  Firms with female majority ownership % firms  n. a.  Firms with female top managers % firms  n. a.  Share of workers in informal sector % workers  n. a.  Indicator 1-7 (best)  Advancement of women to leadership roles  Indicator 1 Million people  Afremale  Advancement of women to leadership roles  Indicator 1 Million people  Afremale  Advancement of women to leadership roles  Indicator Unit  Female  Male  Value  Unemployed adults % of labour force (15-64)  Workers employed part-time % of employed people  In. a.  Proportion of time spent on unpaid domestic and care work %  Access to finance  Indicator 0-1 (Equal rights)  Access to finance  Indicator 0-1 (Equal rights)  Near-equal rights ❖	Total population	1.74	3.37	5.11
Gender pay gap (OECD only) % n. a. Share of women's membership in boards % (OECD countries only) n. a. Firms with female majority ownership % firms n. a. Firms with female top managers % firms n. a. Share of workers in informal sector % workers n. a. Indicator 1-7 (best) Value Advancement of women to leadership roles 5.25 Indicator 1 Million people	Work participation and leadership			
Share of women's membership in boards % (OECD countries only)  7. a. Firms with female majority ownership % firms  8. a. a. Firms with female top managers % firms  8. a. a. Share of workers in informal sector % workers  8. a. Indicator 1-7 (best)  8. Advancement of women to leadership roles  8. c. 25  8. Indicator 1 Million people  8. Female  9. Male  9. Value  9. Labour-force  9. 35  9. 2.40  9. 0.13  9. Indicator Unit  9. Female  9. Male  9. Value  9. Value  9. Value  10. Semployed adults % of labour force  10. Semployed people  10. a. n. a. n. a. n. a.  10.	Indicator Unit			Value
Firms with female majority ownership % firms  Firms with female top managers % firms  Share of workers in informal sector % workers  Indicator 1-7 (best)  Advancement of women to leadership roles  Indicator 1 Million people  AFemale  Labour-force  0.35  2.40  0.13  Indicator Unit  Indicator Unit  Indicator Unit  Indicator Unit  Access to finance  Indicator 0-1 (Equal rights)  Access to Inda assets  Access to Innon-land assets  Civil and political freedom  Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Praty membership quotas, voluntary  Indicator 0-1 (Equal rights)  Value  Restricted rights \$Value  $Value \$Value \$Value \$Value \$Value}  Restricted rights \$Value \$Value \$Value \$Value \$Value}  Restricted rights \$Value \$Value \$Value \$Value \$Value}  Restricted rights \$Value \$	Gender pay gap (OECD only) %			n.a.
Firms with female top managers % firms  Share of workers in informal sector % workers  Indicator 1-7 (best)  Advancement of women to leadership roles  Labour-force  0.35  Indicator 1 Million people  A Female  A Male  Value  Labour-force  0.35  L40  0.13  Indicator Unit  A Female  A Male  Value  Unemployed adults % of labour force  (15-64)  Workers employed part-time % of employed people  N. a.  Proportion of time spent on unpaid domestic and care work %  Access to finance  Indicator 0-1 (Equal rights)  Access to land assets  Access to land assets  Access to land assets  Access to non-land assets  Civil and political freedom  Indicator Unit  Value  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Ves/No  Value  Restricted rights \$\infty\$  Value	Share of women's membership in boar	ds % (OECD co	untries only)	n.a.
Share of workers in informal sector % workers  Indicator 1-7 (best)  Advancement of women to leadership roles  5.25  Indicator 1 Million people  A Female  A Male  Value  Labour-force  0.35  2.40  0.13  Indicator Unit  Female  Male  Value  Unemployed adults % of labour force  (15-64)  Workers employed part-time % of employed people  n. a.  n. a.  Proportion of time spent on unpaid domestic and care work %  Access to finance  Indicator 0-1 (Equal rights)  Access to land assets  Access to land assets  Access to land assets  Access to non-land assets  Civil and political freedom  Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Restricted rights)  Value  Restricted rights \$  Value	Firms with female majority ownership	% firms		n.a.
Indicator 1-7 (best)  Advancement of women to leadership roles  5.25  Indicator 1 Million people  Labour-force  0.35  2.40  0.13  Indicator Unit  Female  Male  Value  Unemployed adults % of labour force (15-64)  Workers employed part-time % of employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Value  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Restricted rights)  Value  Restricted rights \$  Value	Firms with female top managers % firms	S		n.a.
Advancement of women to leadership roles  5.25  Indicator 1 Million people  Labour-force  0.35  2.40  0.13  Indicator Unit  Unemployed adults % of labour force (15-64)  Workers employed part-time % of employed people  No. a. n. a. n. a. n. a.  Proportion of time spent on unpaid domestic and care work % n. a. n. a. n. a.  Access to finance Indicator 0-1 (Equal rights)  Access to finances Inheritance rights for widows and daughters  Access to land assets  Access to land assets  Civil and political freedom Indicator Unit  Value  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Indicator 0-1 (Equal rights)  Value  Restricted rights \$\infty\$	Share of workers in informal sector $\%$ $\ensuremath{\text{\tiny V}}$	vorkers		n.a.
Indicator 1 Million people  Labour-force  0.35  2.40  0.13  Indicator Unit  ◆ Female  ◆ Male  Value  Unemployed adults % of labour force (15-64)  ◆  Workers employed part-time % of employed people  N. a.  Proportion of time spent on unpaid domestic and care work %  Access to finance  Indicator 0-1 (Equal rights)  Access to financial services  Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Near-equal rights ◆  Near-equa	Indicator 1-7 (best)			Value
Labour-force 0.35 2.40 0.13  Indicator Unit	Advancement of women to leadership	roles		5.25
Unemployed adults % of labour force (15-64) 12.92 1.62 3.08  ◆ Workers employed part-time % of employed people n. a. n. a. n. a. n. a.  Proportion of time spent on unpaid domestic and care work % n. a. n. a. n. a. n. a.  Access to finance Indicator 0-1 (Equal rights) Value Access to financial services Inheritance rights for widows and daughters Access to land assets Access to non-land assets Access to non-land assets Civil and political freedom Indicator Unit Value Year women received right to vote year Number of female heads of state to date number Seats held in upper house % total seats Indicator Yes/No Value Election list quotas for women, national Party membership quotas, voluntary Indicator 0-1 (Equal rights) Value Restricted rights ❖	Indicator 1 Million people	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64) 12.92 1.62 3.08  Workers employed part-time % of employed people n. a. n. a. n. a. n. a.  Proportion of time spent on unpaid domestic and care work % n. a. n. a. n. a. n. a.  Access to finance Indicator 0-1 (Equal rights) Value  Access to land assets Near-equal rights Near-equal rights Access to land assets Near-equal rights Near-equal rights Civil and political freedom Indicator Unit Value  Year women received right to vote year 2003  Number of female heads of state to date number Seats held in upper house % total seats 17.70  Indicator Yes/No Value  Election list quotas for women, national n. a. Party membership quotas, voluntary n. a.  Indicator 0-1 (Equal rights) Value  Restricted rights \$	Labour-force	0.35	2.40	0.13
Workers employed part-time % of employed people n. a. n. a. n. a. n. a.  Proportion of time spent on unpaid domestic and care work % n. a. n. a. n. a. n. a.  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Restricted rights  Value  Restricted rights & Value  Restricted rights & Value	Indicator Unit	♦ Female	♦ Male	Value
employed people  n. a.		12.92	1.62	3.08
employed people n. a. n. a. n. a. n. a.  Proportion of time spent on unpaid domestic and care work % n. a. n. a. n. a.  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Indicator 0-1 (Equal rights)  Value  Restricted rights ♦	<b>♦</b>			
domestic and care work % n. a. n. a. n. a. n. a.  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  Party membership quotas, voluntary  Indicator 0-1 (Equal rights)  Value  Restricted rights ❖		n. a.	n.a.	n. a.
Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Value  Year women received right to vote year  Seats held in upper house % total seats  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Indicator 0-1 (Equal rights)  Value  Restricted rights ❖  Restricted rights ❖		n. a.	n.a.	n.a.
Access to financial services Inheritance rights for widows and daughters Access to land assets Access to non-land assets Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year Number of female heads of state to date number Seats held in upper house % total seats  17.70 Indicator Yes/No Value Election list quotas for women, national Party membership quotas, voluntary Indicator 0-1 (Equal rights)  Value  Restricted rights \$	Access to finance			
Inheritance rights for widows and daughters  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  17.70  Indicator Yes/No  Election list quotas for women, national  Party membership quotas, voluntary  Indicator 0-1 (Equal rights)  Value  Restricted rights ❖	Indicator 0-1 (Equal rights)			Value
Access to land assets  Access to non-land assets  Near-equal rights Access to non-land assets  Civil and political freedom  Indicator Unit  Value  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  17.70  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  Indicator 0-1 (Equal rights)  Value  Restricted rights	Access to financial services		Near-equal	rights 🔷
Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  17.70 Indicator Yes/No  Value Election list quotas for women, national  Party membership quotas, voluntary  Indicator 0-1 (Equal rights)  Value  Restricted rights	Inheritance rights for widows and daug	hters	Unequal	rights 🗇
Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to date number  Seats held in upper house % total seats  17.70 Indicator Yes/No  Value Election list quotas for women, national Party membership quotas, voluntary  Indicator 0-1 (Equal rights)  Access to justice  Restricted rights	Access to land assets		Near-equal	rights 🔷
Indicator       Unit       Value         Year women received right to vote year       2003         Number of female heads of state to date number       0         Seats held in upper house % total seats       17.70         Indicator Yes/No       Value         Election list quotas for women, national       n. a.         Party membership quotas, voluntary       n. a.         Indicator 0-1 (Equal rights)       Value         Access to justice       Restricted rights ❖	Access to non-land assets		Near-equal	rights 🔷
Year women received right to vote year 2003  Number of female heads of state to date number 0  Seats held in upper house % total seats 17.70  Indicator Yes/No Value  Election list quotas for women, national n. a.  Party membership quotas, voluntary n. a.  Indicator 0-1 (Equal rights) Value  Access to justice Restricted rights	Civil and political freedom			
Number of female heads of state to date number  Seats held in upper house % total seats  17.70  Indicator Yes/No  Value  Election list quotas for women, national  Party membership quotas, voluntary  n. a.  Indicator 0-1 (Equal rights)  Value  Restricted rights	Indicator Unit			Value
Seats held in upper house % total seats  17.70  Indicator Yes/No  Election list quotas for women, national Party membership quotas, voluntary  Indicator 0-1 (Equal rights)  Access to justice  Restricted rights	Year women received right to vote year			2003
Indicator Yes/No  Election list quotas for women, national  Party membership quotas, voluntary  Indicator 0-1 (Equal rights)  Access to justice  Value  Restricted rights	Number of female heads of state to da	te number		0
Election list quotas for women, national n. a.  Party membership quotas, voluntary n. a.  Indicator 0-1 (Equal rights) Value  Access to justice Restricted rights \$	Seats held in upper house % total seats			17.70
Party membership quotas, voluntary  Indicator 0-1 (Equal rights)  Access to justice  Restricted rights	Indicator Yes/No			Value
Indicator 0-1 (Equal rights)  Access to justice  Restricted rights	Election list quotas for women, national	I		n.a.
Access to justice Restricted rights �	Party membership quotas, voluntary			n.a.
· ·	Indicator 0-1 (Equal rights)			Value
Freedom of movement Restricted rights &	Access to justice		Restricted	rights 💠
	Freedom of movement		Restricted	rights 💠

41013			LULL		
Family and care					
Indicator Unit			Value		
Public spending on family benefits % G	PD.		n. a		
Unmet family planning % women 15-49					
Early marriage %			4.20		
Mean age of women at birth of first chi	ld years		31.14		
Indicator 0-1 (Equal rights)			Value		
Right to divorce		Unequal	rights &		
Indicator Days	♦ Female	♦ Male	Value		
Length of parental leave	50.00	0	n. a		
Education and skills					
Graduates Attainment %	♦ Female	♦ Male	Value		
STEM Graduates	55.73	44.27	1.26		
<b>*</b>	•				
Agri., Forestry, Fisheries & Veterinary	81.54	18.46	4.42		
Arts & Humanities	87.77	12.23	7.18		
<b>♦</b>		<b>*</b>			
Business, Admin. & Law	60.58	39.42	1.54		
Education	n. a.	n. a.	n. a		
Engineering, Manuf. & Construction	43.16	56.84	0.76		
Health & Welfare	84.23	15.77	5.34		
Information 9 Comm. Tasks alonia	75.50	04.44	0.00		
Information & Comm. Technologies	75.56	24.44	3.09		
Natural Sci., Mathematics & Statistics	75.45	24.55	3.07		
<b>♦</b>		<b>♦</b>			
Social Sci., Journalism & Information	n. a.	n. a.	n. a		
Vocational training	0.53	0.56	0.54		
<b>♦</b>					
PhD graduates	0.24	0.32	0.29		
Graduates %	♦ Female	♦ Male	Value		
Graduates from tertiary education	36.45	13.44	23.24		
<b>♦ ♦</b>	00.10	10.11	20.2		
Health					
Indicator Unit			Value		
Prevalence of gender violence in lifetime	ne % women		n. a		
Births attended by skilled personnel $\%$	live births		98.60		
Maternal mortality deaths per 100,000 live	births		19.00		
Total fertility rate births per woman			2.84		
Indicator 0-1 (Equal rights)			Value		
Reproductive autonomy		Restricted	rights 💸		

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Political Empowerment

**Pakistan** 

Rank

Index Edition

2022

# Global Gender Gap Index 2022 Edition Pakistan score average score **Economic Participation and Opportunity** 0.331 **Educational Attainment** 0.156 0.825

0.944

Health and Survival



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Global average Indicator F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.331 145th Labour-force participation rate % 141st 0.265 -57.35 20.73 ♦ 78.08 0-100 Wage equality for similar work 1-7 (best) 86th 0.620 Estimated earned income int'l \$ 1,000 143rd 0.189 -6.10k 1.42k 🗱 7.52k 138th 0.047 -91.05 Legislators, senior officials and managers % 0-100 Professional and technical workers % 130th 0.305 -53.23 23.39 ♦ 76.61 0-100 **Educational Attainment** 0.825 135th Literacy rate % 133rd 0.671 Enrolment in primary education % Enrolment in secondary education % 124th 0.868 -6.30 41.59 47.90 0-200 0.984 Enrolment in tertiary education % 102nd -0.20 12.12 • 12.32 0-200 0.944 Health and Survival 143rd 0.920 Sex ratio at birth\*\* % 141st Healthy life expectancy\*\* years 140th 0.999 0.156 **Political Empowerment** 95th **\*** 0.258 94th -59.00 20.50♦ ♦ 79.50 Women in parliament % 0-100 Women in ministerial positions % 114th 0.120 **\*\*\*\*\*** -78.57 10.71 ♦ 89.29 0-100 Years with female/male head of state (last 50) 31st 0.104 -40.55 4.73 ♦ 45.27 0-50

#### **Pakistan**

## **Complementary Targets and Contextual Indicators**

2022

_				
General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			262.61	Public spending on family benefits
GDP per capita constant '17, intl. \$ 1000			4.56	Unmet family planning % women 15-
Population sex ratio female/male			0.94	Early marriage %
Population growth rate %			1.98	Mean age of women at birth of first
Indicator Million people	♦ Female	◆ Male	Value	Indicator 0-1 (Equal rights)
Total population	107.22	113.67	220.89	Right to divorce
Work participation and leadership				Indicator Days
ndicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			n.a.	Education and skills
Share of women's membership in board	ds % (OECD co	untries only)	n.a.	Graduates Attainment %
Firms with female majority ownership 9	6 firms		8.00	STEM Graduates
Firms with female top managers % firms			6.00	- · · · · · · · · · · ·
Share of workers in informal sector % w	vorkers		82.20	Agri., Forestry, Fisheries & Veterinary
ndicator 1-7 (best)			Value	
Advancement of women to leadership r	roles		4.33	Arts & Humanities
ndicator 1 Million people	♦ Female	◆ Male	Value	Business, Admin. & Law
abour-force	14.88	58.90	0.20	business, Aurilli. & Law
ndicator Unit	♦ Female	◆ Male	Value	Education
nemployed adults % of labour force 5-64)	4.98	4.00	4.20	Engineering, Manuf. & Construction
Vorkers employed part-time % of mployed people	0.49	0.05	0.15	Health & Welfare
Proportion of time spent on unpaid omestic and care work %	n. a.	n.a.	n. a.	Information & Comm. Technologies
omodio and date work 70	11. 0.	11. 0.	11. (4.	Natural Sci., Mathematics & Statistic
Access to finance				
ndicator 0-1 (Equal rights)			Value	Social Sci., Journalism & Informatio
access to financial services  Theritance rights for widows and daug	hters	Near-equa Unequa	l rights ❖	Vocational training
access to land assets		Unever	n rights 🐟	PhD graduates
Civil and political freedom				
ndicator Unit			Value	Graduates %
ear women received right to vote year			1952	Graduates from tertiary education
Number of female heads of state to dat	e number		1.00	
Seats held in upper house % total seats			19.00	Health
ndicator Yes/No			Value	Indicator Unit
Election list quotas for women, national	Ì		No	Prevalence of gender violence in life
Party membership quotas, voluntary			No	Births attended by skilled personne Maternal mortality deaths per 100,000
ndicator 0-1 (Equal rights)			Value	Total fertility rate births per woman
Access to justice		Restricted	d rights 🔷	Indicator 0-1 (Equal rights)
Freedom of movement		Restricted	d rights 💠	Reproductive autonomy
				neproductive automorny

Family and care   Indicator Unit				
Public spending on family benefits % GPD	Family and care			
Unmet family planning % women 15-49       17.30         Early marriage %       13.40         Mean age of women at birth of first child years       28.58         Indicator 0-1 (Equal rights)       Value         Right to divorce       Restricted rights ♦         Indicator Days       Female       Male       Value         Length of parental leave       112.00       0       n. a.         Education and skills       Female       Male       Value         STEM Graduates Attainment %       Female       Male       Value         STEM Graduates Attainment %       Female       Male       Value         STEM Graduates       n. a.       n. a.       n. a.         Agri., Forestry, Fisheries & Veterinary       n. a.       n. a.       n. a.         Arts & Humanities       n. a.       n. a.       n. a.         Business, Admin. & Law       n. a.       n. a.       n. a.         Education       n. a.       n. a.       n. a.         Health & Welfare       n. a.       n. a.       n. a.         Information & Comm. Technologies       n. a.       n. a.       n. a.         Natural Sci., Mathematics & Statistics       n. a.       n. a.       n. a.         PhD grad	Indicator Unit			Value
Early marriage % 13.40  Mean age of women at birth of first child years 28.58  Indicator 0-1 (Equal rights) Value  Right to divorce Restricted rights \$  Indicator Days Female Male Value  Length of parental leave 112.00 0 n. a.  Education and skills  Graduates Attainment % Female Male Value  STEM Graduates Attainment % Female Male Value  STEM Graduates Now n. a. n. a. n. a. n. a.  Agri., Forestry, Fisheries & Veterinary n. a. n. a. n. a. n. a.  Agri., Forestry, Fisheries & Veterinary n. a. n. a. n. a. n. a.  Education n. a. n. a. n. a. n. a.  Business, Admin. & Law n. a. n. a. n. a. n. a.  Education n. a. n. a. n. a. n. a.  Education n. a. n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education n. a. n. a. n. a. n. a.  Health  Indicator Unit Value  Prevalence of gender violence in lifetime % women 85.00  Births attended by skilled personnel % live births 69.30  Maternal mortality deaths per 100,000 live births 69.30  Maternal mortality deaths per 100,000 live births 69.30  Maternal mortality deaths per 100,000 live births 69.30	Public spending on family benefits $\%$ G	PD		n.a.
Mean age of women at birth of first child years 28.58   Indicator 0-1 (Equal rights) Value   Right to divorce Restricted rights ♦   Indicator Days Female Male Value   Length of parental leave 112.00 0 n. a.   Education and skills Graduates Attainment % Female Male Value   STEM Graduates Attainment % Female Male Value   STEM Graduates n. a. n. a. n. a. n. a.   Agri., Forestry, Fisheries & Veterinary n. a. n. a. n. a. n. a.   Arts & Humanities n. a. n. a. n. a. n. a.   Business, Admin. & Law n. a. n. a. n. a. n. a.   Education n. a. n. a. n. a. n. a.   Education n. a. n. a. n. a. n. a.   Information & Comm. & Construction n. a. n. a. n. a.   Health & Welfare n. a. n. a. n. a. n. a.   Information & Comm. Technologies n. a. n. a. n. a. n. a.   Natural Sci., Mathematics & Statistics n. a. n. a. n. a. n. a.   Social Sci., Journalism & Information n. a. n. a. n. a. n. a.   PhD graduates n. a. n. a. n. a. n. a. n. a.   Graduates from tertiary education n. a. n. a. n. a. n. a. n. a.   Graduates from tertiary education n. a. n. a	Unmet family planning % women 15-49			17.30
Indicator 0-1 (Equal rights)  Right to divorce  Indicator Days  Female  Indicator Days  Indicator Days  Female  Indicator Days  Indicator Days  Female  Indicator Days  Indicator Unit  Indicator Unit  Indicator Unit  Indicator Unit Indicator Unit  Indicator Unit Indicator In	Early marriage %			13.40
Right to divorce  Indicator Days  Indicator Days  Female  Indicator Days  Female  Indicator Days  Female  Indicator Days  Female  Indicator Days  Indicator Days  Female  Indicator Days  Indicator Unit  Ind	Mean age of women at birth of first chil	d years		28.58
Indicator Days  Female  Male  Value  Length of parental leave  112.00  0  n. a.  Education and skills  Graduates Attainment %  Female  Female  Male  Value  STEM Graduates  n. a.  n. a.  n. a.  Agri., Forestry, Fisheries & Veterinary  n. a.  n. a.  n. a.  Arts & Humanities  n. a.  n. a.  n. a.  n. a.  Business, Admin. & Law  n. a.  Education  n. a.  In a.  In a.  In a.  In a.  Information & Comm. Technologies  n. a.  Natural Sci., Mathematics & Statistics  n. a.  Natural Sci., Journalism & Information  n. a.  Na.  PhD graduates  n. a.  Na.  Remale  Male  Value  Graduates %  Female  Male  Value  Graduates %  Female  Male  Value  Graduates from tertiary education  n. a.  n. a.  n. a.  Natural Sci., Journalism & Information  n. a.  Na.  n. a.  Na.  Na.  Na.  Na.  Na.  Na.  Na.	Indicator 0-1 (Equal rights)			Value
Education and skills  Graduates Attainment % ◆ Female ◆ Male Value  STEM Graduates . n. a. n. a. n. a. n. a.  Agri., Forestry, Fisheries & Veterinary . n. a. n. a. n. a.  Agri., Forestry, Fisheries & Veterinary . n. a. n. a. n. a.  Arts & Humanities . n. a. n. a. n. a. n. a.  Business, Admin. & Law . n. a. n. a. n. a. n. a.  Education . n. a. n. a. n. a. n. a.  Engineering, Manuf. & Construction . n. a. n. a. n. a.  Information & Comm. Technologies . n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics . n. a. n. a. n. a.  Vocational training . n. a. n. a. n. a.  PhD graduates . n. a. n. a. n. a. n. a.  Graduates % . n. a. n. a. n. a. n. a.  Health . n. a. n. a. n. a.  Health lindicator Unit . n. a. n. a. n. a.  Wateral mortality deaths per 100,000 live births . 140,000 . 100 . 3,45	Right to divorce		Restricted	rights 🐟
Education and skills  Graduates Attainment % Female Male Value  STEM Graduates n. a. n. a. n. a. n. a.  Agri., Forestry, Fisheries & Veterinary n. a. n. a. n. a.  Agri., Forestry, Fisheries & Veterinary n. a. n. a. n. a.  Arts & Humanities n. a. n. a. n. a. n. a.  Business, Admin. & Law n. a. n. a. n. a. n. a.  Education n. a. n. a. n. a. n. a.  Engineering, Manuf. & Construction n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a.  PhD graduates n. a. n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education n. a. n. a. n. a.  Health  Indicator Unit Value  Prevalence of gender violence in lifetime % women  Births attended by skilled personnel % live births  Maternal mortality deaths per 100,000 live births  Maternal mortality deaths per 100,000 live births  140.00  Total fertility rate births per woman 3.45	Indicator Days	♦ Female	♦ Male	Value
Graduates Attainment % Female Male Value  STEM Graduates  n. a.  n. a.  n. a.  Agri., Forestry, Fisheries & Veterinary  n. a.  n. a.  n. a.  n. a.  Arts & Humanities  n. a.  n. a.  n. a.  n. a.  Business, Admin. & Law  n. a.  n. a.  n. a.  Education  n. a.  n. a.  n. a.  Information & Construction  n. a.  Information & Comm. Technologies  n. a.  Natural Sci., Mathematics & Statistics  n. a.  Natural Sci., Journalism & Information  n. a.  N. a.  N. a.  PhD graduates  n. a.  n. a.  n. a.  n. a.  n. a.  Thealth  Indicator Unit  Prevalence of gender violence in lifetime % women  Births attended by skilled personnel % live births  Maternal mortality deaths per 100,000 live births  Maternal mortality deaths per 100,000 live births  Maternal mortality rate births per woman  3.45	Length of parental leave	112.00	0	n.a.
STEM Graduates n. a. n. a. n. a. n. a.  Agri., Forestry, Fisheries & Veterinary n. a. n. a. n. a.  Arts & Humanities n. a. n. a. n. a.  Business, Admin. & Law n. a. n. a. n. a.  Education n. a. n. a. n. a. n. a.  Education n. a. n. a. n. a. n. a.  Engineering, Manuf. & Construction n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training n. a. n. a. n. a. n. a.  PhD graduates n. a. n. a. n. a. n. a.  Graduates % • Female • Male Value  Graduates from tertiary education n. a. n. a. n. a.  Health  Indicator Unit Value  Prevalence of gender violence in lifetime % women  Births attended by skilled personnel % live births  Maternal mortality deaths per 100,000 live births  Maternal mortality deaths per 100,000 live births  140.00  Total fertility rate births per woman 3.45	Education and skills			
Agri., Forestry, Fisheries & Veterinary  n. a.  n.	Graduates Attainment %	♦ Female	◆ Male	Value
Agri., Forestry, Fisheries & Veterinary  n. a.  n.	STEM Graduates	n. a.	n. a.	n. a.
Arts & Humanities n. a. n. a. n. a. n. a.  Business, Admin. & Law n. a. n. a. n. a. n. a.  Education n. a. n. a. n. a. n. a.  Engineering, Manuf. & Construction n. a. n. a. n. a.  Engineering, Manuf. & Construction n. a. n. a. n. a.  Health & Welfare n. a. n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a. n. a.  Vocational training n. a. n. a. n. a. n. a.  PhD graduates n. a. n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education n. a. n. a. n. a. n. a.  Health  Indicator Unit Value  Prevalence of gender violence in lifetime % women 85.00  Births attended by skilled personnel % live births 69.30  Maternal mortality deaths per 100,000 live births 140.00  Total fertility rate births per woman 3.45				
Arts & Humanities n. a. n. a. n. a. n. a.  Business, Admin. & Law n. a. n. a. n. a. n. a.  Education n. a. n. a. n. a. n. a.  Engineering, Manuf. & Construction n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training n. a. n. a. n. a. n. a.  PhD graduates n. a. n. a. n. a. n. a.  Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit  Prevalence of gender violence in lifetime % women 85.00  Births attended by skilled personnel % live births 69.30  Maternal mortality deaths per 100,000 live births 140.00  Total fertility rate births per woman 3.45	Agri., Forestry, Fisheries & Veterinary	n.a.	n.a.	n.a.
Business, Admin. & Law  n. a.				
Business, Admin. & Law  n. a.   Arts & Humanities	n.a.	n.a.		
Education n. a. n. a. n. a. n. a.  Engineering, Manuf. & Construction n. a. n. a. n. a.  Health & Welfare n. a. n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a. n. a.  Vocational training n. a. n. a. n. a. n. a.  PhD graduates n. a. n. a. n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education n. a. n. a. n. a. n. a.  Health  Indicator Unit Value  Prevalence of gender violence in lifetime % women 85.00  Births attended by skilled personnel % live births 69.30  Maternal mortality deaths per 100,000 live births 140.00  Total fertility rate births per woman 3.45	5			
Engineering, Manuf. & Construction n. a. n. a. n. a. n. a.  Health & Welfare n. a. n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a. n. a.  Vocational training n. a. n. a. n. a. n. a.  PhD graduates n. a. n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education n. a. n. a. n. a. n. a.  Health  Indicator Unit Value  Prevalence of gender violence in lifetime % women 85.00  Births attended by skilled personnel % live births 69.30  Maternal mortality deaths per 100,000 live births 140.00  Total fertility rate births per woman 3.45	Business, Admin. & Law	n. a.	n. a.	n. a.
Engineering, Manuf. & Construction n. a. n. a. n. a. n. a.  Health & Welfare n. a. n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a. n. a.  Vocational training n. a. n. a. n. a. n. a.  PhD graduates n. a. n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education n. a. n. a. n. a. n. a.  Health  Indicator Unit Value  Prevalence of gender violence in lifetime % women 85.00  Births attended by skilled personnel % live births 69.30  Maternal mortality deaths per 100,000 live births 140.00  Total fertility rate births per woman 3.45	Education	n a	n a	n a
Health & Welfare  n. a.  Natural Sci., Mathematics & Statistics  n. a.  n. a.  n. a.  n. a.  Social Sci., Journalism & Information  n. a.  n. a.  n. a.  n. a.  PhD graduates  n. a.  n. a.  n. a.  n. a.  PhD graduates  n. a.  n. a.  n. a.  n. a.  n. a.  Health  Indicator Unit  Prevalence of gender violence in lifetime % women  Births attended by skilled personnel % live births  69.30  Maternal mortality deaths per 100,000 live births  140.00  Total fertility rate births per woman  3.45	Laddation	11. 0.	iii di	11. 0.
Health & Welfare n. a. n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training n. a. n. a. n. a. n. a.  PhD graduates n. a. n. a. n. a. n. a.  Graduates % ◆ Female ◆ Male Value  Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 85.00  Births attended by skilled personnel % live births 69.30  Maternal mortality deaths per 100,000 live births 140.00  Total fertility rate births per woman 3.45	Engineering, Manuf. & Construction	n.a.	n.a.	n. a.
Information & Comm. Technologies n. a. n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training n. a. n. a. n. a. n. a.  PhD graduates n. a. n. a. n. a. n. a.  Graduates % ◆ Female ◆ Male Value  Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women  Births attended by skilled personnel % live births  69.30  Maternal mortality deaths per 100,000 live births  140.00  Total fertility rate births per woman  3.45				
Information & Comm. Technologies n. a. n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training n. a. n. a. n. a. n. a.  PhD graduates n. a. n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women  Births attended by skilled personnel % live births  69.30  Maternal mortality deaths per 100,000 live births  140.00  Total fertility rate births per woman  3.45	Health & Welfare	n.a.	n.a.	
Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training n. a. n. a. n. a.  PhD graduates n. a. n. a. n. a. n. a.  Graduates % ◆ Female ◆ Male Value  Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 85.00  Births attended by skilled personnel % live births 69.30  Maternal mortality deaths per 100,000 live births 140.00  Total fertility rate births per woman 3.45				
Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training n. a. n. a. n. a.  PhD graduates n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education n. a. n. a. n. a.  Health  Indicator Unit Value  Prevalence of gender violence in lifetime % women 85.00  Births attended by skilled personnel % live births 69.30  Maternal mortality deaths per 100,000 live births 140.00  Total fertility rate births per woman 3.45	Information & Comm. Technologies	n. a.	n. a.	
Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training n. a. n. a. n. a.  PhD graduates n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education n. a. n. a. n. a.  Health  Indicator Unit Value  Prevalence of gender violence in lifetime % women 85.00  Births attended by skilled personnel % live births 69.30  Maternal mortality deaths per 100,000 live births 140.00  Total fertility rate births per woman 3.45	Natural Sci Mathematics & Statistics	n a	n a	
Vocational training n. a. n. a. n. a.  PhD graduates n. a. n. a. n. a.  Graduates % ◆ Female ◆ Male Value  Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 85.00  Births attended by skilled personnel % live births 69.30  Maternal mortality deaths per 100,000 live births 140.00  Total fertility rate births per woman 3.45	Natural Sci., Mathematics & Statistics	п. а.	π. α.	
Vocational training n. a. n. a. n. a.  PhD graduates n. a. n. a. n. a.  Graduates % ◆ Female ◆ Male Value  Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 85.00  Births attended by skilled personnel % live births 69.30  Maternal mortality deaths per 100,000 live births 140.00  Total fertility rate births per woman 3.45	Social Sci., Journalism & Information	n. a.	n.a.	n.a.
PhD graduates n. a. n. a. n. a.  Graduates % Female Male Value  Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 85.00  Births attended by skilled personnel % live births 69.30  Maternal mortality deaths per 100,000 live births 140.00  Total fertility rate births per woman 3.45				
Graduates % Female Male Value  Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 85.00  Births attended by skilled personnel % live births 69.30  Maternal mortality deaths per 100,000 live births 140.00  Total fertility rate births per woman 3.45	Vocational training	n.a.	n.a.	n.a.
Graduates % Female Male Value  Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 85.00  Births attended by skilled personnel % live births 69.30  Maternal mortality deaths per 100,000 live births 140.00  Total fertility rate births per woman 3.45				
Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 85.00 Births attended by skilled personnel % live births 69.30  Maternal mortality deaths per 100,000 live births 140.00  Total fertility rate births per woman 3.45	PhD graduates	n.a.	n.a.	n.a.
Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 85.00 Births attended by skilled personnel % live births 69.30  Maternal mortality deaths per 100,000 live births 140.00  Total fertility rate births per woman 3.45				
Health Indicator Unit Value Prevalence of gender violence in lifetime % women 85.00 Births attended by skilled personnel % live births 69.30 Maternal mortality deaths per 100,000 live births 140.00 Total fertility rate births per woman 3.45	Graduates %	♦ Female	♦ Male	Value
Indicator UnitValuePrevalence of gender violence in lifetime % women85.00Births attended by skilled personnel % live births69.30Maternal mortality deaths per 100,000 live births140.00Total fertility rate births per woman3.45	Graduates from tertiary education	n. a.	n. a.	n.a.
Indicator UnitValuePrevalence of gender violence in lifetime % women85.00Births attended by skilled personnel % live births69.30Maternal mortality deaths per 100,000 live births140.00Total fertility rate births per woman3.45				
Prevalence of gender violence in lifetime % women 85.00  Births attended by skilled personnel % live births 69.30  Maternal mortality deaths per 100,000 live births 140.00  Total fertility rate births per woman 3.45	Health			
Births attended by skilled personnel % live births 69.30  Maternal mortality deaths per 100,000 live births 140.00  Total fertility rate births per woman 3.45	Indicator Unit			Value
Maternal mortality deaths per 100,000 live births 140.00  Total fertility rate births per woman 3.45	Prevalence of gender violence in lifetim	e % women		85.00
Total fertility rate births per woman 3.45	Births attended by skilled personnel % live births			69.30
	Maternal mortality deaths per 100,000 live	births		140.00
Indicator 0-1 (Equal rights) Value	Total fertility rate births per woman			3.45
	Indicator 0-1 (Equal rights)			Value

Restricted rights 💠

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

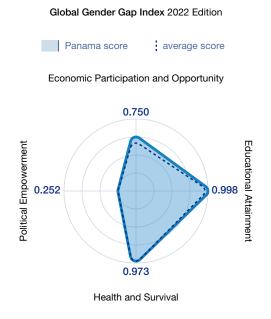
Score (imparity = 0, parity = 1) **0.743** 

Rank (out of 146 countries)

Index Edition

2022

# Panama



#### Overview 2022 **¥** 2021 **Index and Subindex** Score Rank Score Rank Global Gender Gap Index 0.743 0.737 44th 40th Economic Participation and Opportunity 0.750 32nd 0.731 45th **Educational Attainment** 0.998 35th 0.994 66th Health and Survival 0.973 0.973 62nd 69th Political Empowerment 0.252 57th 0.252

#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 32nd • Labour-force participation rate % 98th 0.694 -22.18 50.39 ♦ 72.57 0-100 0.618 Wage equality for similar work 1-7 (best) 88th Estimated earned income int'l \$ 1,000 21st -6.39k 22.19k 3 28.58k 0-150k 0.856 -7.78 46.11 >> 53.89 Legislators, senior officials and managers % 19th 0-100 43.97 ♦ ♦ 56.03 Professional and technical workers % 1st 1.000 12.06 0-100 • Educational Attainment 0.998 35th 0.992 Literacy rate % 67th Enrolment in primary education % 1st 1.000 1.81 87.81 89.62 0-100 Enrolment in secondary education % 1st 1.000 2.05 77.48 • 79.53 0-200 Enrolment in tertiary education % 1st 1.000 arana amanijo 21.28 37.31 58.59 0-200 0.973 Health and Survival 62nd 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 68th 1.039 0.252 **Political Empowerment** 54th • 85th 0.290 Women in parliament % -55.00 22.50♦ ♦ 77.50 • 0-100 Women in ministerial positions % 46th 0.455 -37.50 31.25 ♦ ♦ 68.75 0-100 Years with female/male head of state (last 50) 29th 0.111 -39.99 0-50

#### Panama

## **Complementary Targets and Contextual Indicators**

2022

. , ,				
General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			53.98	Public spending on family I
GDP per capita constant '17, intl. \$ 1000			25.39	Unmet family planning % w
Population sex ratio female/male			1.00	Early marriage %
Population growth rate %			1.60	Mean age of women at birt
Indicator Million people	♦ Female		Value	Indicator 0-1 (Equal rights)
Total population	2.15	2.16	4.31	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			n.a.	Education and skills
Share of women's membership in boar	rds % (OECD co	untries only)	n.a.	Graduates Attainment %
Firms with female majority ownership	% firms		n.a.	STEM Graduates
Firms with female top managers % firm	ns		n.a.	o i ziii diaddaiss
Share of workers in informal sector %	workers		55.70	Agri., Forestry, Fisheries &
Indicator 1-7 (best)			Value	<i>y</i> ,
Advancement of women to leadership	roles		4.64	Arts & Humanities
Indicator 1 Million people	♦ Female	♦ Male	Value	
Labour-force	0.82	1.16	0.41	Business, Admin. & Law
ndicator Unit	♦ Female	◆ Male	Value	Education
Jnemployed adults % of labour force	45.00	0.44	44.07	
15-64)	15.20	9.14	11.67	Engineering, Manuf. & Con
Workers employed part-time % of				
employed people	0.38	0.33	0.35	Health & Welfare
				Information & Comm. Tech
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n.a.	
				Natural Sci., Mathematics
Access to finance				
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism & Ir
Access to financial services		Equal	rights 🔷	Vacational training
Inheritance rights for widows and daug	ghters	Equal	rights 🔷	Vocational training
Access to land assets		Equal	rights 🔷	PhD graduates
Access to non-land assets		Equal	rights 🔷	•
Civil and political freedom				Graduates %
ndicator Unit			Value	
Year women received right to vote year	r		1946	Graduates from tertiary ed
Number of female heads of state to da			1.00	
Seats held in upper house % total seats			n.a.	Health
Indicator Yes/No			Value	Indicator Unit
Election list quotas for women, nationa	al		Yes	Prevalence of gender viole
Party membership quotas, voluntary			No	Births attended by skilled p
Indicator 0-1 (Equal rights)			Value	Maternal mortality deaths per Victorial fertility rate births per Victorial
Access to justice		Equal	rights 🔷	
Freedom of movement		Equal	rights 🔷	Indicator 0-1 (Equal rights)
				Reproductive autonomy

Family and care Indicator Unit			Value
Public spending on family benefits % GPD			n. a.
Unmet family planning % women 15-49			n.a.
Early marriage %			3.90
Mean age of women at birth of first child	d years		26.71
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	98.00	3.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	♦ Male	Value
STEM Graduates	43.22	56.78	0.76
<b>♦</b>	<b>♦</b>		
Agri., Forestry, Fisheries & Veterinary	42.86	57.14	0.75
Arts & Humanities	64.66	35.34	1.83
Business, Admin. & Law	n. a.	n. a.	n.a.
Education	n.a.	n.a.	n.a.
Engineering, Manuf. & Construction	40.01	59.99	0.67
Health & Welfare	76.68	23.32	3.29
Information & Comm. Technologies	43.91	56.09	0.78
Natural Sci., Mathematics & Statistics	59.91	40.09	1.49
Social Sci., Journalism & Information	68.81	31.19	2.21
Vocational training	6.85	7.63	7.25
PhD graduates	0.19	0.28	0.23
<b>•</b>			
Graduates %	♦ Female	◆ Male	Value
Graduates from tertiary education	34.33	16.52	25.31
Health Indicator Unit			Value
Prevalence of gender violence in lifetime % women			n.a.
Births attended by skilled personnel %		92.90	
Maternal mortality deaths per 100,000 live	births		52.00
Total fertility rate births per woman			2.44
Indicator 0-1 (Equal rights)			Value
Poproductive autonomy		Linovan	riahta 🔺

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

Uneven rights 🔷

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Rank

Index Edition



0.975 Health and Survival

Overview				
	2022		<b>▼</b> 2021	
Index and Subindex	Score	Rank	Score	Rank
Global Gender Gap Index				
	0.707	80th	0.702	86th
Economic Participation and Opportunity				
	0.682	78th	0.672	85th
Educational Attainment				
	0.998	38th	0.998	47th
Health and Survival				
Treatti and outvival	0.975	58th	0.974	62nd
			I	
Political Empowerment				
	0.174	84th	0.164	94th

#### **Global Gender Gap Index Indicators** 2022 Compare with Gap Min Indicator Rank Score\* Global average F-M ♦ Female vs ♦ Male Max Economic Participation and Opportunity 78th 0.682 Labour-force participation rate % 94th -24.58 59.64 ◆ ◆ 84.21 0-100 0.575 Wage equality for similar work 1-7 (best) 112th Estimated earned income int'l \$ 1,000 70th 0.647 -5.30k 9.70k \$\infty\$ 15.00k 0-150k 36th 0.665 -20.09 39.96 ◆ ◆ 60.04 0-100 Legislators, senior officials and managers % 45.45 ♦ ♦ 54.55 Professional and technical workers % 1st 1.000 9.10 0-100 • Educational Attainment 0.998 38th 65th 0.992 Literacy rate % Enrolment in primary education % 65th 1.000 0 80.34 80.34 0-100 Enrolment in secondary education %1st 1.000 5.53 74.12 79.65 0-200 Enrolment in tertiary education % 0.975 Health and Survival 58th Sex ratio at birth\*\* % 0.944 1st Healthy life expectancy\*\* years 64th 1.045 0.174 **Political Empowerment** 84th **\*** 0.212 Women in parliament % 108th • -65.00 17.50♦ ♦ 82.50 0-100 Women in ministerial positions % 50th 0.440 -38.89 30.56♦ ♦ 69.44 0-100 Years with female/male head of state (last 50) 78th -50.00 ♦ 50.00 0-50

# **Paraguay**

#### **Complementary Targets and Contextual Indicators**

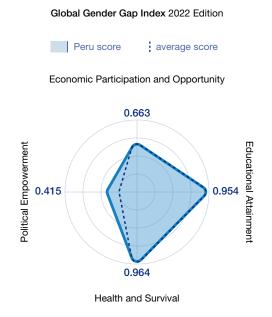
General indicators			Malaa
Indicator Unit			Value
GDP US\$ billions			35.67
GDP per capita constant '17, intl. \$ 1000			12.39
Population sex ratio female/male			0.97
Population growth rate %			1.24
Indicator Million people	♦ Female	♦ Male	Value
Total population	3.51	3.62	7.13
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %	-l- 0/ (050D		n.a.
Share of women's membership in board		untries only)	n. a.
Firms with female majority ownership %			18.50 19.60
Firms with female top managers % firms  Share of workers in informal sector % w			69.20
	/orkers		
Indicator 1-7 (best)			Value
Advancement of women to leadership r			3.92
Indicator 1 Million people	♦ Female	◆ Male	Value
Labour-force	1.52	2.20	0.41
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)    ◆	9.42	5.57	7.15
Workers employed part-time % of employed people	0.36	0.17	0.25
Proportion of time spent on unpaid domestic and care work %	4.44	1.94	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Egual	rights 🔷
Inheritance rights for widows and daug	hters	Uneven	rights 🐟
Access to land assets		Uneven	rights 🧆
Access to non-land assets		Uneven	rights 🥎
Civil and political freedom Indicator Unit			Value
			1961
Year women received right to vote year Number of female heads of state to dat	a number		1961
Seats held in upper house % total seats	.c mumber		15.60
Indicator Yes/No			Value
Election list quotas for women, national			Yes
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice		Equal	rights 🔷
Freedom of movement		Equal	rights 🔷

Public spending on family benefits % GPD Unmet family planning % women 15-49 Early marriage % Hearly marriage %  Mean age of women at birth of first child years  Premale Right to divorce Uneven rights   Indicator 0-1 (Equal rights)  Right to divorce Uneven rights   Indicator Days Indicator Unit Indicator	ators			LULL		
Public spending on family benefits % GPD Unmet family planning % women 15-49 Early marriage % Indicator 0-1 (Equal rights) Right to divorce Uneven rights	Family and care					
Unmet family planning % women 15-49 Early marriage % Indicator 0-1 (Equal rights) Right to divorce Uneven rights & Indicator Days Indicator Unit Indicator U	Indicator Unit			Value		
Early marriage % 13.20 Mean age of women at birth of first child years 27.80 Indicator 0-1 (Equal rights) Value Right to divorce Uneven rights & Indicator Days	Public spending on family benefits % G	PD		n. a.		
Mean age of women at birth of first child years  27.88 Indicator 0-1 (Equal rights)  Right to divorce  Uneven rights ❖ Indicator Days  Female  Male  Value Length of parental leave  126.00  14.00  n. a  Education and skills  Graduates Attainment %  Female  Male  Value STEM Graduates  n. a. n. a. n. a.  Agri., Forestry, Fisheries & Veterinary  n. a. n. a. n. a.  Arts & Humanities  n. a. n. a. n. a.  Education  n. a. n. a. n. a.  In. a. n. a.  Education  n. a. n. a. n. a.  In. a.  Education  n. a. n. a. n. a.  Education  n. a. n. a. n. a.  Information & Comm. Technologies  n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics  n. a. n. a. n. a.  Natural Sci., Journalism & Information  n. a. n. a. n. a.  PhD graduates  Graduates %  Female  Female  Male  Value  Graduates %  Female  Male  Value  Graduates from tertiary education  n. a. n. a. n. a.  Natural Sci., n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics  n. a. n. a. n. a.  Natural Sci., Journalism & Information  n. a. n. a. n. a.  Natural Sci., Journalism & Information  n. a. n. a. n. a.  Natural Sci., Journalism & Information  n. a. n. a. n. a.  Natural Sci., Journalism & Information  n. a. n. a. n. a.  Natural Sci., Journalism & Information  n. a. n. a. n. a.  Natural Sci., Journalism & Information  n. a. n. a. n. a.  Natural Sci., Journalism & Information  Natural Sci., Journalism & Information  n. a. n. a. n. a.  Natural Sci., Journalism & Information  N	Unmet family planning % women 15-49			n.a.		
Indicator 0-1 (Equal rights)  Right to divorce  Uneven rights ❖ Indicator Days  Indicator Unit  Indicator Uni	Early marriage %					
Right to divorce  Indicator Days  Female  Male  Value Length of parental leave  126.00  14.00  n. a  Education and skills  Graduates Attainment %  Female  Female  Male  Value STEM Graduates  n. a. n. a. n. a.  Agri., Forestry, Fisheries & Veterinary  n. a. n. a. n. a.  Arts & Humanities  n. a. n. a. n. a.  Business, Admin. & Law  n. a. n. a. n. a.  Education  n. a. n. a. n. a.  Information  Realth & Welfare  n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics  n. a. n. a. n. a.  Natural Sci., Journalism & Information  n. a. n. a. n. a.  Natural Sci., Journalism & Information  PhD graduates  Female  Male  Value  Graduates %  Female  Male  Value  Female  Female  Female  Female  Female  Female  Female  Male  Value  Female  Fema	Mean age of women at birth of first child years					
Indicator Days  Indicator Unit  Indicator Uni	Indicator 0-1 (Equal rights)			Value		
Length of parental leave 126.00 14.00 n. a  Education and skills  Graduates Attainment % Female Male Value  STEM Graduates n. a. n. a. n. a. n. a.  Agri., Forestry, Fisheries & Veterinary n. a. n. a. n. a.  Arts & Humanities n. a. n. a. n. a. n. a.  Business, Admin. & Law n. a. n. a. n. a.  Education n. a. n. a. n. a. n. a.  Education n. a. n. a. n. a. n. a.  Information & Construction n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 5.06 4.77 4.91  ◆  PhD graduates 9 0.01 0.17 0.09  ◆  Graduates 96 Female Male Value  Graduates from tertiary education n. a. n. a. n. a. n. a.  Health  Indicator Unit Value  Prevalence of gender violence in lifetime % women  Births attended by skilled personnel % live births 97.76	Right to divorce		Uneven	rights 🔷		
Education and skills  Graduates Attainment % Female Male Value  STEM Graduates n. a. n. a. n. a. n. a.  Agri., Forestry, Fisheries & Veterinary n. a. n. a. n. a.  Arts & Humanities n. a. n. a. n. a. n. a.  Business, Admin. & Law n. a. n. a. n. a. n. a.  Education n. a. n. a. n. a. n. a. n. a.  Education n. a. n. a. n. a. n. a. n. a.  Engineering, Manuf. & Construction n. a. n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 5.06 4.77 4.91  PhD graduates n. a. n. a. n. a. n. a.  Female Male Value  Graduates from tertiary education n. a. n. a. n. a. n. a.  Health  Indicator Unit Value  Prevalence of gender violence in lifetime women  Births attended by skilled personnel wive births	Indicator Days	♦ Female	◆ Male	Value		
Graduates Attainment % Female Male Value STEM Graduates n. a. n. a. n. a. n. a.  Agri., Forestry, Fisheries & Veterinary n. a. n. a. n. a.  Arts & Humanities n. a. n. a. n. a. n. a.  Business, Admin. & Law n. a. n. a. n. a. n. a.  Education n. a. n. a. n. a. n. a.  Engineering, Manuf. & Construction n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 5.06 4.77 4.91  PhD graduates 0.01 0.17 0.08  Graduates % Female Male Value Graduates from tertiary education n. a. n. a. n. a. n. a.  Health Indicator Unit Value Prevalence of gender violence in lifetime % women Births attended by skilled personnel % live births	Length of parental leave	126.00	14.00	n.a.		
STEM Graduates n. a. n. a. n. a. n. a.  Agri., Forestry, Fisheries & Veterinary n. a. n. a. n. a. n. a.  Arts & Humanities n. a. n. a. n. a. n. a.  Business, Admin. & Law n. a. n. a. n. a. n. a.  Education n. a. n. a. n. a. n. a.  Engineering, Manuf. & Construction n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 5.06 4.77 4.91  PhD graduates 0.01 0.17 0.08  Graduates % Female Male Value  Graduates from tertiary education n. a. n. a. n. a.  Health  Indicator Unit Value  Prevalence of gender violence in lifetime % women 17.90  Births attended by skilled personnel % live births 97.76	Education and skills					
Agri., Forestry, Fisheries & Veterinary  Arts & Humanities  n. a.   Graduates Attainment %	♦ Female	◆ Male	Value			
Arts & Humanities n. a. n. a. n. a. n. a.  Business, Admin. & Law n. a. n. a. n. a. n. a.  Education n. a. n. a. n. a. n. a.  Engineering, Manuf. & Construction n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 5.06 4.77 4.91  PhD graduates 0.01 0.17 0.08  Graduates % Female Male Value  Graduates from tertiary education n. a. n. a. n. a. n. a.  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 17.90  Births attended by skilled personnel % live births 97.70	STEM Graduates	n.a.	n.a.	n.a.		
Arts & Humanities n. a. n. a. n. a. n. a.  Business, Admin. & Law n. a. n. a. n. a. n. a.  Education n. a. n. a. n. a. n. a.  Engineering, Manuf. & Construction n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 5.06 4.77 4.91  PhD graduates 0.01 0.17 0.08  Graduates % Female Male Value  Graduates from tertiary education n. a. n. a. n. a. n. a.  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 17.90  Births attended by skilled personnel % live births 97.70	And Francisco Fisherine 0 Veterine					
Business, Admin. & Law  n. a.	Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n.a.		
Education n. a. n. a. n. a. n. a.  Engineering, Manuf. & Construction n. a. n. a. n. a. n. a.  Health & Welfare n. a. n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 5.06 4.77 4.99  PhD graduates 0.01 0.17 0.09  Graduates % Female Male Value  Graduates from tertiary education n. a. n. a. n. a. n. a.  Health Indicator Unit Value  Prevalence of gender violence in lifetime % women 17.90  Births attended by skilled personnel % live births 97.70	Arts & Humanities	n.a.	n.a.	n.a.		
Education n. a. n. a. n. a. n. a  Engineering, Manuf. & Construction n. a. n. a. n. a. n. a  Health & Welfare n. a. n. a. n. a. n. a  Information & Comm. Technologies n. a. n. a. n. a. n. a  Natural Sci., Mathematics & Statistics n. a. n. a. n. a. n. a  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 5.06 4.77 4.99  PhD graduates 0.01 0.17 0.09  Graduates % Female Male Value  Graduates from tertiary education n. a. n. a. n. a. n. a.  Health  Indicator Unit Value  Prevalence of gender violence in lifetime % women 17.90  Births attended by skilled personnel % live births 97.70						
Engineering, Manuf. & Construction n. a. n. a. n. a.  Health & Welfare n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 5.06 4.77 4.91  PhD graduates 0.01 0.17 0.09  Graduates % Female Male Value Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value Births attended by skilled personnel % live births 97.70	Business, Admin. & Law	n.a.	n.a.	n.a.		
Engineering, Manuf. & Construction n. a. n. a. n. a.  Health & Welfare n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 5.06 4.77 4.91  PhD graduates 0.01 0.17 0.09  Graduates % Female Male Value Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value Births attended by skilled personnel % live births 97.70	Education			20.0		
Health & Welfare  n. a.  n. a.  n. a.  n. a.  n. a.  Natural Sci., Mathematics & Statistics  n. a.  N. a.  Social Sci., Journalism & Information  n. a.  N. a.  N. a.  Vocational training  5.06  4.77  4.91  PhD graduates  O.01  O.17  O.05  Graduates %  Female  Female  Male  Value  Graduates from tertiary education  n. a.  n. a.  n. a.  N. a.  Female  Male  Value  Thealth  Indicator Unit  Prevalence of gender violence in lifetime % women  Births attended by skilled personnel % live births  97.76	Education	n. a.	n. a.	II. a.		
Health & Welfare n. a. n. a. n. a. n. a.  Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 5.06 4.77 4.9  PhD graduates 0.01 0.17 0.08  Graduates % Female Male Value Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value Prevalence of gender violence in lifetime % women 17.96 Births attended by skilled personnel % live births 97.76	Engineering, Manuf. & Construction	n.a.	n.a.	n.a.		
Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 5.06 4.77 4.91  ◆  PhD graduates 0.01 0.17 0.09  ◆  Graduates % ◆ Female ◆ Male Value  Graduates from tertiary education n. a. n. a. n. a.  Health  Indicator Unit Value  Prevalence of gender violence in lifetime % women 17.96  Births attended by skilled personnel % live births 97.76						
Information & Comm. Technologies n. a. n. a. n. a.  Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 5.06 4.77 4.99  PhD graduates 0.01 0.17 0.09  Graduates % Female Male Value Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value Prevalence of gender violence in lifetime % women 17.96 Births attended by skilled personnel % live births 97.76	Health & Welfare	n.a.	n.a.	n.a.		
Natural Sci., Mathematics & Statistics n. a. n. a. n. a.  Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 5.06 4.77 4.9  PhD graduates 0.01 0.17 0.08  Graduates % Female Male Value Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value Prevalence of gender violence in lifetime % women 17.96 Births attended by skilled personnel % live births 97.76	Information 9 Comm. Technologies					
Social Sci., Journalism & Information n. a. n. a. n. a.  Vocational training 5.06 4.77 4.99  ◆ PhD graduates 0.01 0.17 0.09  ◆ Graduates % ◆ Female ◆ Male Value Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value Prevalence of gender violence in lifetime % women 17.90 Births attended by skilled personnel % live births 97.70	information & Comm. Technologies	n. a.	n. a.	II. a.		
Vocational training 5.06 4.77 4.99  ◆ PhD graduates 0.01 0.17 0.09  ◆ Graduates % Female ◆ Male Value Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value Prevalence of gender violence in lifetime % women 17.90 Births attended by skilled personnel % live births 97.70	Natural Sci., Mathematics & Statistics	n.a.	n.a.	n.a.		
Vocational training 5.06 4.77 4.99  ◆ PhD graduates 0.01 0.17 0.09  ◆ Graduates % Female ◆ Male Value Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value Prevalence of gender violence in lifetime % women 17.90 Births attended by skilled personnel % live births 97.70						
PhD graduates 0.01 0.17 0.09  Graduates % Female ♦ Male Value Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value Prevalence of gender violence in lifetime % women 17.90 Births attended by skilled personnel % live births 97.70	Social Sci., Journalism & Information	n.a.	n.a.	n.a.		
PhD graduates 0.01 0.17 0.09  Graduates % Female ♦ Male Value Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Value Prevalence of gender violence in lifetime % women 17.90 Births attended by skilled personnel % live births 97.70	Vocational training	5.06	4 77	<b>⊿</b> 91		
Graduates % Female Male Value Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit Prevalence of gender violence in lifetime % women Births attended by skilled personnel % live births  97.70		3.00	4.11	4.51		
Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit  Prevalence of gender violence in lifetime % women 17.90 Births attended by skilled personnel % live births 97.70	PhD graduates	0.01	0.17	0.09		
Graduates from tertiary education n. a. n. a. n. a.  Health Indicator Unit  Prevalence of gender violence in lifetime % women 17.90 Births attended by skilled personnel % live births 97.70	<b>•</b>					
Health Indicator Unit  Prevalence of gender violence in lifetime % women  17.90 Births attended by skilled personnel % live births  97.70	Graduates %	♦ Female	♦ Male	Value		
Prevalence of gender violence in lifetime % women 17.90 Births attended by skilled personnel % live births 97.70	Graduates from tertiary education	n.a.	n. a.	n.a.		
Indicator Unit  Prevalence of gender violence in lifetime % women  17.90  Births attended by skilled personnel % live births  97.70						
Prevalence of gender violence in lifetime % women 17.90 Births attended by skilled personnel % live births 97.70	Health					
Births attended by skilled personnel % live births 97.70	Indicator Unit			Value		
	Prevalence of gender violence in lifetime	e % women		17.90		
Maternal mortality deaths per 100 000 live births 84 00	Births attended by skilled personnel %	live births		97.70		
That of hair y dod no por 100,000 no birtho	Maternal mortality deaths per 100,000 live	births		84.00		
Total fertility rate births per woman 2.40	Total fertility rate births per woman			2.40		
Indicator 0-1 (Equal rights) Value	Indicator 0-1 (Equal rights)			Value		
Reproductive autonomy Restricted rights &	Reproductive autonomy		Restricted	rights 💠		

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

# Peru





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.663 86th **4** Labour-force participation rate % 61st 0.807 -15.81 66.07 ♦ ♦ 81.88 0-100 Wage equality for similar work 1-7 (best) 115th 0.563 Estimated earned income int'l \$ 1,000 48th -3.97k 9.29k 3 13.26k 0-150k 69th 0.527 -31.00 34.50 ♦ ♦ 65.50 Legislators, senior officials and managers % 0-100 43.87 ♦ ♦ 56.13 Professional and technical workers % 95th 0.782 -12.26 0-100 Educational Attainment 0.954 112th 0.949 Literacy rate % 98th Enrolment in primary education % Enrolment in secondary education % 116th 0.934 -7.50 106.91 🔷 114.41 0-200 Enrolment in tertiary education % 1st 1.000 3.94 68.73 4 72.67 0-200 0.964 Health and Survival 120th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 127th 1.008 **• Political Empowerment** 27th 0.415 25th 0.667 -20.00 40.00 ♦ ♦ 60.00 Women in parliament % • 0-100 Women in ministerial positions % 20th -15.79 42.11 57.89 0-100 Years with female/male head of state (last 50) 43rd 0.065 -43.86 ♦ 46.93 0-50

#### Peru

#### **Complementary Targets and Contextual Indicators**

2022

Value n.a. 9.30 12.90 28.61

Value

Value

n.a.

Value n.a.

0.68

n.a.

2.29

n.a.

n.a.

0.98

0.85

1.06

0.67

n.a.

Value

n.a.

Value 33.20

92.10

88.00 2.23 Value

Restricted rights 🐟

Restricted rights 🐟

Male

14.00

Male

59.40

n.a.

41.98

30.35

n.a.

n.a.

50.44

54.03

48.54

0.65

n.a.

Male

n.a.

, , ,					
General indicators				Family and care	
Indicator Unit			Value	Indicator Unit	
GDP US\$ billions			202.01	Public spending on family benefits % GF	2D
GDP per capita constant '17, intl. \$ 1000			11.26	Unmet family planning % women 15-49	
Population sex ratio female/male			1.01	Early marriage %	
Population growth rate %			1.41	Mean age of women at birth of first child	d years
Indicator Million people	♦ Female		Value	Indicator 0-1 (Equal rights)	
Total population	16.59	16.38	32.97	Right to divorce	
Work participation and leadership				Indicator Days	♦ Fe
Indicator Unit			Value	Length of parental leave	9
Gender pay gap (OECD only) %			n.a.	Education and skills	
Share of women's membership in boa	rds % (OECD co	untries only)	n.a.	Graduates Attainment %	♦ Fe
Firms with female majority ownership	% firms		19.40	STEM Graduates	<b>V</b> . C
Firms with female top managers % firm	ns		19.90	STEW Graduates	
Share of workers in informal sector %	workers		68.40	Agri., Forestry, Fisheries & Veterinary	4
Indicator 1-7 (best)			Value	•	<b>\Q</b>
Advancement of women to leadership	roles		4.17	Arts & Humanities	
Indicator 1 Million people	♦ Female	◆ Male	Value		
Labour-force	8.39	10.17	0.45	Business, Admin. & Law	<b>*</b>
Indicator Unit	♦ Female	◆ Male	Value	Education	(
Unemployed adults % of labour force (15-64)	5.20	3.37	4.20	Engineering, Manuf. & Construction	
Workers employed part-time % of employed people	0.45	0.28	0.35	Health & Welfare	
Proportion of time spent on unpaid domestic and care work %	n. a.	n. a.	n.a.	Information & Comm. Technologies	4
				Natural Sci., Mathematics & Statistics	
Access to finance				Ossisl Osis Januaraliana Oslafannatian	•
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism & Information	
Access to financial services			rights 🔷	Vocational training	
Inheritance rights for widows and daug	ghters	Near-equal	rights 🔷		
Access to land assets		Equal	rights 🔷	PhD graduates	
Access to non-land assets		Equal	rights 🔷	Fild graduates	
Civil and political freedom				Graduates %	♦ Fe
Indicator Unit			Value	Graduates from tertiary education	<b>V</b> 1 C
Year women received right to vote year			1979	S. Saddes Form tornary oddodnor	
Number of female heads of state to da			0		
Seats held in upper house % total seats	3		n.a.	Health	
Indicator Yes/No			Value	Indicator Unit	0.07
Election list quotas for women, nation	al		Yes	Prevalence of gender violence in lifetime	
Party membership quotas, voluntary			No	Births attended by skilled personnel % I	
Indicator 0-1 (Equal rights)			Value	Maternal mortality deaths per 100,000 live    Total fertility rate births per woman	oirths
Access to justice		Equal	rights 🔷	·	
Freedom of movement		Equal	rights 🔷	Indicator 0-1 (Equal rights)	
			•	Reproductive autonomy	

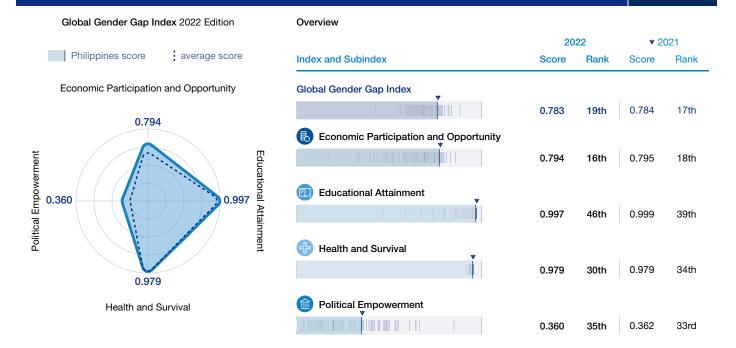
<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Score (imparity = 0, parity = 1) **0.783** 

Rank (out of 146 countries) Index Edition 2022

# **Philippines**



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.794 16th Labour-force participation rate % 111th 0.642 -24.47 43.84 ◆ ◆ 68.30 0-100 Wage equality for similar work 1-7 (best) 12th Estimated earned income int'l \$ 1,000 43rd -2.69k 6.60k 9.30k 0-150k 5.91 47.05 • 52.95 Legislators, senior officials and managers % 1st 1.000 0-100 41.12♦ ♦ 58.88 Professional and technical workers % 1st 1.000 17.77 0-100 • Educational Attainment 0.997 46th Literacy rate % 1.000 1st Enrolment in primary education % 89th 0.993 -0.68 96.60 • 97.28 0-100 Enrolment in secondary education % 1st 1.000 8.02 85.88 🔷 93.91 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 11.05 30.17 41.22 0-200 0.979 Health and Survival 30th 0.943 Sex ratio at birth\*\* % 111th Healthy life expectancy\*\* years 1.060 1st **Political Empowerment** 35th 0.360 • 0.383 27.70♦ ♦ 72.30 Women in parliament % 63rd -44.60 **ф** 0-100 Women in ministerial positions % 108th 0.150 -73.91 13.04♦ ♦ 86.96 0-100 Years with female/male head of state (last 50) 6th 0.462 -18.41 0-50

# **Philippines**

#### **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			361.49
GDP per capita constant '17, intl. \$ 1000			7.95
Population sex ratio female/male			0.99
Population growth rate %			1.34
Indicator Million people	♦ Female	♦ Male	Value
Total population	54.55	55.03	109.58
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %	firms		31.50
Firms with female top managers % firms	;		29.90
Share of workers in informal sector $\%$ w	rorkers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership r	oles		5.68
Indicator 1 Million people	♦ Female	◆ Male	Value
Labour-force	17.24	26.59	0.39
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	2.62	2.16	2.35
Workers employed part-time % of employed people	0.39	0.37	0.38
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n.a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Near-equa	rights 🗆
Inheritance rights for widows and daugl	nters	Uneven	rights 🧇
Access to land assets		Unequa	rights 🗇
Access to non-land assets		Unequa	rights 🗇
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1973
Number of female heads of state to dat	e number		2.00
Seats held in upper house $\%$ total seats			29.20
Indicator Yes/No			Value
Election list quotas for women, national			No
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice		Near-equa	rights 🗆
Access to justice			9

Family and care			
Indicator Unit			Value
Public spending on family benefits % GF	PD		n.a.
Unmet family planning % women 15-49			16.70
Early marriage %			4.80
Mean age of women at birth of first child	d years		28.90
Indicator 0-1 (Equal rights)			Value
Right to divorce		Unequal	rights 🗇
Indicator Days	◆ Female	◆ Male	Value
Length of parental leave	105.00	9.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	n.a.	n. a.	n.a.
Agri., Forestry, Fisheries & Veterinary	53.37	46.63	1.14
Arts & Humanities	57.02	42.98	1.33
Arts & Flurialities	♦	42.50	1.00
Business, Admin. & Law	n.a.	n.a.	n.a.
Education	76.68	23.32	3.29
F : : M (00 ) : :	0.4.40	75.50	2.00
Engineering, Manuf. & Construction	24.48	75.52	0.32
Health & Welfare	71.87	28.13	2.55
♦	11.01	20.10	2.00
Information & Comm. Technologies	48.13	51.87	0.93
<b>•</b> •			
Natural Sci., Mathematics & Statistics	61.97	38.03	1.63
Operiod Opin Teamwelliams & Information	00.00	00.00	0.00
Social Sci., Journalism & Information	69.98	30.02	2.33
Vocational training	2.86	3.30	3.08
•			
PhD graduates	0.13	0.10	0.11
<b>•</b>			
Graduates %	♦ Female	◆ Male	Value
Graduates from tertiary education	n. a.	n. a.	n. a.
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetime	e % women		16.90
Births attended by skilled personnel % I			84.40
Maternal mortality deaths per 100,000 live			121.00
Total fertility rate births per woman			2.53
Indicator 0-1 (Equal rights)			Value
		Restricted	
Reproductive autonomy		i icollicieu	ngino 🤝

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

# **Poland**

Economy Profile



Global Gender Gap Index In	ndicat	tors			:	2022
Indicator	Rank	Score*	Compare with Global average	Gap F-M <b>■</b>	♦ Female vs ♦ Male	Min Max
Economic Participation and Opportunity	74th	0.695	0 1	-	Min Max -	-
Labour-force participation rate %	82nd	0.751	••••••••••••••••••••••••••••••••••••••	-16.29	49.20 ◆ ◆ 65.49	0-100
Wage equality for similar work 1-7 (best)	119th	0.549	•	-	-	-
Estimated earned income int'l \$ 1,000	75th	0.636	·····	-14.52k	25.37k ◆ ◆ 39.88k	0-150k
Legislators, senior officials and managers %	26th	0.764	• • • • • • • • • • • • • • • • • • •	-13.37	43.32 ◆ ◆ 56.68	0-100
Professional and technical workers %	1st	1.000	· · · · · · · · · · · · · · · · · · ·	14.18	42.91 ◆ ◆ 57.09	0-100
Educational Attainment	70th	0.992		-	-	-
Literacy rate %	-	-	-	-	-	-
Enrolment in primary education %	1st	1.000	1 11111	0.38	98.67♦ 99.05	0-100
Enrolment in secondary education %	99th	0.971	1 11 11 11 11 11 11	-3.28	110.13 🏶 113.41	0-200
Enrolment in tertiary education %	1st	1.000		28.75	55.06♦ ♦ 83.81	0-200
Health and Survival	1st	0.980	<b>.</b>	-	-	-
Sex ratio at birth** %	1st	0.944	•	-	-	-
Healthy life expectancy** years	1st	1.060	H.	-	-	-
Political Empowerment	87th	0.171	•	-	-	-
Women in parliament %	60th	0.395	<b>+</b> ••••••	-43.40	28.30 ♦ ♦ 71.70	0-100
Women in ministerial positions %	134th	0.050	••••••••••••••••••••••••••••••••••••••	-90.48	4.76♦ ♦ 95.24	0-100
Years with female/male head of state (last 50)	37th	0.082	<b>*</b> ***********************************	-42.43	3.78♦ ♦ 46.22	0-50

#### **Poland**

#### **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			596.62
GDP per capita constant '17, intl. \$ 1000			32.35
Population sex ratio female/male			1.06
Population growth rate %			-0.17
Indicator Million people	♦ Female	◆ Male	Value
Total population	19.54	18.36	37.90
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			8.69
Share of women's membership in boar	rds % (OECD co	untries only)	24.70
Firms with female majority ownership	% firms		21.20
Firms with female top managers % firm	S		27.80
Share of workers in informal sector %	workers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		4.21
Indicator 1 Million people	♦ Female	◆ Male	Value
Labour-force	8.20	10.06	0.45
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	2.94	2.71	2.81
Workers employed part-time % of employed people	0.36	0.23	0.29
Proportion of time spent on unpaid domestic and care work %	3.26	1.46	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Equal	rights 🔷
Inheritance rights for widows and daug	hters	Equal	rights 🔷
Access to land assets		Equal	rights 🔷
Access to non-land assets		Equal	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1919
Number of female heads of state to da	te number		3.00
Seats held in upper house % total seats			24.00
Indicator Yes/No			Value
Election list quotas for women, national	al		Yes
Party membership quotas, voluntary			No
Indicator 0-1 (Equal rights)			Value
Access to justice		Equal	rights 🔷
Freedom of movement		Equal	rights 🔷

ators			LULL	
Family and care				
Indicator Unit			Value	
Public spending on family benefits % G	PD		2.99	
Unmet family planning % women 15-49				
Early marriage %			1.20	
Mean age of women at birth of first chil	d years		29.47	
Indicator 0-1 (Equal rights)			Value	
Right to divorce		Equal	rights 🔷	
Indicator Days	♦ Female	♦ Male	Value	
Length of parental leave	140.00	14.00	n.a.	
Education and skills				
Graduates Attainment %	♦ Female	◆ Male	Value	
STEM Graduates	n.a.	n.a.	n.a.	
Agri., Forestry, Fisheries & Veterinary	56.79	43.21	1.31	
Arts & Humanities	75.21	24.79	3.03	
Business, Admin. & Law	68.27	31.73	2.15	
Education	86.45	13.55	6.38	
Francisco Manuf & Construction	40.07	F7.00	0.70	
Engineering, Manuf. & Construction	42.07	57.93	0.73	
Health & Welfare	72.17	27.83	2.59	
Information & Comm. Technologies	n. a.	n. a.	n.a.	
Natural Sci., Mathematics & Statistics	n.a.	n.a.	n.a.	
Social Sci., Journalism & Information	72.11	27.89	2.59	
Vocational training	17.36	22.13	19.79	
PhD graduates	0.58	0.73	0.65	
Graduates %	♦ Female	♦ Male	Value	
Graduates from tertiary education	56.81	35.04	45.77	
<b>♦</b>	<b>*</b>			
Health				
Indicator Unit			Value	
Prevalence of gender violence in lifetime	e % women		13.00	
Births attended by skilled personnel %	live births		99.80	
Maternal mortality deaths per 100,000 live	births		2.00	
Total fertility rate births per woman			1.42	
Indicator 0-1 (Equal rights)			Value	
Reproductive autonomy		Uneven	rights 🔷	

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

0.766

Rank

Index Edition 2022

# **Portugal**



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 41st • Labour-force participation rate % 34th 0.868 -8.23 53.98 • 62.21 0-100 Wage equality for similar work 1-7 (best) 84th 0.623 Estimated earned income int'l \$ 1,000 24th -8.88k === 27.76k 36.64k 0-150k 59th 0.554 -28.71 35.65 ♦ ♦ 64.35 Legislators, senior officials and managers % 0-100 46.35 ♦ 53.65 Professional and technical workers % 1st 1.000 7.29 0-100 • Educational Attainment 0.990 75th Literacy rate % 81st 0.977 . . . . . . . . . . . . . . . . 0.989 Enrolment in primary education % 95th -1.14 98.80 • 99.94 0-100 Enrolment in secondary education % 1st 1.000 0.56 120.35 ♦ 120.91 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 10.33 62.77 >> 73.10 0-200 0.973 Health and Survival 67th 0.943 Sex ratio at birth\*\* % 111th Healthy life expectancy\*\* years 72nd 1.038 **Political Empowerment** 0.364 **\*** 33rd 0.582 35th -26.40 36.80 ♦ ♦ 63.20 Women in parliament % • 0-100 Women in ministerial positions % 20th .... -15.79 42.11 57.89 0-100 Years with female/male head of state (last 50) 66th 0.009 -49.15 0.42 49.58 0-50

# **Portugal**

#### **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			228.54
GDP per capita constant '17, intl. \$ 1000			31.94
Population sex ratio female/male			1.11
Population growth rate %			0.10
Indicator Million people	♦ Female	♦ Male	Value
Total population	5.43	4.87	10.30
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			11.72
Share of women's membership in board	ds % (OECD co	untries only)	31.00
Firms with female majority ownership 9	% firms		8.00
Firms with female top managers % firms	S		14.00
Share of workers in informal sector % v	vorkers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		4.73
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	2.55	2.58	0.50
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force (15-64)	6.33	5.67	6.00
•			
Workers employed part-time % of employed people	0.39	0.30	0.34
Proportion of time spent on unpaid domestic and care work %	5.29	2.94	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Faual	rights 🔷
Inheritance rights for widows and daug	hters	-	rights 🔷
Access to land assets		•	rights 🔷
Access to non-land assets		•	rights 🧇
Civil and political freedom			Malaa
Indicator Unit			Value
Year women received right to vote year			1975
Number of female heads of state to dat Seats held in upper house % total seats	te number		1.00 n. a.
Indicator Yes/No			Value
Election list quotas for women, nationa	I		Yes
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice		Equal	rights 🔷
Freedom of movement		Equal	rights 🔷

ators			2022
Family and care			
Indicator Unit			Value
Public spending on family benefits % G	iPD		1.69
Unmet family planning % women 15-49			n. a.
Early marriage %			0.70
Mean age of women at birth of first chi		30.91	
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	0	0	78.00
Education and skills			
Graduates Attainment %	♦ Female	♦ Male	Value
STEM Graduates	n. a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	58.09	41.91	1.39
Arts & Humanities	61.86	38.14	1.62
Arts & Fidinarities	<b>♦</b>	30.14	1.02
Business, Admin. & Law	60.15	39.85	1.51
Education	80.01	19.99	4.00
Engineering, Manuf. & Construction	n.a.	n. a.	n. a.
Health & Welfare	77.86	22.14	3.52
Information & Comm. Technologies	17.44	82.56	0.21
<b>♦</b>		<b>♦</b>	
Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.
Social Sci., Journalism & Information	n.a.	n. a.	n.a.
Vocational training	13.11	19.38	16.26
PhD graduates	0.68	0.86	0.76
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	61.57	43.95	52.77
<b>,</b> ♦	<b>♦</b>		
Health Indicator Unit			Value
Prevalence of gender violence in lifetim	ie % women		19.00
Births attended by skilled personnel %			98.70
Maternal mortality deaths per 100,000 live			8.00
Total fertility rate births per woman			1.42
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Faual	rights 🇆
risproductive autoriority		Lquai	iigiito 🤝

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

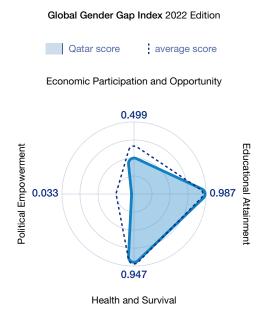
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

**Qatar** 

Rank

Index Edition

2022





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity **•** 133rd 0.499 Labour-force participation rate % 117th 0.599 -38.24 57.22 ♦ ♦ 95.46 0-100 Wage equality for similar work 1-7 (best) 21st Estimated earned income int'l \$ 1,000 126th 0.455 -53.80k 44.97k ◆ 98.76k 132nd -78.50 Legislators, senior officials and managers % 0.120 0-100 Professional and technical workers % 135th 0.246 -60.56 19.72♦ ♦ 80.28 0-100 Educational Attainment 0.987 83rd Literacy rate % 1.000 1st Enrolment in primary education % 1st 1.000 3.04 96.61 \$\infty\$ 99.65 0-100 Enrolment in secondary education % 115th 0.942 -0.03 $0.48 \diamondsuit 0.52$ 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 50.72 8.04♦ ♦ 58.77 0-200 0.947 Health and Survival 142nd 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 146th 0.955 0.033 **Political Empowerment •** 143rd 0.046 142nd -91.20 Women in parliament % \_\_\_\_\_ 4.40♦ 95.60 0-100 Women in ministerial positions % 128th 0.077 -85.71 7.14 92.86 0-100 Years with female/male head of state (last 50) 78th ♦ -50.00 ♦ 50.00 0-50

Score Rank 137th

0.617

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#### **Qatar**

#### **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			144.41
GDP per capita constant '17, intl. \$ 1000			85.29
Population sex ratio female/male			0.33
Population growth rate %			1.72
Indicator Million people	♦ Female	♦ Male	Value
Total population	0.72	2.17	2.88
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership $^{9}$	% firms		n.a.
Firms with female top managers % firms	8		n.a.
Share of workers in informal sector % v	vorkers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		5.22
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	0.31	1.90	0.14
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force			
(15-64)	0.28	80.0	0.11
Workers employed part-time % of employed people	0.03	0.01	0.02
Proportion of time spent on unpaid domestic and care work %	1.94	0.14	n.a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Egual	rights 🐟
Inheritance rights for widows and daug	hters	·	rights ⊗
Access to land assets		•	rights 🔷
Access to non-land assets		Equal	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			2003
Number of female heads of state to date	te number		0
Seats held in upper house $\%$ total seats			n.a.
Indicator Yes/No			Value
Election list quotas for women, nationa	I		n.a.
Party membership quotas, voluntary			n.a.
Indicator 0-1 (Equal rights)			Value
Access to justice		Restricted	rights 💠
Freedom of movement		Unequal	rights 🗇

ators			2022
Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		n. a.
Unmet family planning % women 15-49			n.a.
Early marriage %			3.60
Mean age of women at birth of first chil	d years		29.87
Indicator 0-1 (Equal rights)			Value
Right to divorce		Unequa	l rights ⊗
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	50.00	0	n.a.
Education and skills			
Graduates Attainment %	◆ Female	♦ Male	Value
STEM Graduates	n.a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n.a.
Arts & Humanities	71.77	28.23	2.54
Business, Admin. & Law	65.84 ◆	34.16	1.93
Education •	94.34	5.66	16.67
Engineering, Manuf. & Construction	37.21	62.79	0.59
Health & Welfare	88.08	11.92	7.39
Information & Comm. Technologies	n.a.	n.a.	n. a.
Natural Sci., Mathematics & Statistics	n.a.	n.a.	n. a.
Social Sci., Journalism & Information	77.54	22.46	3.45
Vocational training	0.10	0.34	0.28
PhD graduates	0.52	0.42	0.44
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	28.80	2.49	7.89
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim Births attended by skilled personnel % Maternal mortality deaths per 100,000 live Total fertility rate births per woman	live births		n. a. 100.00 9.00 1.85
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Restricted	l rights 🕏

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Score (imparity = 0, parity = 1) **0.698** 

Rank (out of 146 countries)

Index Edition 2022

# Romania



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 63rd **•**1 Labour-force participation rate % 100th 0.686 -19.55 42.80 62.34 0-100 Wage equality for similar work 1-7 (best) 43rd Estimated earned income int'l \$ 1,000 50th 0.692 -10.57k 23.73k • 34.30k 0-150k 67th 0.538 -30.07 34.96 ♦ ♦ 65.04 Legislators, senior officials and managers % 0-100 44.27 ♦ ♦ 55.73 Professional and technical workers % 1st 1.000 • 11.46 0-100 Educational Attainment 0.998 39th 0.995 Literacy rate % 62nd 0.998 Enrolment in primary education % 77th -0.16 87.24 87.39 0-100 Enrolment in secondary education % 1st 1.000 0.29 87.93 ♦ 88.22 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 12.93 45.12 >> 58.05 0-200 0.980 Health and Survival 1st 0.944 Sex ratio at birth\*\* % 1st 1.060 Healthy life expectancy\*\* years 1st **Political Empowerment** 0.102 **\*** 122nd 0.236 -61.80 19.10♦ ♦ 80.90 Women in parliament % 101st **•** 0-100 Women in ministerial positions % 133rd 0.053 |**|** -90.00 5.00 **95.00** 0-100 Years with female/male head of state (last 50) 54th 0.037 -46.47 1.76 48.24 0-50

#### Romania

#### 0.698

# **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			248.72
GDP per capita constant '17, intl. \$ 1000			28.83
Population sex ratio female/male			1.06
Population growth rate %			-0.59
Indicator Million people	♦ Female	♦ Male	Value
Total population	9.89	9.36	19.26
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			3.50
Share of women's membership in boar	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership	% firms		11.70
Firms with female top managers % firm	S		17.20
Share of workers in informal sector % v	workers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		4.97
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	3.59	4.85	0.43
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force (15-64)	5.15	4.38	4.70
Workers employed part-time % of employed people	0.20	0.14	0.17
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n.a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Equal	rights 🔷
Inheritance rights for widows and daug	hters	Equal	rights 🔷
Access to land assets		Equal	rights 🔷
Access to non-land assets		Equal	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1946
Number of female heads of state to da	te number		1.00
Seats held in upper house % total seats			18.40
Indicator Yes/No			Value
Election list quotas for women, national	ıl		No
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice		Equal	rights 🔷
Freedom of movement		Equal	rights 🔷

ators			LULL
Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		n.a.
Unmet family planning % women 15-49			n.a.
Early marriage %			6.80
Mean age of women at birth of first chil	d years		27.82
Indicator 0-1 (Equal rights)			Value
Right to divorce		Near-equal	rights 🔷
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	126.00	21.00	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	41.22	58.78	0.70
<b>♦</b>	<b>•</b>		
Agri., Forestry, Fisheries & Veterinary	40.65	59.35	0.69
Arts & Humanities	n. a.	n.a.	n. a.
Business, Admin. & Law	67.01	32.99	2.03
<b>♦</b>	<b>•</b>		
Education	90.75	9.25	9.81
Engineering, Manuf. & Construction	n. a.	n. a.	n. a.
Lingineering, Mariat. & Constitution	n. a.	π. α.	π. α.
Health & Welfare	71.79	28.21	2.55
<b>♦</b>	•	•	
Information & Comm. Technologies	33.19	66.81	0.50
	•		
Natural Sci., Mathematics & Statistics	66.86	33.14	2.02
Social Sci., Journalism & Information	n. a.	n.a.	n.a.
Coolar Col., Coarrainsm a miormation	n. a.	π. α.	11. a.
Vocational training	17.60	19.75	18.71
••			
PhD graduates	n.a.	n.a.	n.a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	48.78	32.66	40.43
<b>*</b>			
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		24.00
Births attended by skilled personnel %	live births		97.10
Maternal mortality deaths per 100,000 live	births		19.00
Total fertility rate births per woman			1.76
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Score (imparity = 0, parity = 1)

Rank (out of 146 countries) Index Edition 2022

# Rwanda





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 33rd • Labour-force participation rate % 1st 1.000 0.28 82.23 ♦ 82.50 0-100 Wage equality for similar work 1-7 (best) 6th Estimated earned income int'l \$ 1,000 74th 0.640 -925.80 1.64k • 2.57k 0-150k 76th 0.500 -33.34 33.33 ♦ ♦ 66.67 Legislators, senior officials and managers % 0-100 Professional and technical workers % 99th -17.44 41.28 ◆ ◆ 58.72 0-100 • Educational Attainment 0.960 108th 107th 0.895 Literacy rate % Enrolment in primary education % 1st 1.000 0.29 93.51 • 93.80 0-100 Enrolment in secondary education % 1st 1.000 . . . . . . . . . . . . . 5.48 41.56 47.05 0-200 Enrolment in tertiary education % 111th -1.12 5.68 • 6.80 0-200 0.974 Health and Survival 59th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 66th 1.042 **Political Empowerment** 7th 0.563 1.000 22.60 Women in parliament % 38.70 ♦ ♦ 61.30 1st • 0-100 Women in ministerial positions % 1st 1.000 9.68 45.16 ◆ ◆ 54.84 0-100 Years with female/male head of state (last 50) 63rd 0.015 -48.56 0.72 49.28 0-50

#### Rwanda

# **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			10.33
GDP per capita constant '17, intl. \$ 1000			2.10
Population sex ratio female/male			1.03
Population growth rate %			2.54
Indicator Million people	♦ Female	◆ Male	Value
Total population	6.58	6.37	12.95
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %	firms		13.90
Firms with female top managers % firms	;		21.80
Share of workers in informal sector % w	rorkers		87.80
Indicator 1-7 (best)			Value
Advancement of women to leadership r	oles		5.64
Indicator 1 Million people	♦ Female	◆ Male	Value
Labour-force	3.43	3.22	0.52
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force	4.04	4.04	4.50
(15-64)	1.64	1.34	1.50
Workers employed part-time % of			
employed people	0.48	0.46	0.47
	0.48	0.46	0.47
employed people  ◆  Proportion of time spent on unpaid			
employed people	0.48 n. a.	0.46 n. a.	0.47 n. a.
employed people  ◆  Proportion of time spent on unpaid			n.a.
employed people  Proportion of time spent on unpaid domestic and care work %			n.a.
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance			n. a. Value
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)	n. a.	n. a.	n. a.  Value rights �
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services	n. a.	n. a. Near-equal	value
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daugit	n. a.	n. a. Near-equal Near-equal	value rights  rights
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daugle  Access to land assets	n. a.	n. a.  Near-equal Near-equal Near-equal	value rights  rights
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugle Access to land assets Access to non-land assets	n. a.	n. a.  Near-equal Near-equal Near-equal	value rights  rights
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daugle  Access to land assets  Access to non-land assets  Civil and political freedom	n. a.	n. a.  Near-equal Near-equal Near-equal	value rights  rights  rights  rights  rights
employed people  Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugle Access to land assets Access to non-land assets  Civil and political freedom Indicator Unit	n. a.	n. a.  Near-equal Near-equal Near-equal	n. a.  Value  rights ◆ rights ◆ rights ◆
Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugl Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year	n. a.	n. a.  Near-equal Near-equal Near-equal	value rights  rights  rights  Value
Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugl Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to dat	n. a.	n. a.  Near-equal Near-equal Near-equal	rights Indianal rights Indiana
Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugle Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats	n. a.	n. a.  Near-equal Near-equal Near-equal	rights  rights  value  Value  Value  1962  1.00  34.60
Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daught Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No	n. a.	n. a.  Near-equal Near-equal Near-equal	rights  rights  rights  value  1962 1.00 34.60 Value
Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daught Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No Election list quotas for women, national	n. a.	n. a.  Near-equal Near-equal Near-equal	rights Indianal value rights Value rights Value 1962 1.00 34.60 Value Yes
Proportion of time spent on unpaid domestic and care work %  Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daugl Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No Election list quotas for women, national Party membership quotas, voluntary	n. a.	n. a.  Near-equal Near-equal Near-equal	rights Indianal value rights Value rights Value 1962 1.00 34.60 Value Yes No Value

Family and care					
Indicator Unit					
Public spending on family benefits % G		n.a.			
Unmet family planning % women 15-49		13.60			
Early marriage %			4.00		
Mean age of women at birth of first chil	Mean age of women at birth of first child years				
Indicator 0-1 (Equal rights)			Value		
Right to divorce		Restricted	rights 💠		
Indicator Days	♦ Female	◆ Male	Value		
Length of parental leave	84.00	4.00	n.a.		
Education and skills					
Graduates Attainment %	◆ Female	◆ Male	Value		
STEM Graduates	35.36	64.64	0.55		
<b>♦</b>	<b>♦</b>				
Agri., Forestry, Fisheries & Veterinary	37.47	62.53	0.60		
•	<b>♦</b>				
Arts & Humanities	n. a.	n.a.	n.a.		
Business, Admin. & Law	55.38	44.62	1.24		
◆ —	<b>♦</b>	2			
Education	n.a.	n.a.	n.a.		
Engineering, Manuf. & Construction	n.a.	n.a.	n.a.		
Health O.Walfana	50.04	44.00	4 40		
Health & Welfare	58.31	41.69	1.40		
Information & Comm. Technologies	n. a.	n.a.	n.a.		
3					
Natural Sci., Mathematics & Statistics	n.a.	n.a.	n.a.		
Social Sci., Journalism & Information	n.a.	n.a.	n.a.		
	0.40	4.44	0.05		
Vocational training	3.49	4.41	3.95		
PhD graduates	n. a.	0.04	0.02		
The graduates	п. с.	0.04	0.02		
Graduates %	♦ Female		Value		
Graduates from tertiary education	5.63	6.08	5.86		
addates from tertiary education	3.03	0.00	5.00		
Health					
Indicator Unit			Value		
Prevalence of gender violence in lifetim	e % women		34.40		
Births attended by skilled personnel %			90.70		
Maternal mortality deaths per 100,000 live			248.00		
Total fertility rate births per woman			3.99		
Indicator 0-1 (Equal rights)			Value		
Reproductive autonomy		Uneven	rights 🔷		
oproductive duteriority		OHEVER	9.110		

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

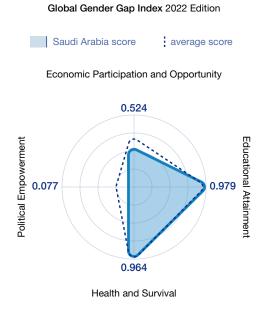
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Score imparity = 0, parity = 1) Rank (out of 146 countries)

Index Edition

2022

# Saudi Arabia





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.524 **•** 128th Labour-force participation rate % 135th 0.386 -49.21 30.94♦ ♦ 80.15 0-100 Wage equality for similar work 1-7 (best) 16th Estimated earned income int'l \$ 1,000 135th 0.320 -42.23k 19.91k ◆ 62.14k 0-150k Legislators, senior officials and managers % Professional and technical workers % **Educational Attainment** 0.979 93rd Literacy rate % 84th 0.974 . . . . . . . . . . . . . . . . 1.000 Enrolment in primary education % 1st 0.41 94.62 • 95.03 0-100 Enrolment in secondary education % 119th 0.928 -8.40 108.31 🔷 116.71 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 5.63 67.93 73.56 0-200 0.964 Health and Survival 116th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 123rd 1.009 **Political Empowerment** 0.077 **•** 132nd 0.248 98th -60.20 19.90 ♦ ♦ 80.10 Women in parliament % **\*** 0-100 Women in ministerial positions % 140th 0.000 **•-----**-100.00 **100.00** 0-100 Years with female/male head of state (last 50) 78th **•** -50.00 **♦** 50.00 0-50

Saudi Arabia

Score Rank

0.636

127th

#### Page 2 of 2

#### **Complementary Targets and Contextual Indicators**

General indicators			
ndicator Unit			Value
GDP US\$ billions			700.12
GDP per capita constant '17, intl. \$ 1000			44.33
Population sex ratio female/male			0.73
Population growth rate %			1.58
Indicator Million people	♦ Female	◆ Male	Value
Total population	14.68	20.13	34.81
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in boar	ds % (OECD co	untries only)	n.a.
irms with female majority ownership 9	% firms		n.a.
Firms with female top managers % firms			n.a.
Share of workers in informal sector % v	vorkers		n.a.
ndicator 1-7 (best)			Value
Advancement of women to leadership i	roles		5.30
ndicator 1 Million people	♦ Female	◆ Male	Value
_abour-force	3.29	12.85	0.20
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force 15-64)	20.68	3.11	6.66
<b>♦</b>			
Vorkers employed part-time % of mployed people	n. a.	n.a.	n.a.
Proportion of time spent on unpaid			
domestic and care work %	n.a.	n.a.	n.a.
Access to finance			
ndicator 0-1 (Equal rights)			Value
Access to financial services		Near-equal	rights 🔷
nheritance rights for widows and daug	hters	Unequal	rights 🗇
Access to land assets		Near-equal	•
Access to non-land assets		Near-equal	rights 🔷
Civil and political freedom			
ndicator Unit			Value
Year women received right to vote year			n.a.
Number of female heads of state to dat	te number		0
Seats held in upper house % total seats			n.a.
ndicator Yes/No			Value
Election list quotas for women, nationa	.l		n.a.
Party membership quotas, voluntary			n.a.
ndicator 0-1 (Equal rights)			Value
Access to justice		Restricted	rights 💠
Freedom of movement		Unequal	rights 🗇

41013			LULL		
Family and care					
Indicator Unit			Value		
Public spending on family benefits % G	aPD		n. a.		
Unmet family planning % women 15-49			n.a.		
Early marriage %					
Mean age of women at birth of first chi	ld years		32.19		
Indicator 0-1 (Equal rights)			Value		
Right to divorce		Unequal	rights ⊗		
Indicator Days	♦ Female	♦ Male	Value		
Length of parental leave	70.00	3.00	n.a.		
Education and skills					
Graduates Attainment %	♦ Female	♦ Male	Value		
STEM Graduates	36.82	63.18	0.58		
<b>♦</b>	<b>♦</b>				
Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n.a.		
Arts & Humanities	n. a.	n. a.	n. a.		
, the a riamanness	11. 0.	iii di	11. 0.		
Business, Admin. & Law	n. a.	n.a.	n.a.		
Education	n. a.	n. a.	n. a.		
Engineering, Manuf. & Construction	2.68	97.32	0.03		
Health & Welfare	60.43	39.57	1.53		
<b>♦</b>	<b>♦</b>				
Information & Comm. Technologies	46.02	53.98	0.85		
Note and Ocio Mathematics & Obstitution	<b>♦</b>				
Natural Sci., Mathematics & Statistics	n. a.	n. a.	n.a.		
Social Sci., Journalism & Information	n. a.	n.a.	n.a.		
Vocational training	1.33	5.65	3.58		
PhD graduates	0.66	1.46	1.15		
*					
Graduates %	♦ Female	♦ Male	Value		
Graduates from tertiary education	58.13	36.29	46.64		
◆	<b>♦</b>	00.20	.0.0		
Health					
Indicator Unit			Value		
Prevalence of gender violence in lifetim	ne % women		n. a.		
Births attended by skilled personnel $\%$	live births		99.40		
Maternal mortality deaths per 100,000 live	births		17.00		
Total fertility rate births per woman			2.27		
Indicator 0-1 (Equal rights)			Value		
Reproductive autonomy		Restricted	rights 💠		

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

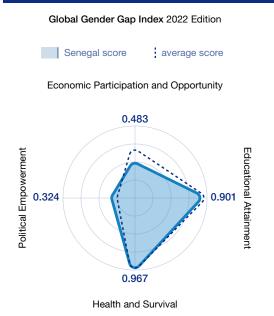
Senegal

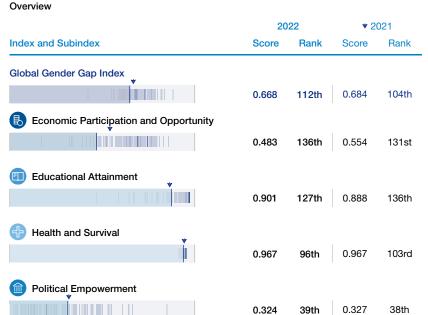
0.668

Rank

Index Edition

2022





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.483 136th • Labour-force participation rate % 119th 0.591 -23.22 33.51 ◆ ◆ 56.73 0-100 Wage equality for similar work 1-7 (best) 65th 0.671 Estimated earned income int'l \$ 1,000 131st 0.369 -3.10k 1.81k **4.90k** -69.56 Legislators, senior officials and managers % 127th 0.180 15.22♦ 0-100 Professional and technical workers % 127th 0.405 -42.38 0-100 Educational Attainment 0.901 127th 0.614 Literacy rate % 136th . . Enrolment in primary education % 1st 1.000 10.17 70.33 • • 80.51 0-100 Enrolment in secondary education % 1st 1.000 . . . . . . . . . . . . . 6.99 43.10 \$\iff 50.09\$ 0-200 Enrolment in tertiary education % 117th -3.42 12.32 > 15.74 0-200 0.967 Health and Survival 96th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 106th 1.019 **Political Empowerment** 0.324 • 39th 0.745 16th -14.60 42.70 ♦ ♦ 57.30 Women in parliament % • 0-100 Women in ministerial positions % 73rd 0.280 -56.25 0-100 Years with female/male head of state (last 50) 49th 0.053 -44.95 **♦** 47.48 0-50

# Senegal

#### **Complementary Targets and Contextual Indicators**

General indicators			
dicator Unit			Value
GDP US\$ billions			24.64
GDP per capita constant '17, intl. \$ 1000			3.32
Population sex ratio female/male			1.05
Population growth rate %			2.71
Indicator Million people	♦ Female	♦ Male	Value
Total population	8.57	8.17	16.74
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n. a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %	6 firms		11.80
Firms with female top managers % firms	3		14.10
Share of workers in informal sector % w	vorkers		90.20
Indicator 1-7 (best)			Value
Advancement of women to leadership r	roles		4.43
ndicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	1.75	2.67	0.40
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force	VI emale	Viviale	value
(15-64)	3.85	3.43	3.60
•			
Workers employed part-time % of employed people	0.75	0.57	0.64
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n.a.
Access to finance			
ndicator 0-1 (Equal rights)			Value
Access to financial services		Equal	rights 🔷
Inheritance rights for widows and daug	hters	Uneven	rights 🔷
Access to land assets		Near-equal	rights 🔷
Access to non-land assets		Equal	rights 🔷
Civil and political freedom			
ndicator Unit			Value
Year women received right to vote year			1960
Number of female heads of state to dat	e number		2.00
Seats held in upper house % total seats			n.a.
Indicator Yes/No			Value
Election list quotas for women, national	I		Yes
Party membership quotas, voluntary			No
Indicator 0-1 (Equal rights)			Value
Access to justice		Fauci	rights 🇆
Freedom of movement		•	rights 🔷

Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		n.a.
Unmet family planning % women 15-49			21.70
Early marriage %			25.00
Mean age of women at birth of first child	d years		30.26
Indicator 0-1 (Equal rights)			Value
Right to divorce		Near-equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	98.00	1.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	♦ Male	Value
STEM Graduates	n.a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n.a.
Arts & Humanities			n. a.
Arts & numanities	n. a.	n. a.	II. a.
Business, Admin. & Law	n. a.	n.a.	n.a.
Education	n.a.	n.a.	n.a.
Engineering, Manuf. & Construction	n.a.	n.a.	n.a.
Lizable O Malfaus			
Health & Welfare	n. a.	n. a.	n. a.
Information & Comm. Technologies	n. a.	n.a.	n.a.
-			
Natural Sci., Mathematics & Statistics	n.a.	n.a.	n.a.
Social Sci., Journalism & Information	n. a.	n.a.	n.a.
Vocational training	2.20	2.09	2.14
	2.20	2.09	2.14
PhD graduates	0.04	0.10	0.07
<b>*</b>			
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	n. a.	n. a.	n. a.
,			
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetime	e % women		78.00
Births attended by skilled personnel %			74.50
Maternal mortality deaths per 100,000 live			315.00
Total fertility rate births per woman	-		4.56
			Value
Indicator 0-1 (Equal rights)		Unagual	
Reproductive autonomy		Unequal	rights \otimes

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Serbia

Rank

Index Edition

2022

# Global Gender Gap Index 2022 Edition Serbia score average score **Economic Participation and Opportunity** 0.689 Political Empowerment **Educational Attainment** 0.456 0.998 0.972

Health and Survival



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.689 77th • Labour-force participation rate % 85th -15.65 46.62 62.27 0-100 Wage equality for similar work 1-7 (best) 73rd 0.655 Estimated earned income int'l \$ 1,000 62nd 0.666 -7.35k 14.66k 4 22.01k 0-150k 85th -37.03 31.48 ♦ ♦ 68.52 Legislators, senior officials and managers % 0.460 0-100 43.93 ♦ ♦ 56.07 Professional and technical workers % 1.000 12.14 0-100 1st • Educational Attainment 0.998 37th 0.992 Literacy rate % 63rd Enrolment in primary education % 69th 1.000 -0.04 97.09 ♦ 97.13 0-100 Enrolment in secondary education % 1st 1.000 1.36 91.58 • 92.94 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 22.95 56.99 ◆ ◆ 79.94 0-200 0.972 Health and Survival 71st 0.939 Sex ratio at birth\*\* % 131st Healthy life expectancy\*\* years 58th 1.046 **Political Empowerment** 21st 0.456 25th 0.667 -20.00 40.00 ♦ ♦ 60.00 Women in parliament % • 0-100 Women in ministerial positions % 17th 0.769 -13.04 43.48 • • 56.52 0-100 Years with female/male head of state (last 50) 22nd 0.134 -38.15 5.93♦ 0-50

Score

#### Serbia

#### **Complementary Targets and Contextual Indicators**

2022

Complementary range	to and c	Jointoxte	iai iiiai	oatoro
General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			53.34	Public spending on family bene
GDP per capita constant '17, intl. \$ 1000			18.23	Unmet family planning % wome
Population sex ratio female/male			1.04	Early marriage %
Population growth rate %			-0.67	Mean age of women at birth of
Indicator Million people	♦ Female		Value	Indicator 0-1 (Equal rights)
Total population	3.52	3.38	6.90	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			n.a.	Education and skills
Share of women's membership in boar	ds % (OECD co	untries only)	n.a.	Graduates Attainment %
Firms with female majority ownership	% firms		13.70	
Firms with female top managers % firm	S		18.20	STEM Graduates
Share of workers in informal sector %	vorkers		17.00	Agri., Forestry, Fisheries & Vete
Indicator 1-7 (best)			Value	5 , 2 ===,, 2 ==========================
Advancement of women to leadership	roles		4.64	Arts & Humanities
Indicator 1 Million people	♦ Female	◆ Male	Value	<b>A.</b> I. I. A. I.
Labour-force	1.77	2.23	0.44	Business, Admin. & Law
Indicator Unit	♦ Female	◆ Male	Value	Education
Jnemployed adults % of labour force		0.00	10.01	<b>♦</b>
15-64)	11.41	9.96	10.61	Engineering, Manuf. & Constru
Norkers employed part-time % of employed people	0.25	0.18	0.21	Health & Welfare
•				Information & Comm. Toolphok
Proportion of time spent on unpaid domestic and care work %	4.01	1.68	n.a.	Information & Comm. Technolo
♦♦				Natural Sci., Mathematics & St
Access to finance				<b>♦</b>
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism & Inforn
Access to financial services		Near-equal	rights 🔷	Vocational training
Inheritance rights for widows and daug	hters	Near-equal	rights 🔷	
Access to land assets		Near-equal	rights 🔷	PhD graduates
Access to non-land assets		Near-equal	rights 🔷	♦
Civil and political freedom				Graduates %
Indicator Unit			Value	Graduates from tertiary educat
Year women received right to vote year			1945	Graduates nom ternary educat
Number of female heads of state to da	te number		1.00	Hashib
Seats held in upper house % total seats			n. a.	Health Indicator Unit
Indicator Yes/No			Value	Prevalence of gender violence
Election list quotas for women, national	I		Yes	Births attended by skilled pers
Party membership quotas, voluntary			No	Maternal mortality deaths per 10
Indicator 0-1 (Equal rights)			Value	Total fertility rate births per woma
Access to justice		Near-equal	rights 🔷	Indicator 0-1 (Equal rights)
Freedom of movement		Equal	rights 🔷	Reproductive autonomy
				neproductive automorny

Family and care				
Indicator Unit			Value	
Public spending on family benefits % G	PD		n.a.	
Unmet family planning % women 15-49			n.a.	
Early marriage %			3.50	
Mean age of women at birth of first child	d years		29.38	
Indicator 0-1 (Equal rights)			Value	
Right to divorce		Near-equal	rights 🔷	
Indicator Days	♦ Female	♦ Male	Value	
Length of parental leave	135.00	7.00	n.a.	
Education and skills				
Graduates Attainment %	♦ Female	◆ Male	Value	
STEM Graduates	n.a.	n.a.	n.a.	
Anni Favantur Fielderine 8 Veterine				
Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n. a.	
Arts & Humanities	69.18	30.82	2.25	
Business, Admin. & Law	60.00	40.00	1.50	
Education	84.12	15.88	5.30	
Engineering, Manuf. & Construction	38.53	61.47	0.63	
Health & Welfare	74.91	25.09	2.99	
Information & Comm. Technologies	28.55	71.45	0.40	
Natural Sci., Mathematics & Statistics	71.16	28.84	2.47	
Social Sci., Journalism & Information	n. a.	n.a.	n.a.	
Vocational training	23.08	25.93	24.54	
PhD graduates	0.36	0.14	0.26	
Graduates %	♦ Female		Value	
Graduates from tertiary education	n. a.	n. a.	n. a.	
	π. α.	11. Ct.	π. α.	
Health				
Indicator Unit			Value	
Prevalence of gender violence in lifetime	e % women		23.70	
Births attended by skilled personnel %	live births		98.40	
Maternal mortality deaths per 100,000 live	births		12.00	
Total fertility rate births per woman			1.52	
Indicator 0-1 (Equal rights)				

Equal rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

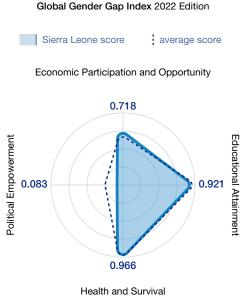
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Rank

Index Edition

2022

# Sierra Leone



#### Overview 2022 **¥** 2021 **Index and Subindex** Score Rank Score Rank Global Gender Gap Index 0.672 109th 0.655 121st Economic Participation and Opportunity 0.718 56th 0.713 56th **Educational Attainment** 0.921 124th 0.860 140th Health and Survival 0.966 108th 0.966 103rd Political Empowerment 0.083 136th

0.083

131st

#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 56th **•** Labour-force participation rate % 1st 1.000 0.16 55.93 ♦ 56.09 0-100 Wage equality for similar work 1-7 (best) 68th 0.661 Estimated earned income int'l \$ 1,000 16th 0.805 -353.04 1.46k • 1.81k 0-150k 0.560 35.91 ♦ ♦ 64.08 Legislators, senior officials and managers % 57th -28.17 0-100 -39.36 Professional and technical workers % 123rd 0.435 **•** 30.32 ♦ ♦ 69.68 0-100 Educational Attainment 0.921 124th Literacy rate % 131st 0.675 1.000 Enrolment in primary education % 1st 0.20 98.26 ♦ 98.46 0-100 Enrolment in secondary education % 103rd 0.966 -1.47 41.06 42.53 0-200 Enrolment in tertiary education % 0.966 Health and Survival 103rd 0.944 Sex ratio at birth\*\* % 1st 1.015 Healthy life expectancy\*\* years 113th 0.083 **Political Empowerment •** 131st 0.140 127th -75.40 Women in parliament % **---**12.30♦ ♦ 87.70 0-100 Women in ministerial positions % 104th 0.160 -72.41 13.79 ♦ 86.21 0-100 Years with female/male head of state (last 50) 78th -50.00 ♦ 50.00 0-50

#### Sierra Leone

#### **Complementary Targets and Contextual Indicators**

General indicators			Value	
Indicator Unit			Value	
GDP US\$ billions			4.06	
GDP per capita constant '17, intl. \$ 1000			1.64	
Population sex ratio female/male			1.00	
Population growth rate %			2.08	
Indicator Million people	♦ Female	♦ Male	Value	
Total population	4.00	3.98	7.98	
Work participation and leadership Indicator Unit			Value	
Gender pay gap (OECD only) %				
Share of women's membership in board	de % (OECD co)	untries only)	n. a. n. a.	
Firms with female majority ownership %		uritiles orliy)	16.90	
Firms with female top managers % firms			15.90	
Share of workers in informal sector % w			93.10	
	VOIREIS		Value	
Indicator 1-7 (best)  Advancement of women to leadership r	rolos		3.52	
·		. Mala		
Indicator 1 Million people	♦ Female	♦ Male	Value	
Labour-force	1.38	1.36	0.50	
Indicator Unit	♦ Female	◆ Male	Value	
Unemployed adults % of labour force (15-64)	4.35	5.67	5.01	
Workers employed part-time % of				
employed people	0.28	0.22	0.25	
Proportion of time spent on unpaid				
domestic and care work %	n. a.	n.a.	n.a.	
Access to finance Indicator 0-1 (Equal rights)			Value	
Access to financial services		Near-equal		
Inheritance rights for widows and daug	hters	•	rights 🧇	
Access to land assets	TITOTO		rights 🧇	
Access to non-land assets			rights 🥎	
Civil and political freedom				
Indicator Unit			Value	
Year women received right to vote year			1961	
Number of female heads of state to dat	e number		0	
Seats held in upper house % total seats			n.a.	
Indicator Yes/No			Value	
Election list quotas for women, national			No	
Election list quotas for women, national				
Election list quotas for women, national Party membership quotas, voluntary			No	
•			No Value	
Party membership quotas, voluntary		Near-equal	Value	

		2022
		Value
PD		n.a.
		24.80
		19.00
years		28.73
		Value
	Restricted	rights 💠
♦ Female	◆ Male	Value
84.00	0	n.a.
♦ Female	◆ Male	Value
n.a.	n.a.	n.a.
n. a.	n. a.	n.a.
n. a.	n. a.	n.a.
n. a.	n.a.	n.a.
n. a.	n.a.	n. a.
n.a.	n.a.	n. a.
n. a.	n. a.	n. a.
n. a.	n.a.	n. a.
n.a.	n.a.	n.a.
n. a.	n.a.	n.a.
n. a.	n.a.	n.a.
n. a.	n. a.	n.a.
♦ Female	♦ Male	Value
n. a.	n. a.	n.a.
		Value
9 % women		45.30
		86.90
births		1.12
		4.17
		Value
	Restricted	rights 💠
	84.00  Female  n. a.  h. a.  n. a.  n. a.  h. a.	Restricted  Female Male 84.00 0  Female Male n. a.  n. a. n. a. n. a. n. a. n. a.  n. a. n. a.  n. a. n. a.  n. a. n. a.  n. a. n. a.  n. a. n. a.  n. a. n. a.  n. a. n. a.  n. a. n. a.  n. a. n. a.

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Political Empowerment

Singapore

Rank

Index Edition

2022

# Global Gender Gap Index 2022 Edition Singapore score average score **Economic Participation and Opportunity** 0.765 **Educational Attainment** 0.217 0.993

0.963

Health and Survival

#### Overview 2022 **¥** 2021 **Index and Subindex** Score Rank Score Rank Global Gender Gap Index 0.734 0.727 54th 49th Economic Participation and Opportunity 0.765 28th 0.749 33rd **Educational Attainment** 0.993 65th 0.990 87th Health and Survival 0.963 0.963 123rd 132nd Political Empowerment 0.208 0.217 66th 72nd

#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.765 28th • Labour-force participation rate % 72nd -17.42 59.41 ◆ ◆ 76.83 0-100 Wage equality for similar work 1-7 (best) 5th Estimated earned income int'l \$ 1,000 42nd -30.95k 77.21k • 108.17k 0-150k 50th 0.592 -25.66 37.17♦ ♦ 62.83 Legislators, senior officials and managers % • 0-100 48.86 🏶 51.14 Professional and technical workers % 75th 0.955 -2.29 0-100 • Educational Attainment 0.993 65th 86th Literacy rate % 0.972 . . . . . . . . . . . . . . . . Enrolment in primary education % 1st 1.000 0.14 99.73 ♦ 99.87 0-100 Enrolment in secondary education % 84th 0.992 -0.85 104.28 ♦ 105.13 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 11.51 85.58 • 97.09 0-200 0.963 Health and Survival 123rd 0.932 Sex ratio at birth\*\* % 139th Healthy life expectancy\*\* years 80th 1.032 0.217 **Political Empowerment** 66th ..... 56th 0.410 -41.80 29.10 ♦ ♦ 70.90 Women in parliament % **🍅 -----**0-100 Women in ministerial positions % 92nd 0.188 -68.42 15.79♦ ♦ 84.21 0-100 Years with female/male head of state (last 50) 33rd 0.098 -41.07 4.46 ♦ 45.54 0-50

Score

# **Singapore**

#### **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			340
GDP per capita constant '17, intl. \$ 1000			93.40
Population sex ratio female/male			0.91
Population growth rate %			-0.31
Indicator Million people	♦ Female	♦ Male	Value
Total population	2.71	2.98	5.69
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %	6 firms		n.a.
Firms with female top managers % firms			n.a.
Share of workers in informal sector % w	vorkers		n. a.
Indicator 1-7 (best)			Value
Advancement of women to leadership r	roles		5.71
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	1.46	2.08	0.41
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	4.28	3.69	3.94
•			
Workers employed part-time % of employed people	0.14	0.08	0.11
Proportion of time spent on unpaid domestic and care work %	n. a.	n.a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		•	rights 🔷
Inheritance rights for widows and daugl	nters	Near-equal	
Access to land assets		-	rights 🔷
Access to non-land assets		Equal	rights 🤷
Civil and political freedom Indicator Unit			Value
<del></del>			
Year women received right to vote year Number of female heads of state to dat	<b>A</b> number		1965 1.00
Seats held in upper house % total seats	C HUHBER		n. a.
Indicator Yes/No			Value
Election list quotas for women, national			n. a.
Party membership quotas, voluntary			n.a.
Indicator 0-1 (Equal rights)			Value
Access to justice Freedom of movement		-	rights 🔷 rights 🔷

Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		n.a.
Unmet family planning % women 15-49			n. a.
Early marriage %	يا.		0.40
Mean age of women at birth of first chil	<b>u</b> years		31.32
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	84.00	14.00	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	n.a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	64.96	35.04	1.85
Arts & Humanities	65.91	34.09	1.93
Dunings Admin 9 Law	F0.07	44.70	1 40
Business, Admin. & Law	58.27	41.73	1.40
Education	83.21	16.79	4.95
•		•	
Engineering, Manuf. & Construction	n. a.	n.a.	n. a.
Health & Welfare	n.a.	n.a.	n. a.
Information & Comm. Technologies	32.22	67.78	0.48
technologies	<i><b>0</b>2.22</i> ♦	07.70	0.40
Natural Sci., Mathematics & Statistics	61.72	38.28	1.61
<b>♦</b>	<b>*</b>		
Social Sci., Journalism & Information	65.76	34.24	1.92
Vocational training	22.73	24.74	23.77
	22.70	24.14	20.77
PhD graduates	n.a.	n.a.	n.a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	69.21	53.76	61.09
	<b>*</b>		
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		6.10
Births attended by skilled personnel %	live births		99.50
Maternal mortality deaths per 100,000 live		8.00	
Total fertility rate births per woman			1.14
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Score (imparity = 0, parity = 1)

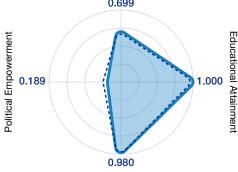
Overview

Rank (out of 146 countries)

Index Edition

2022

# Slovak Republic Global Gender Gap Index 2022 Edition Slovak Republic score average score Economic Participation and Opportunity 0.699



Health and Survival

#### 2022 **¥** 2021 **Index and Subindex** Score Rank Score Rank Global Gender Gap Index 0.717 0.712 77th 67th Economic Participation and Opportunity 0.699 70th 0.682 80th **Educational Attainment** 1.000 24th 1.000 1st Health and Survival 0.980 0.980 1st Political Empowerment 0.184 0.189 83rd 82nd

#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.699 70th **•** Labour-force participation rate % 56th 0.824 -11.67 54.74 • • 66.42 0-100 Wage equality for similar work 1-7 (best) 102nd 0.592 Estimated earned income int'l \$ 1,000 59th 0.670 -12.14k 24.60k >> 36.74k 0.551 -28.95 35.53♦ ♦ 64.47 Legislators, senior officials and managers % 61st 0-100 46.14♦♦ 53.86 Professional and technical workers % 1st 1.000 • 7.73 0-100 Educational Attainment 1.000 24th . Literacy rate % 1.000 1st Enrolment in primary education % 68th 1.000 -0.02 96.70 ♦ 96.72 0-100 Enrolment in secondary education % 1st 1.000 1.21 90.22 • 91.43 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 18.91 37.21 ♦ ♦ 56.13 0-200 0.980 Health and Survival 1st 0.944 Sex ratio at birth\*\* % 1st 1.060 Healthy life expectancy\*\* years 1st 0.189 **Political Empowerment** 83rd 0.271 90th -57.40 21.30♦ ♦ 78.70 Women in parliament % 0-100 Women in ministerial positions % 78th 0.250 •••• -60.00 20.00 ♦ 80.00 0-100 Years with female/male head of state (last 50) 34th 0.098 -41.09 **45.55** 0-50

# Slovak Republic

# **Complementary Targets and Contextual Indicators**

General indicators			Malua
Indicator Unit			Value
GDP US\$ billions			105.17
GDP per capita constant '17, intl. \$ 1000			30.51 1.05
Population sex ratio female/male  Population growth rate %			0.09
	♦ Female		Value
Indicator Million people  Total population	2.80	<b>♦ Male</b> 2.66	5.46
· ·	2.00	2.00	3.40
Work participation and leadership Indicator Unit			Value
Gender pay gap (OECD only) %			11.01
Share of women's membership in board	ds % (OECD co	untries only)	27.70
Firms with female majority ownership %		,,	11.80
Firms with female top managers % firms	3		22.90
Share of workers in informal sector % w	vorkers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership r	roles		4.56
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	1.31	1.48	0.47
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	6.43	6.00	6.20
Workers employed part-time % of employed people	0.34	0.25	0.29
Proportion of time spent on unpaid domestic and care work %	n.a.	n. a.	n. a.
Access to finance Indicator 0-1 (Equal rights)			Value
Access to financial services		Equal	
Inheritance rights for widows and daug	htore	-	rights 🔷
Access to land assets	inters	•	rights 🔷
Access to non-land assets		•	rights 🇆
Civil and political freedom		1	3 * •
Indicator Unit			Value
Year women received right to vote year			1993
Number of female heads of state to date number  Seats held in upper house % total seats			2.00 n. a.
Indicator Yes/No			Value
Election list quotas for women, national	l		No
LIEGUIOTI IISI QUOIAS IOI WOTHETI, HALIOTIA	'		
Party membership quotas, voluntary			Yes
Party membership quotas, voluntary Indicator 0-1 (Equal rights)			Value

Family and care			
Indicator Unit			Value
Public spending on family benefits $\%$ G	PD		2.01
Unmet family planning % women 15-49			n.a.
Early marriage %			1.10
Mean age of women at birth of first chil	d years		29.07
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	238.00	0	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	35.22	64.78	0.54
<b>♦</b>	<b>♦</b>		
Agri., Forestry, Fisheries & Veterinary	59.28	40.72	1.46
Arts & Humanities	68.39	31.61	2.16
Business, Admin. & Law	n. a.	n.a.	n. a.
Education	81.80	18.20	4.50
Engineering, Manuf. & Construction	28.16	71.84	0.39
Health & Welfare	77.00	23.00	3.35
Information & Comm. Technologies	n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics	63.71	36.29	1.76
Social Sci., Journalism & Information	70.79	29.21	2.42
Vocational training	20.96	24.16	22.60
PhD graduates	0.76	0.92	0.84
Graduates %	♦ Female	◆ Male	Value
Graduates from tertiary education	41.06	24.01	32.32
Health Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		23.00
Births attended by skilled personnel $\%$	live births		98.00
Maternal mortality deaths per 100,000 live		5.00	
Total fertility rate births per woman			1.56
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Political Empowerment

Slovenia

0.744

Rank

Index Edition

2022

# Global Gender Gap Index 2022 Edition Slovenia score average score **Economic Participation and Opportunity** 0.802 **Educational Attainment** 0.197 1.000

0.977

Health and Survival

#### Overview 2022 **¥** 2021 **Index and Subindex** Score Rank Score Rank Global Gender Gap Index 0.744 0.741 41st 39th Economic Participation and Opportunity 0.802 12th 0.803 15th **Educational Attainment** 1.000 26th 1.000 28th Health and Survival 0.977 0.977 48th 49th Political Empowerment 0.184 83rd 0.197 79th

#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.802 12th Labour-force participation rate % 38th 0.865 -8.43 53.76 62.19 0-100 Wage equality for similar work 1-7 (best) 33rd Estimated earned income int'l \$ 1,000 12th 0.824 -7.17k 33.50k 40.67k 0-150k -19.79 40.10 ♦ ♦ 59.90 Legislators, senior officials and managers % 34th 0.670 0-100 45.43 ♦ ♦ 54.57 Professional and technical workers % 1st 1.000 9.13 0-100 • Educational Attainment 1.000 26th . 0.999 Literacy rate % 51st Enrolment in primary education % 1st 1.000 0.81 98.81 • 99.62 0-100 Enrolment in secondary education % 1st 1.000 2.17 111.98 • 114.15 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 29.18 63.79 ♦ ♦ 92.97 0-200 0.977 Health and Survival 48th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 54th 1.050 0.197 **Political Empowerment** • 79th 0.406 Women in parliament % 57th -42.20 28.90 ♦ ♦ 71.10 **\*** 0-100 Women in ministerial positions % 80th 0.231 **фи**ј...... и по и по ј -62.50 18.75♦ ♦ 81.25 0-100 Years with female/male head of state (last 50) 57th 0.031 -47.00 **48.50** 0-50

Rank

39th

#### **Complementary Targets and Contextual Indicators**

compressionally range			
General indicators			
Indicator Unit			Valu
GDP US\$ billions			53.5
GDP per capita constant '17, intl. \$ 1000			37.0
Population sex ratio female/male			1.0
Population growth rate %			0.6
Indicator Million people	♦ Female	♦ Male	Valu
Total population	1.06	1.05	2.1
Work participation and leadership			
Indicator Unit			Valu
Gender pay gap (OECD only) %			39.7
Share of women's membership in boar	ds % (OECD co	untries only)	19.4
Firms with female majority ownership	% firms		11.1
Firms with female top managers % firm	S		18.8
Share of workers in informal sector % v	workers		n. a
Indicator 1-7 (best)			Valu
Advancement of women to leadership	roles		5.3
Indicator 1 Million people	♦ Female	♦ Male	Valu
Labour-force	0.48	0.54	0.4
Indicator Unit	♦ Female	♦ Male	Valu
Unemployed adults % of labour force	4.57	0.00	0.0
(15-64)	4.57	2.92	3.6
Workers employed part-time % of employed people	0.37	0.25	0.3
Proportion of time spent on unpaid domestic and care work %	n.a.	n. a.	n. a
Access to finance			
Indicator 0-1 (Equal rights)			Valu
Access to financial services		Equal	rights <
Inheritance rights for widows and daug	phters	Equal	rights ∢
Access to land assets		Near-equal	rights 4
Access to non-land assets		Equal	rights 4
Civil and political freedom			
Indicator Unit			Valu
Year women received right to vote year			199
Number of female heads of state to da	te number		1.0
Seats held in upper house % total seats			10.0
Indicator Yes/No			Valu
Election list quotas for women, national	ıl		Ye
Party membership quotas, voluntary			Ye
Indicator 0-1 (Equal rights)			Valu
Access to justice		Equal	rights ∢
Freedom of movement		Equal	rights 4

Family and care			
Indicator Unit			Value
Public spending on family benefits $\%$ G	iPD		1.85
Unmet family planning % women 15-49			n.a.
Early marriage %			0.20
Mean age of women at birth of first chi	ld years		30.45
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	105.00	30.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	33.32	66.68	0.50
<b>♦</b>	<b>♦</b>		
Agri., Forestry, Fisheries & Veterinary	58.62	41.38	1.42
Auto O Hamana Man	00.00	04.00	0.40
Arts & Humanities	68.02	31.98	2.13
Business. Admin. & Law	65.74	34.26	1.92
<b>♦</b>	<b>♦</b>		
Education	n. a.	n.a.	n.a.
Engineering, Manuf. & Construction	26.73	73.27	0.36
Health & Welfare	77.69	22.31	3.48
health & Wellate	77.09	∠∠.51	3.40
Information & Comm. Technologies	14.08	85.92	0.16
<b>•</b>		<b>♦</b>	
Natural Sci., Mathematics & Statistics	61.44	38.56	1.59
<b>♦</b>	<b>♦</b>		
Social Sci., Journalism & Information	70.44	29.56	2.38
We call and building	04.44	00.00	05.40
Vocational training	31.11	39.00	35.19
PhD graduates	3.89	3.27	3.58
•	0.00	0.27	0.00
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	59.46	34.37	46.47
tertiary condition	♦	04.07	40.47
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim	ie % women		13.00
Births attended by skilled personnel %			99.80
Maternal mortality deaths per 100,000 live		7.00	
Total fertility rate births per woman	-		1.61
Indicator 0-1 (Equal rights)			Value
		Equal	
Reproductive autonomy		Equai	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

South Africa

0.782

Rank

Index Edition

2022

# Global Gender Gap Index 2022 Edition South Africa score average score **Economic Participation and Opportunity** 0.649 Political Empowerment **Educational Attainment** 0.502 0.998 0.979

Health and Survival



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.649 92nd Labour-force participation rate % 73rd -13.67 46.21 > 59.88 0-100 Wage equality for similar work 1-7 (best) 123rd 0.498 Estimated earned income int'l \$ 1,000 54th 0.683 -4.78k 10.31k \* 15.09k 0-150k 0.462 -36.76 31.62 ♦ ♦ 68.38 Legislators, senior officials and managers % 84th 0-100 Professional and technical workers % 1.000 5.07 47.46 52.54 0-100 1st • Educational Attainment 0.998 41st 0.989 Literacy rate % 70th Enrolment in primary education % 1st 1.000 1.93 88.26 \$ 90.19 0-100 Enrolment in secondary education % 1st 1.000 6.18 99.49 \* 105.67 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 9.40 19.20 > 28.60 0-200 0.979 Health and Survival 32nd 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 41st 1.057 **Political Empowerment** 0.502 12th 8th 0.876 -6.60 46.70 >> 53.30 Women in parliament % • 0-100 Women in ministerial positions % 12th 0.933 -3.45 48.28 🏶 51.72 0-100 Years with female/male head of state (last 50) 77th 0.000 -49.99 0.00 **♦** 50.00 0-50

#### South Africa

#### **Complementary Targets and Contextual Indicators**

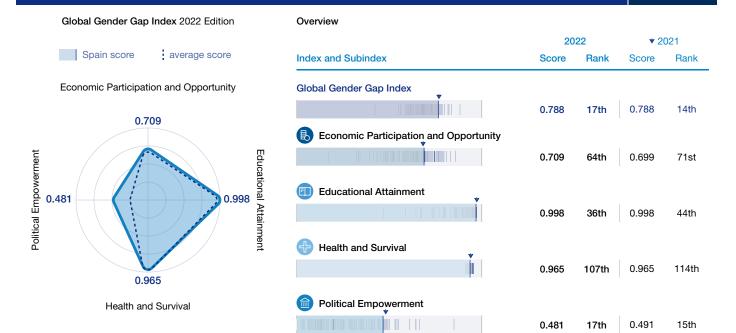
General indicators			
Indicator Unit			Value
GDP US\$ billions			335.44
GDP per capita constant '17, intl. \$ 1000			12.67
Population sex ratio female/male			1.03
Population growth rate %			1.27
Indicator Million people	♦ Female	◆ Male	Value
Total population	30.09	29.22	59.31
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n. a
Share of women's membership in boar	ds % (OECD co	untries only)	34.00
Firms with female majority ownership	% firms		8.70
Firms with female top managers $\%$ firm	S		38.50
Share of workers in informal sector $\%$	workers		41.60
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		4.26
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	10.16	12.51	0.45
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force			
(15-64)	35.66	31.74	33.51
Workers employed part-time % of employed people	0.18	0.11	0.14
Proportion of time spent on unpaid domestic and care work %	n. a.	n. a.	n. a
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Equal	rights 🔷
Inheritance rights for widows and daug	hters	Near-equal	rights 💠
Access to land assets		Near-equal	rights 💠
Access to non-land assets		Near-equal	rights 💠
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1994
Number of female heads of state to da	te number		(
Seats held in upper house % total seats			37.00
Indicator Yes/No			Value
Election list quotas for women, national	ıl		No
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice		Equal	rights 🔷
Freedom of movement			rights 🔷

ators			2022
Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		n. a.
Unmet family planning % women 15-49			14.90
Early marriage %			6.30
Mean age of women at birth of first chil	d years		27.72
Indicator 0-1 (Equal rights)			Value
Right to divorce		Near-equal	rights 🔷
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	120.00	14.00	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	42.76	57.24	0.75
A : 5 . 5	50.00	47.70	4.00
Agri., Forestry, Fisheries & Veterinary	52.22	47.78	1.09
Arts & Humanities	61.96	38.04	1.63
<b>♦</b>	<b>♦</b>		
Business, Admin. & Law	57.28	42.72	1.34
Education	70.40	00.00	0.40
Education	76.12	23.88	3.19
Engineering, Manuf. & Construction	32.24	67.76	0.48
<b>♦</b>	<b>♦</b>		
Health & Welfare	74.89	25.11	2.98
Information & Comm. Technologies	38.43	61.57	0.62
<b>♦</b>	<b>*</b>	0.1.07	0.02
Natural Sci., Mathematics & Statistics	56.35	43.65	1.29
<b>♦</b>	•		
Social Sci., Journalism & Information	68.30	31.70	2.15
Vocational training	5.90	4.53	5.21
◆	0.00		0.2.
PhD graduates	0.18	0.92	0.69
<b>♦</b>			
Graduates %	◆ Female	◆ Male	Value
Graduates from tertiary education	14.35	8.45	11.38
<b>♦</b> •			
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim			20.60
Births attended by skilled personnel %		96.70	
Maternal mortality deaths per 100,000 live	births		119.00
Total fertility rate births per woman			2.38
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

# Spain



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 64th **•**1 Labour-force participation rate % 49th 0.844 -9.76 52.65 • • 62.41 0-100 Wage equality for similar work 1-7 (best) 89th 0.616 Estimated earned income int'l \$ 1,000 58th 0.674 -14.16k 29.25k • • 43.41k 0-150k 66th 0.538 -30.05 34.97 ♦ ♦ 65.02 Legislators, senior officials and managers % 0-100 Professional and technical workers % 1st 1.000 • 0.72 49.64 ♦ 50.36 0-100 Educational Attainment 0.998 36th 0.992 Literacy rate % 68th Enrolment in primary education % 1st 1.000 0.42 97.00 • 97.42 0-100 Enrolment in secondary education % 1st 1.000 3.59 124.20 127.79 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 18.06 84.07 • 102.13 0-200 0.965 Health and Survival 107th 0.940 Sex ratio at birth\*\* % 129th Healthy life expectancy\*\* years 100th 1.022 **Political Empowerment** 17th 0.481 • Women in parliament % 15th -14.00 43.00 ♦ ♦ 57.00 • 0-100 Women in ministerial positions % 1st 1.000 0 50.00 ♦ 50.00 0-100 Years with female/male head of state (last 50) 78th -50.00 **♦** 50.00 0-50

Score

# **Spain**

#### **Complementary Targets and Contextual Indicators**

, , ,				
General indicators				Family and
Indicator Unit			Value	Indicator Un
GDP US\$ billions			1,281.48	Public spend
GDP per capita constant '17, intl. \$ 1000			36.22	Unmet famil
Population sex ratio female/male			1.03	Early marriag
Population growth rate %			0.48	Mean age of
Indicator Million people	♦ Female	◆ Male	Value	Indicator 0-
Total population	24.09	23.28	47.36	Right to dive
Work participation and leadership				Indicator Da
Indicator Unit			Value	Length of pa
Gender pay gap (OECD only) %			28.81	Education a
Share of women's membership in boar	rds % (OECD co	untries only)	32.60	Graduates
Firms with female majority ownership	% firms		n.a.	STEM Grad
Firms with female top managers % firm	S		n.a.	
Share of workers in informal sector % v	workers		n.a.	Agri., Forest
Indicator 1-7 (best)			Value	
Advancement of women to leadership	roles		4.56	Arts & Huma
Indicator 1 Million people	♦ Female	♦ Male	Value	Desires A
Labour-force	10.82	12.20	0.47	Business, A
Indicator Unit	♦ Female	♦ Male	Value	Education
Unemployed adults % of labour force 15-64)	15.51	11.78	13.53	Engineering
Workers employed part-time % of employed people	0.46	0.29	0.36	Health & We
Proportion of time spent on unpaid				Information
domestic and care work %	n.a.	n.a.	n.a.	<b>♦</b>
				Natural Sci.
Access to finance				Social Soi
Indicator 0-1 (Equal rights)			Value	Social Sci.,
Access to financial services			l rights 🔷	Vocational t
Inheritance rights for widows and daug	hters	Near-equa		<b>♦</b>
Access to land assets		Near-equa	- •	PhD gradua
Access to non-land assets		Equa	l rights 🔷	<b>•</b>
Civil and political freedom				Graduates
Indicator Unit			Value	Graduates f
Year women received right to vote year			1931	Graduates
Number of female heads of state to da	te number		0	Hoolth
Seats held in upper house % total seats			39.30	Health Indicator U
Indicator Yes/No			Value	
Election list quotas for women, nationa	ıl		Yes	Prevalence Births atten
Party membership quotas, voluntary			Yes	Maternal me
Indicator 0-1 (Equal rights)			Value	Total fertility
Access to justice		Equa	l rights 🔷	Indicator 0-
Freedom of movement		Equa	l rights 🔷	
				Reproducti

Family and care			
Indicator Unit			Value
Public spending on family benefits % GF	PD		1.31
Unmet family planning % women 15-49			n.a.
Early marriage %			4.00
Mean age of women at birth of first child	d years		32.09
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	112.00	112.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	♦ Male	Value
STEM Graduates	29.56	70.44	0.42
<b>♦</b>	<b>♦</b>	•	
Agri., Forestry, Fisheries & Veterinary	n.a.	n.a.	n.a.
Arts O. House and Man	50.05	40.05	4 4 4
Arts & Humanities	59.05 ◆	40.95	1.44
Business, Admin. & Law	55.87	44.13	1.27
<b>♦</b>	<b>♦</b>		
Education	76.10	23.90	3.18
<b>♦</b>		<b>♦</b>	
Engineering, Manuf. & Construction	26.61	73.39	0.36
	70.50	07.44	0.05
Health & Welfare	72.59	27.41	2.65
Information & Comm. Technologies	12.97	87.03	0.15
<b>♦</b>	12.01	<b>♦</b>	00
Natural Sci., Mathematics & Statistics	49.94	50.06	1.00
<b>♦</b>			
Social Sci., Journalism & Information	63.97	36.03	1.78
<b>*</b>	•		
Vocational training	13.89	18.14	16.07
PhD graduates	0.75	1.03	0.00
PhD graduates  ◆	0.75	1.03	0.88
Graduates %	♦ Female	↑ Mala	Value
		♦ Male	
Graduates from tertiary education	52.57	34.02	43.08
I I a a late			
Health Indicator Unit			Value
	2.0/ 1407		
Prevalence of gender violence in lifetime			13.00
Births attended by skilled personnel % I			n. a.
Maternal mortality deaths per 100,000 live	DIRTINS		4.00
Total fertility rate births per woman			1.24
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

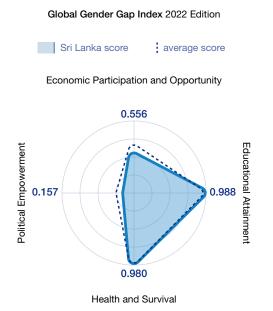
Sri Lanka

0.670

Rank

Index Edition

2022





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.556 **•** 122nd Labour-force participation rate % 133rd 0.451 -37.60 30.90 ♦ ♦ 68.50 0-100 Wage equality for similar work 1-7 (best) 47th Estimated earned income int'l \$ 1,000 130th 0.371 -11.74k 6.91k ◆◆ 18.65k 98th -45.62 27.19♦ ♦ 72.81 Legislators, senior officials and managers % 0.373 0-100 Professional and technical workers % 82nd 0.912 -4.61 47.70 52.30 0-100 • Educational Attainment 0.988 80th 0.982 Literacy rate % 77th • 0.982 Enrolment in primary education % 103rd -1.77 96.53 \$ 98.30 0-100 Enrolment in secondary education % 1st 1.000 4.59 98.04 102.63 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 10.15 16.53 🔷 26.67 0-200 0.980 Health and Survival 1st 0.944 Sex ratio at birth\*\* % 1st 1.060 Healthy life expectancy\*\* years 1st **Political Empowerment** 0.157 • 93rd 0.056 139th -89.40 5.30♦ Women in parliament % \_\_\_\_ 94.70 0-100 Women in ministerial positions % 137th 0.038 -92.59 3.70 96.30 0-100 Years with female/male head of state (last 50) 14th -27.26 11.37 38.63 0-50

#### Sri Lanka

# **Complementary Targets and Contextual Indicators**

Complementary range	io ana c	Ontoxic	adi iiidi	cators
General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			80.68	Public spending
GDP per capita constant '17, intl. \$ 1000			12.54	Unmet family plan
Population sex ratio female/male			1.09	Early marriage %
Population growth rate %			0.53	Mean age of won
Indicator Million people	♦ Female		Value	Indicator 0-1 (Equ
Total population	11.41	10.51	21.92	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parenta
Gender pay gap (OECD only) %			n.a.	Education and sl
Share of women's membership in boar	rds % (OECD co	untries only)	n.a.	Graduates Attains
Firms with female majority ownership	% firms		n.a.	STEM Graduates
Firms with female top managers % firm	S		8.80	OTEN Graduates
Share of workers in informal sector %	workers		66.80	Agri., Forestry, Fi
Indicator 1-7 (best)			Value	
Advancement of women to leadership	roles		4.62	Arts & Humanities
Indicator 1 Million people	♦ Female	◆ Male	Value	Business, Admin.
Labour-force	2.69	5.31	0.34	Dusiness, Aunilli.
Indicator Unit	♦ Female	◆ Male	Value	Education
Unemployed adults % of labour force (15-64)	7.74	3.51	4.94	Engineering, Mar
Workers employed part-time % of employed people	0.34	0.20	0.25	Health & Welfare
Proportion of time spent on unpaid				Information & Co
domestic and care work %	n. a.	n.a.	n.a.	Natural Sci., Matl
Access to finance				
Indicator 0-1 (Equal rights)			Value	Social Sci., Journ
Access to financial services Inheritance rights for widows and daug	ghters		rights ♦	Vocational trainin
Access to land assets Access to non-land assets		Restricted Near-equal	• •	PhD graduates
Civil and political freedom			Velve	Graduates %
Indicator Unit			Value	Graduates from t
Year women received right to vote year Number of female heads of state to da			1948 2.00	<b>♦ ♦</b>
Seats held in upper house % total seats			n. a.	Health
Indicator Yes/No			Value	Indicator Unit
Election list quotas for women, nationa	al		No	Prevalence of ger
Party membership quotas, voluntary	••		No	Births attended b
				Maternal mortalit
Indicator 0-1 (Equal rights)		Na	Value	Total fertility rate
Access to justice Freedom of movement		Near-equal Foual	rights 🔷 rights 🐟	Indicator 0-1 (Equ
		Lquai	. Igilio 🔷	Reproductive aut

Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		n.a.
Unmet family planning % women 15-49			n.a.
Early marriage %			10.60
Mean age of women at birth of first chil	d years		28.90
Indicator 0-1 (Equal rights)			Value
Right to divorce		Restricted	rights 💠
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	84.00	0	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	40.57	59.43	0.68
<b>♦</b>	<b>♦</b>		
Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n.a.
Arts & Humanities	n. a.	n. a.	n. a.
7 ito a riamanido	11. 0.	11. (4.	11. α.
Business, Admin. & Law	n.a.	n.a.	n.a.
Education	72.85	27.15	2.68
Funingarian Manuf & Country ation	00.44	71.50	0.40
Engineering, Manuf. & Construction	28.44	71.56	0.40
Health & Welfare	n. a.	n.a.	n.a.
Information & Comm. Technologies	37.64	62.36	0.60
<b>♦</b>	<b>♦</b>		
Natural Sci., Mathematics & Statistics	56.87	43.13	1.32
Social Sci., Journalism & Information	n. a.	n. a.	n. a.
Social Sci., Journalism & Information	II. d.	II. d.	II. a.
Vocational training	3.42	4.33	3.88
<u>-</u>			
PhD graduates	n.a.	n.a.	n.a.
Graduates %	♦ Female	◆ Male	Value
Graduates from tertiary education	15.39	7.76	11.61
<b>*</b>			
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		16.60
Births attended by skilled personnel $\%$	live births		99.50
Maternal mortality deaths per 100,000 live	births		36.00
Total fertility rate births per woman			2.19
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Restricted	rights 💠

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

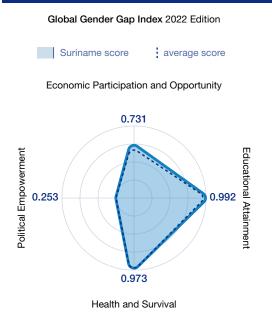
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Suriname

Score (imparity = 0, parity = 1)

Rank (out of 146 countries)

Index Edition 2022





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 46th Labour-force participation rate % 107th 0.668 -21.62 43.45 ◆ ◆ 65.07 0-100 Wage equality for similar work 1-7 (best) Estimated earned income int'l \$ 1,000 82nd 0.620 -7.44k 12.15k **4** 19.59k 0-150k 27th -13.51 43.25 ◆ ◆ 56.75 Legislators, senior officials and managers % 0.762 0-100 43.17♦ ♦ 56.83 Professional and technical workers % 1st 1.000 13.65 0-100 • Educational Attainment 0.992 69th 0.965 Literacy rate % 91st Enrolment in primary education % 1st 1.000 3.17 86.17 89.34 0-100 Enrolment in secondary education % 1st 1.000 21.58 67.06 88.64 0-200 Enrolment in tertiary education % 0.973 Health and Survival 61st 0.936 Sex ratio at birth\*\* % 135th Healthy life expectancy\*\* years 43rd 1.057 0.253 **Political Empowerment** .... 53rd 55th Women in parliament % 0.416 -41.20 29.40 ◆ ◆ 70.60 **🍅 -----**0-100 Women in ministerial positions % 37th 0.500 -33.33 33.33 ♦ ♦ 66.67 0-100 Years with female/male head of state (last 50) 78th -50.00 ♦ 50.00 0-50

# **Suriname**

# **Complementary Targets and Contextual Indicators**

General indicators Indicator Unit			Value
GDP US\$ billions GDP per capita constant '17, intl. \$ 1000 Population sex ratio female/male Population growth rate %			2.88 15.86 0.99 0.90
Indicator Million people	♦ Female	♦ Male	Value
Total population	0.29	0.29	0.59
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board Firms with female majority ownership % Firms with female top managers % firms Share of workers in informal sector % v	6 firms	untries only)	n. a. 15.30 11.90 52.10
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		3.79
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	0.10	0.14	0.40
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	13.73	7.28	9.90
Workers employed part-time % of employed people	0.45	0.27	0.34
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services			n.a.
Inheritance rights for widows and daug	hters		n.a.
Access to land assets			n.a.
Access to non-land assets			n. a.
Civil and political freedom Indicator Unit			Value
Year women received right to vote year			1975
Number of female heads of state to dat	e number		0
Seats held in upper house % total seats			n.a.
Indicator Yes/No			Value
Election list quotas for women, nationa	I		n. a.
Party membership quotas, voluntary			n.a.
Indicator 0-1 (Equal rights)			Value
Access to justice			n. a.
Freedom of movement			n.a.

ators			LULL
Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		n. a.
Unmet family planning % women 15-49			n.a.
Early marriage %			n.a.
Mean age of women at birth of first chil	d years		27.66
Indicator 0-1 (Equal rights)			Value
Right to divorce			n.a.
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	112.00	8.00	n. a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	n.a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n.a.
Arts & Humanities	n. a.	n. a.	n. a.
7 itto a Francisco	11. (4.	11. (4.	11. 0.
Business, Admin. & Law	n.a.	n.a.	n.a.
Education	n.a.	n.a.	n.a.
Frankrauka Manuf & Canata atian			
Engineering, Manuf. & Construction	n. a.	n. a.	n.a.
Health & Welfare	n. a.	n.a.	n. a.
Information & Comm. Technologies	n.a.	n.a.	n.a.
Natural Sci., Mathematics & Statistics	n. a.	n. a.	n.a.
Social Sci., Journalism & Information	n. a.	n. a.	n.a.
Vocational training	17.10	19.73	18.45
<b>♦ ♦</b>			
PhD graduates	n. a.	n.a.	n.a.
Graduates %	◆ Female	◆ Male	Value
Graduates from tertiary education	n. a.	n. a.	n. a.
Health			Volue
Indicator Unit	o 0/ we		Value
Prevalence of gender violence in lifetime			n. a. 98.40
Births attended by skilled personnel % live births  Maternal mortality deaths per 100,000 live births			
Total fertility rate births per woman			120.00 2.39
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy			n. a.
rioproductive autoriority			11. d.

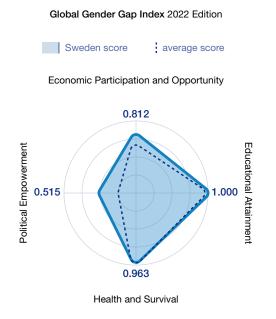
<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Rank

Index Edition 2022

# Sweden





### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Rank Global average F-M Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.812 5th 61.65 • 68.01 Labour-force participation rate % 14th 0.907 -6.36 0-100 Wage equality for similar work 1-7 (best) 45th Estimated earned income int'l \$ 1,000 9th 0.827 -9.65k 46.09k >> 55.74k 0-150k 28th -15.42 42.28 ◆ ◆ 57.70 Legislators, senior officials and managers % 0-100 48.15 51.85 Professional and technical workers % 1st 1.000 3.70 0-100 • **Educational Attainment** 1.000 1st . Literacy rate % 1.000 1st Enrolment in primary education % Enrolment in secondary education % 1st 1.000 9.61 141.57 🕶 151.17 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 36.10 59.84 ◆ ◆ 95.94 0-200 0.963 Health and Survival 124th 0.943 Sex ratio at birth\*\* % 111th Healthy life expectancy\*\* years 129th 1.006 **Political Empowerment** 0.515 10th 0.855 Women in parliament % 10th -7.80 46.10 >> 53.90 • 0-100 Women in ministerial positions % 1st 1.000 14.29 42.86 ◆ ◆ 57.14 0-100 Years with female/male head of state (last 50) 69th 0.006 -49.36 0.32 **49.68** 0-50

### **Complementary Targets and Contextual Indicators**

Complementary range			
General indicators			
Indicator Unit			Value
GDP US\$ billions			541.22
GDP per capita constant '17, intl. \$ 1000			50.92
Population sex ratio female/male			1.00
Population growth rate %			0.72
Indicator Million people	♦ Female	♦ Male	Value
Total population	5.17	5.19	10.35
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			7.42
Share of women's membership in boar	ds % (OECD co	untries only)	37.90
Firms with female majority ownership	% firms		8.60
Firms with female top managers % firm	S		14.00
Share of workers in informal sector % v	workers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		5.54
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	2.59	2.84	0.48
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force	7.00	7.50	7.00
(15-64)	7.83	7.50	7.66
Workers employed part-time % of			
employed people	0.57	0.44	0.50
•			
Proportion of time spent on unpaid domestic and care work %	n. a.	n.a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Equal	rights 🔷
Inheritance rights for widows and daug	hters	Equal	rights 🔷
Access to land assets		Equal	rights 🔷
Access to non-land assets		Equal	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1919
Number of female heads of state to da	te number		0
Seats held in upper house % total seats			n.a.
Indicator Yes/No			Value
Election list quotas for women, national	ıl		No
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice		Equal	rights 🔷
Freedom of movement		Faulal	rights 🔷

Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		3.40
Unmet family planning % women 15-49			n.a.
Early marriage %			0.30
Mean age of women at birth of first chil	d years		31.00
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equa	l rights 🔷
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	0	0	300.00
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	35.48	64.52	0.55
<b>♦</b>	<b>♦</b>		
Agri., Forestry, Fisheries & Veterinary	n.a.	n.a.	n.a.
A	00.00	07.00	4.00
Arts & Humanities	62.80	37.20	1.69
Business, Admin. & Law	64.36	35.64	1.81
♦	<b>♦</b>	00.04	1.01
Education	79.71	20.29	3.93
<b>♦</b>		<b>♦</b>	
Engineering, Manuf. & Construction	32.77	67.23	0.49
<b>♦</b>	<b>♦</b>		
Health & Welfare	80.80	19.20	4.21
Information 9 Comm. Technologies	20.0	200	20.0
Information & Comm. Technologies	n. a.	n.a.	n.a.
Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.
Social Sci., Journalism & Information	n.a.	n.a.	n.a.
Vocational training	11.29	15.11	13.25
<b>♦</b> ♦			
PhD graduates	1.03	1.56	1.29
*			
Graduates %	♦ Female	◆ Male	Value
Graduates from tertiary education	58.32	30.03	43.73
<b>*</b>	<b>*</b>		
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim		28.00	
Births attended by skilled personnel % live births			n.a.
Maternal mortality deaths per 100,000 live	births		4.00
Total fertility rate births per woman			1.70
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equa	l rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

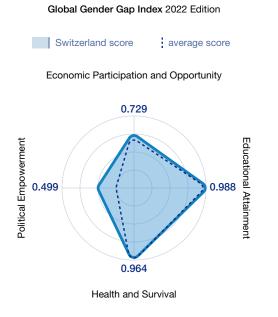
Score (imparity = 0, parity = 1) **0.795** 

Rank (out of 146 countries)

Index Edition

2022

# Switzerland





### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 47th Labour-force participation rate % 45th 0.849 -10.98 61.73 • 72.71 0-100 Wage equality for similar work 1-7 (best) 54th 0.692 Estimated earned income int'l \$ 1,000 45th -23.46k 57.11k ◆ ◆ 80.57k 0-150k 77th 0.498 -33.48 33.26 ♦ ♦ 66.74 Legislators, senior officials and managers % 0-100 Professional and technical workers % 76th 0.947 -2.71 48.64 🏶 51.36 0-100 • Educational Attainment 0.988 82nd Literacy rate % 1.000 1st Enrolment in primary education % 1st 1.000 0.71 99.27 ♦ 99.98 0-100 Enrolment in secondary education % 113th 0.946 -5.63 99.47 >> 105.09 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 2.47 62.09 4 64.57 0-200 0.964 Health and Survival 117th 0.944 Sex ratio at birth\*\* % 1st 1.009 Healthy life expectancy\*\* years 124th **Political Empowerment** 13th 0.499 17th -15.00 42.50 ♦ ♦ 57.50 Women in parliament % • 0-100 Women in ministerial positions % 18th • -14.29 42.86 ◆ ◆ 57.14 0-100 Years with female/male head of state (last 50) 19th 0.190 -34.03 7.98♦ ♦ 42.02 0-50

# **Switzerland**

# **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			752.25
GDP per capita constant '17, intl. \$ 1000			68.75
Population sex ratio female/male			1.02
Population growth rate %			0.71
Indicator Million people	♦ Female	♦ Male	Value
Total population	4.35	4.28	8.64
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			13.78
Share of women's membership in board	ds % (OECD co	untries only)	30.00
Firms with female majority ownership $\%$	firms		n.a.
Firms with female top managers % firms			n.a.
Share of workers in informal sector $\%$ w	rorkers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership r	oles		5.28
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	2.32	2.66	0.47
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force			
(15-64)	5.11	4.79	4.94
Workers employed part-time % of employed people	0.64	0.34	0.48
Proportion of time spent on unpaid domestic and care work %	2.92	1.91	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Egual	rights 🔷
Inheritance rights for widows and daugh	nters	-	rights 🔷
Access to land assets			rights 🔷
Access to non-land assets		· ·	rights 🔷
Civil and political freedom			·
Indicator Unit			Value
Year women received right to vote year			1971
Number of female heads of state to date	e number		5.00
Seats held in upper house % total seats			28.30
Indicator Yes/No			Value
Election list quotas for women, national			No
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice		Equal	rights 🔷
Freedom of movement		-	rights 🔷

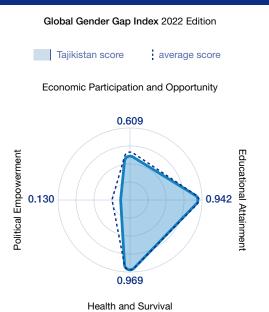
ators			LULL
Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		2.29
Unmet family planning % women 15-49			n.a.
Early marriage %			0.40
Mean age of women at birth of first chil	d years		31.85
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	98.00	14.00	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	22.32	77.68	0.29
•		•	
Agri., Forestry, Fisheries & Veterinary	n.a.	n.a.	n.a.
Arts & Humanities	61.06	38.94	1.57
<b>*</b>	<b>♦</b>		
Business, Admin. & Law	44.59	55.41	0.80
<b>◆</b>	•		
Education	n. a.	n. a.	n.a.
Engineering, Manuf. & Construction	15.99	84.01	0.19
<b>♦</b>		<b>♦</b>	
Health & Welfare	73.83	26.17	2.82
Information & Comm. Technologies	9.93	90.07	0.11
Information & Comm. Technologies	9.93	90.07	0.11
Natural Sci., Mathematics & Statistics	41.92	58.08	0.72
<b>♦</b>	<b>♦</b>		
Social Sci., Journalism & Information	68.53	31.47	2.18
Ve estimal turining	10.05	00.05	00.00
Vocational training	19.35	26.35	22.92
PhD graduates	2.14	3.83	2.96
<b>**</b>			
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	57.06	55.71	56.37
	<b>⇔</b>		
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		9.80
Births attended by skilled personnel $\%$	live births		n.a.
Maternal mortality deaths per 100,000 live	births		5.00
Total fertility rate births per woman			1.48
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Tajikistan

Rank 14th Index Edition 2022





### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.609 **•** 107th Labour-force participation rate % 118th 0.598 -20.32 30.21 50.53 0-100 Wage equality for similar work 1-7 (best) 36th Estimated earned income int'l \$ 1,000 124th 0.459 -2.70k 2.30k \$ 5.00k 0-150k Legislators, senior officials and managers % Professional and technical workers % **Educational Attainment** 0.942 117th 0.999 Literacy rate % 54th 0.987 Enrolment in primary education % 97th -1.24 97.51 • 98.75 0-100 Enrolment in secondary education % 121st 0.901 -9.17 83.81 🔷 92.98 0-200 Enrolment in tertiary education % 119th -8.62 26.85 > 35.47 0-200 0.969 Health and Survival 84th 0.939 Sex ratio at birth\*\* % 131st Healthy life expectancy\*\* years 75th 1.038 **Political Empowerment** 0.130 • 109th Women in parliament % 69th 0.370 -46.00 27.00♦ ♦ 73.00 **\*** 0-100 Women in ministerial positions % 132nd 0.063 | **| •** -88.24 5.88♦ ◆ 94.12 0-100 Years with female/male head of state (last 50) 78th 0.000 -50.00 ♦ 50.00 0-50

Score Rank

0.663

114th

### Page 2 of 2

# **Complementary Targets and Contextual Indicators**

. , ,				
General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			8.19	Public spending on fami
GDP per capita constant '17, intl. \$ 1000			3.66	Unmet family planning %
Population sex ratio female/male			0.98	Early marriage %
Population growth rate %			2.30	Mean age of women at b
Indicator Million people	♦ Female	◆ Male	Value	Indicator 0-1 (Equal rights)
Total population	4.73	4.81	9.54	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leave
Gender pay gap (OECD only) %			n.a.	Education and skills
Share of women's membership in boa	rds % (OECD co	untries only)	n.a.	Graduates Attainment %
Firms with female majority ownership	% firms		6.20	STEM Graduates
Firms with female top managers % firm	ns		6.60	o i zim Gradatio
Share of workers in informal sector %	workers		n.a.	Agri., Forestry, Fisheries
Indicator 1-7 (best)			Value	
Advancement of women to leadership	roles		4.99	Arts & Humanities
Indicator 1 Million people	♦ Female	◆ Male	Value	Dualizada Adualiz O Lavo
Labour-force	0.93	1.54	0.38	Business, Admin. & Law
Indicator Unit	♦ Female	◆ Male	Value	Education
Unemployed adults % of labour force (15-64)	6.28	8.55	7.70	
<b>**</b>				Engineering, Manuf. & C
Workers employed part-time % of employed people	n. a.	n.a.	n. a.	Health & Welfare
Proportion of time spent on unpaid domestic and care work %	20.0	20.0	2.0	Information & Comm. Te
domestic and care work %	n.a.	n. a.	n.a.	Natural Sci., Mathematic
Access to finance				
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism 8
Access to financial services Inheritance rights for widows and dau	ghters	Equal Near-equal	rights 🔷	Vocational training
Access to land assets Access to non-land assets		Near-equal Near-equal	•	PhD graduates
Civil and political freedom				Graduates %
Indicator Unit			Value	
Year women received right to vote year			1991	Graduates from tertiary
Number of female heads of state to da	ate number		0	
Seats held in upper house % total seats	8		25.80	Health
Indicator Yes/No			Value	Indicator Unit
Election list quotas for women, nation	al		n.a.	Prevalence of gender vic
Party membership quotas, voluntary			n.a.	Births attended by skille
Indicator 0-1 (Equal rights)			Value	Maternal mortality deaths  Total fertility rate births pe
Access to justice		Near-equal	rights 🔷	
Freedom of movement			rights 🔷	Indicator 0-1 (Equal rights)
				Reproductive autonomy

Family and care Indicator Unit			Value
Public spending on family benefits % G Unmet family planning % women 15-49 Early marriage % Mean age of women at birth of first chil			n. a. 22.70 14.30 26.05
Indicator 0-1 (Equal rights)			Value
Right to divorce		Restricted	rights 💠
Indicator Days	◆ Female	♦ Male	Value
Length of parental leave	140.00	0	n. a.
Education and skills Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	n. a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n. a.
Arts & Humanities	n.a.	n.a.	n.a.
Business, Admin. & Law	n. a.	n.a.	n. a.
Education	n. a.	n.a.	n. a.
Engineering, Manuf. & Construction	n. a.	n.a.	n. a.
Health & Welfare	n. a.	n.a.	n. a.
Information & Comm. Technologies	n.a.	n. a.	n.a.
Natural Sci., Mathematics & Statistics	n.a.	n.a.	n. a.
Social Sci., Journalism & Information	n. a.	n.a.	n. a.
Vocational training	n. a.	n. a.	n. a.
PhD graduates	n. a.	n.a.	n. a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	n.a.	n.a.	n. a.
Health Indicator Unit			Value
Prevalence of gender violence in lifetime % women Births attended by skilled personnel % live births Maternal mortality deaths per 100,000 live births Total fertility rate births per woman			20.30 94.80 17.00 3.56
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

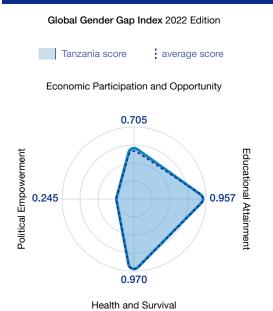
Tanzania

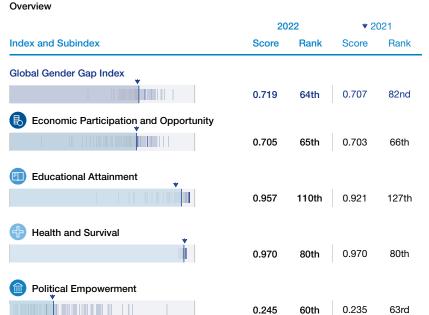
0.719

Rank

Index Edition

2022





### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 65th **•** Labour-force participation rate % 13th 0.913 -7.57 79.53 • 87.10 0-100 Wage equality for similar work 1-7 (best) 39th Estimated earned income int'l \$ 1,000 27th -764.57 2.25k 3.02k 0-150k 23.26 Legislators, senior officials and managers % 111th 0.303 -53.47 0-100 Professional and technical workers % 96th -13.96 43.02 ◆ ◆ 56.98 0-100 • Educational Attainment 0.957 110th Literacy rate % 112th 0.878 Enrolment in primary education % 1st 1.000 3.10 82.39 \* 85.49 0-100 Enrolment in secondary education % 1st 1.000 . . . . . . . . . . . . . 2.92 29.97 • 32.89 0-200 Enrolment in tertiary education % 110th -1.40 7.13 • 8.53 0-200 0.970 Health and Survival 80th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 88th 1.028 0.245 **Political Empowerment** 60th .... 0.585 36.90 ♦ ♦ 63.10 Women in parliament % 34th -26.20 • 0-100 Women in ministerial positions % 83rd 0.222 -63.64 18.18 ♦ ♦ 81.82 0-100 Years with female/male head of state (last 50) 60th 0.019 -48.11 0.95 49.05 0-50

**Tanzania** 

Score

Rank

0.719 64th

### **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			62.41
GDP per capita constant '17, intl. \$ 1000			2.64
Population sex ratio female/male			1.00
Population growth rate %			2.94
Indicator Million people	♦ Female	♦ Male	Value
Total population	29.88	29.85	59.73
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %	6 firms		9.90
Firms with female top managers % firms	3		14.00
Share of workers in informal sector $\%$ w	vorkers		90.80
Indicator 1-7 (best)			Value
Advancement of women to leadership r	roles		4.67
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	14.00	15.05	0.48
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	3.33	1.98	2.63
<b>*</b>			
Workers employed part-time % of employed people	0.45	0.31	0.38
<b>•</b>			
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n.a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Near-equal	rights 🔷
Inheritance rights for widows and daug	hters	Unequal	rights 🗇
Access to land assets		Near-equal	rights 🔷
Access to non-land assets		Uneven	rights 🔷
Civil and political freedom Indicator Unit			Value
Year women received right to vote year			1963
Number of female heads of state to dat	e number		1.00
Seats held in upper house % total seats	. Trainibor		n. a.
Indicator Yes/No			Value
Election list quotas for women, national	I		Yes
Party membership quotas, voluntary	-		Yes
Indicator 0-1 (Equal rights)			Value
Access to justice		Near-equal	- •
Freedom of movement		Equal	rights 🔷

Family and care			
Indicator Unit			Value
Public spending on family benefits $\%$ G	PD		n.a.
Unmet family planning % women 15-49			22.10
Early marriage %			25.30
Mean age of women at birth of first chil	ld years		28.76
Indicator 0-1 (Equal rights)			Value
Right to divorce		Restricted	rights 💠
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	84.00	3.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	n.a.	n.a.	n. a.
Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n. a.
Arts & Humanities	n. a.	n. a.	n. a.
Arts & Humanities	π. α.	n. a.	π. α.
Business, Admin. & Law	n.a.	n.a.	n.a.
Education	n.a.	n.a.	n.a.
Facility of A. Ossalas History			
Engineering, Manuf. & Construction	n. a.	n.a.	n. a.
Health & Welfare	n. a.	n.a.	n. a.
Information & Comm. Technologies	n.a.	n.a.	n.a.
Natural Sci., Mathematics & Statistics	n. a.	n.a.	n. a.
Social Sci., Journalism & Information	n. a.	n. a.	n. a.
Coolai Coi., Coarriailorri a information	11. 0.	iii di	11. α.
Vocational training	0.04	0.08	0.06
<b>•</b>			
PhD graduates	n.a.	n. a.	n.a.
Graduates %	◆ Female	◆ Male	Value
Graduates from tertiary education	n.a.	n.a.	n. a.
Health			Melin
Indicator Unit	- 0/		Value
Prevalence of gender violence in lifetim			41.70 63.50
Births attended by skilled personnel %			63.50
Maternal mortality deaths per 100,000 live  Total fertility rate births per woman	SITTIU		524.00 4.83
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Uneven	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Score (imparity = 0, parity = 1) **0.709** 

Rank (out of 146 countries) Index Edition 2022

Thailand



### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.795 • 15th Labour-force participation rate % 67th 0.786 -16.04 58.99 ♦ ♦ 75.03 0-100 Wage equality for similar work 1-7 (best) 13th Estimated earned income int'l \$ 1,000 8th 0.829 -3.24k 15.71k **4** 18.95k 0-150k 38th 0.645 -21.58 39.21 ◆ ◆ 60.79 Legislators, senior officials and managers % 0-100 42.15♦ ♦ 57.85 Professional and technical workers % 1st 1.000 15.70 0-100 • Educational Attainment 0.979 92nd Literacy rate % 87th 0.971 . . . . . . . . . . . . . . . . Enrolment in primary education % Enrolment in secondary education % 96th 0.975 -2.83 112.34 • 115.17 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 16.72 41.05 ♦ ♦ 57.77 0-200 0.978 Health and Survival 37th 122nd 0.942 Sex ratio at birth\*\* % Healthy life expectancy\*\* years 1.060 1st **Political Empowerment** 130th 0.084 **•** 0.188 ♦ 84.20 Women in parliament % 113th -68.40 15.80♦ **•** 0-100 Women in ministerial positions % 140th 0.000 -100.00 **100.00** 0-100 Years with female/male head of state (last 50) 46th 0.058 -44.49 ♦ 47.24 0-50

### **Thailand**

### **Complementary Targets and Contextual Indicators**

2022

General indicators				Family and care
Indicator Unit			Value	Indicator Unit
GDP US\$ billions			501.64	Public spending on fan
GDP per capita constant '17, intl. \$ 1000			17.28	Unmet family planning
Population sex ratio female/male			1.05	Early marriage %
Population growth rate %			0.25	Mean age of women at
Indicator Million people	♦ Female	♦ Male	Value	Indicator 0-1 (Equal right
Total population	35.83	33.97	69.80	Right to divorce
Work participation and leadership				Indicator Days
Indicator Unit			Value	Length of parental leav
Gender pay gap (OECD only) %			n.a.	Education and skills
Share of women's membership in boar	ds % (OECD co	untries only)	n.a.	Graduates Attainment %
Firms with female majority ownership	% firms		33.40	STEM Graduates
Firms with female top managers % firm	S		64.80	
Share of workers in informal sector % v	vorkers		65.00	Agri., Forestry, Fisherie
Indicator 1-7 (best)			Value	<b>3</b> . <b>3</b>
Advancement of women to leadership	roles		5.30	Arts & Humanities
Indicator 1 Million people	♦ Female	♦ Male	Value	Duningge Adverter 0.1
Labour-force	17.93	21.12	0.46	Business, Admin. & La
Indicator Unit	♦ Female	◆ Male	Value	Education
Unemployed adults % of labour force (15-64)	0.95	0.99	0.97	Engineering, Manuf. &
Workers employed part-time % of employed people	0.22	0.21	0.22	Health & Welfare
Proportion of time spent on unpaid				Information & Comm. 7
domestic and care work %	n. a.	n.a.	n.a.	National Cai Mathamat
Access to Consumer				Natural Sci., Mathemat
Access to finance Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism
Access to financial services		Faual	rights 🔷	
Inheritance rights for widows and daug	hters		rights 🔷	Vocational training
Access to land assets		Near-equal		<b>♦ ♦</b>
Access to non-land assets		Near-equal	- •	PhD graduates
Civil and political freedom				¥
Indicator Unit			Value	Graduates %
Year women received right to vote year			1932	Graduates from tertiary
Number of female heads of state to da	te number		1.00	•
Seats held in upper house % total seats			10.50	Health
Indicator Yes/No			Value	Indicator Unit
Election list quotas for women, nationa	I		No	Prevalence of gender v
Party membership quotas, voluntary			Yes	Births attended by skill
Indicator 0-1 (Equal rights)			Value	Maternal mortality deat
Access to justice		Near-equal		Total fertility rate births
Freedom of movement		•	rights 🔷	Indicator 0-1 (Equal right
		-1	<b>→</b>	Reproductive autonom

Family and care			
Indicator Unit			Value
Public spending on family benefits $\%$ G	PD		n.a.
Unmet family planning % women 15-49			n.a.
Early marriage %			17.10
Mean age of women at birth of first chil	d years		27.30
Indicator 0-1 (Equal rights)			Value
Right to divorce		Near-equal	rights 🔷
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	90.00	0	n.a.
Education and skills			
Graduates Attainment %	◆ Female	♦ Male	Value
STEM Graduates	30.14	69.86	0.43
<b>•</b>	<b>♦</b>		
Agri., Forestry, Fisheries & Veterinary	n.a.	n.a.	n.a.
Arts & Humanities	65.19	34.81	1.87
Arts & Furnamities	03.19 ♦	34.01	1.07
Business, Admin. & Law	n. a.	n.a.	n.a.
Education	71.68	28.32	2.53
Frankrauka Marif & Caratusatian			
Engineering, Manuf. & Construction	n. a.	n.a.	n. a.
Health & Welfare	n.a.	n.a.	n.a.
Information & Comm. Technologies	47.85	52.15	0.92
• •			
Natural Sci., Mathematics & Statistics	70.72	29.28	2.42
Social Sci., Journalism & Information	62.23	37.77	1.65
	<b>♦</b>	01.11	1.00
Vocational training	4.19	6.93	5.58
••			
PhD graduates	0.05	0.13	0.09
•			
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	31.29	19.45	25.32
<b>♦</b>			
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetime	e % women		44.20
Births attended by skilled personnel %		99.10	
Maternal mortality deaths per 100,000 live births			37.00
Total fertility rate births per woman			1.51
Indicator 0-1 (Equal rights)			Value
Paproductive autonomy		Linovon	riahta 🛕

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

Uneven rights 🔷

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

0.730

Rank

0.250

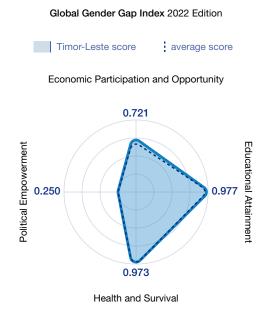
55th

Index Edition

62nd

2022

# Timor-Leste



### Overview 2022 **¥** 2021 **Index and Subindex** Score Rank Score Rank Global Gender Gap Index 0.730 0.720 64th 56th B Economic Participation and Opportunity 0.721 55th 0.724 49th **Educational Attainment** 0.977 95th 0.946 123rd Health and Survival 0.972 0.973 66th 71st Political Empowerment 0.238

### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 55th **♦I** Labour-force participation rate % 48th 0.844 -11.25 60.99 ◆ ◆ 72.24 0-100 Wage equality for similar work 1-7 (best) Estimated earned income int'l \$ 1,000 1st 1.000 3.60k 2.15k \$ 5.74k 107th -50.97 Legislators, senior officials and managers % 0.325 0-100 Professional and technical workers % 117th 0.497 -33.63 33.18 ♦ ♦ 66.82 0-100 • Educational Attainment 0.977 95th 0.893 Literacy rate % 109th Enrolment in primary education % 1st 1.000 3.69 93.28 96.97 0-100 Enrolment in secondary education % 1st 1.000 7.87 82.66 90.52 0-200 Enrolment in tertiary education % 0.973 Health and Survival 66th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 76th 1.037 0.250 **Political Empowerment** 55th • 25th 0.667 40.00 ♦ ♦ 60.00 Women in parliament % -20.00 • 0-100 Women in ministerial positions % 97th -70.00 15.00♦ ♦85.00 0-100 Years with female/male head of state (last 50) 78th -50.00 ◆ 50.00 0-50

**Timor-Leste** 

Rank

56th

# **Complementary Targets and Contextual Indicators**

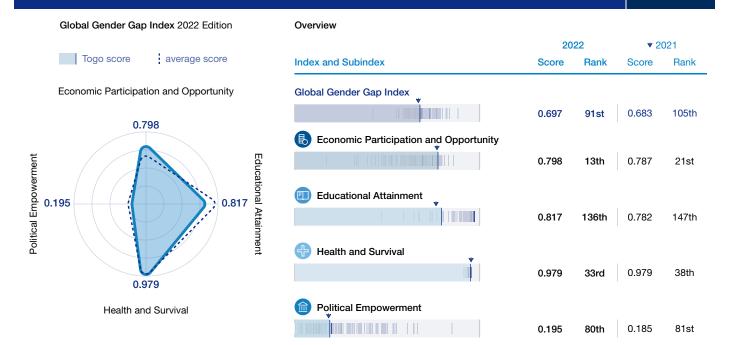
General indicators			
Indicator Unit			Value
GDP US\$ billions			1.9
GDP per capita constant '17, intl. \$ 1000			3.93
Population sex ratio female/male			0.98
Population growth rate %			1.94
Indicator Million people	♦ Female	♦ Male	Value
Total population	0.65	0.67	1.32
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %			23.40
Firms with female top managers % firms  Share of workers in informal sector % w			27.00 84.80
	TOTKETS		
Indicator 1-7 (best)			Value
Advancement of women to leadership r	roles		4.62
Indicator 1 Million people	♦ Female	◆ Male	Value
Labour-force	0.26	0.31	0.45
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force	0.44	0.54	4.04
(15-64)	6.44	3.51	4.84
Workers employed part-time % of employed people	0.59	0.40	0.48
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Uneven	rights 🧆
Inheritance rights for widows and daug	hters	Near-equal	•
Access to land assets		Uneven	rights 🧇
Access to non-land assets		Near-equal	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			2002
Number of female heads of state to dat Seats held in upper house % total seats	e number		n. a.
Indicator Yes/No			Value
Election list quotas for women, national			Yes
Party membership quotas, voluntary			No
Indicator 0-1 (Equal rights)			Value
Access to justice		Restricted	rights 💠
Freedom of movement		Equal	rights 🔷

Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		n.a.
Unmet family planning % women 15-49			25.30
Early marriage %			8.00
Mean age of women at birth of first chil	ld years		30.34
Indicator 0-1 (Equal rights)			Value
Right to divorce		Near-equal	rights 💠
Indicator Days	◆ Female	◆ Male	Value
Length of parental leave	84.00	7.00	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	n.a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	n.a.	n. a.	n. a.
Arts & Humanities	n.a.	n. a.	n. a.
Business, Admin. & Law	n. a.	n.a.	n. a.
Education	n. a.	n. a.	n. a.
Engineering, Manuf. & Construction	n. a.	n. a.	n. a.
Health & Welfare	n. a.	n.a.	n. a.
Information & Comm. Technologies	n.a.	n.a.	n.a.
Natural Sci., Mathematics & Statistics	n.a.	n. a.	n.a.
Social Sci., Journalism & Information	n.a.	n.a.	n. a.
Vocational training	4.77	6.09	5.44
PhD graduates	n.a.	n.a.	n.a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	n.a.	n.a.	n.a.
Health Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		58.80
Births attended by skilled personnel $\%$	live births		56.70
Maternal mortality deaths per 100,000 live	births		142.00
Total fertility rate births per woman			3.94
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Restricted	rights 💠

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

# Togo



### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.798 13th Labour-force participation rate % 11th 0.935 -3.88 55.49 \$\infty\$ 59.37 0-100 Wage equality for similar work 1-7 (best) Estimated earned income int'l \$ 1,000 11th 0.825 -405.30 1.91k ♦ 2.31k 40.22 Legislators, senior officials and managers % 1st 1.000 29.89 0-100 -56.73 Professional and technical workers % 133rd 0.276 21.63 ♦ 78.37 0-100 Educational Attainment 0.817 136th **•** 0.688 Literacy rate % 130th 0.982 Enrolment in primary education % 104th -1.78 95.96 > 97.75 0-100 Enrolment in secondary education % 132nd -19.50 52.06 ◆ ◆ 71.56 0-200 Enrolment in tertiary education % 129th 0.561 n rior mini -8.66 11.06 🔷 19.71 0-200 0.979 Health and Survival 33rd 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 42nd 1.057 0.195 **Political Empowerment** 80th 0.230 103rd -62.60 18.70♦ ♦ 81.30 Women in parliament % **•** 0-100 Women in ministerial positions % 47th 0.450 -37.93 31.03 ◆ ◆ 68.97 0-100 Years with female/male head of state (last 50) 58th 0.029 -47.16 **♦** 48.58 0-50

# Togo

### **Complementary Targets and Contextual Indicators**

. , ,			
General indicators			
Indicator Unit			Value
GDP US\$ billions			7.57
GDP per capita constant '17, intl. \$ 1000			2.11
Population sex ratio female/male			1.01
Population growth rate %			2.40
Indicator Million people	♦ Female	♦ Male	Value
Total population	4.16	4.12	8.28
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership $\%$	6 firms		10.70
Firms with female top managers % firms	3		11.40
Share of workers in informal sector % w	vorkers		90.10
Indicator 1-7 (best)			Value
Advancement of women to leadership r	roles		n.a.
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	1.42	1.49	0.49
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force (15-64)	3.01	4.74	3.89
Workers employed part-time % of employed people	n.a.	n.a.	n. a.
Proportion of time spent on unpaid domestic and care work %	n. a.	n.a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Equal	rights 🔷
Inheritance rights for widows and daug	hters	Near-equal	
Access to land assets		Uneven	rights 🥎
Access to non-land assets		Uneven	rights 🥎
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1960
Number of female heads of state to dat	e number		1.00
Seats held in upper house % total seats			n.a.
Indicator Yes/No			Value
Election list quotas for women, national Party membership quotas, voluntary			Yes No
Indicator 0-1 (Equal rights)			Value
Access to justice		Restricted	
Freedom of movement		Restricted	- •

41013			LULL
Family and care			
Indicator Unit			Value
Public spending on family benefits % G	iPD		n. a.
Unmet family planning % women 15-49			33.60
Early marriage %			13.80
Mean age of women at birth of first chi	ld years		28.93
Indicator 0-1 (Equal rights)			Value
Right to divorce		Unequal	rights 🗇
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	98.00	2.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	n. a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n.a.
Arts & Humanities	n. a.	n. a.	n. a.
7 tito & Framantioo	11. (4.	iii di	11. 0.
Business, Admin. & Law	n.a.	n.a.	n.a.
Education	n. a.	n.a.	n.a.
Engineering Manuf & Construction	n 0	n 0	n 0
Engineering, Manuf. & Construction	n. a.	n. a.	n. a.
Health & Welfare	n. a.	n.a.	n.a.
Information & Comm. Technologies	n.a.	n.a.	n.a.
Notice Oct. Mathematics 0 Obstation			
Natural Sci., Mathematics & Statistics	n. a.	n. a.	n.a.
Social Sci., Journalism & Information	n. a.	n.a.	n.a.
,			
Vocational training	n.a.	n.a.	n.a.
PhD graduates	n. a.	n.a.	n.a.
Graduates %	◆ Female	◆ Male	Value
Graduates from tertiary education	n. a.	n. a.	n.a.
			<u>'</u>
Health Indicator Unit			Value
	00 0/ 14/0		22.10
Prevalence of gender violence in lifetim Births attended by skilled personnel %			69.40
Maternal mortality deaths per 100,000 live			396.00
Total fertility rate births per woman	DII II II		4.26
Indicator 0-1 (Equal rights)			Value
		Unavar	
Reproductive autonomy		Uneven	rights 🧇

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

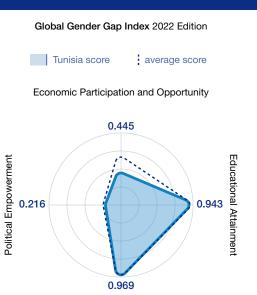
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Tunisia

Rank

Index Edition

2022



Health and Survival

### Overview 2022 **¥** 2021 **Index and Subindex** Score Rank Score Rank Global Gender Gap Index 120th 0.649 126th 0.643 Economic Participation and Opportunity 0.445 140th 0.445 144th **Educational Attainment** 0.943 115th 0.970 108th Health and Survival 0.969 0.969 85th 91st Political Empowerment 0.212 69th 0.216 68th

### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.445 140th Labour-force participation rate % 136th 0.380 -41.66 25.49 ♦ 67.15 0-100 Wage equality for similar work 1-7 (best) 67th 0.667 Estimated earned income int'l \$ 1,000 137th 0.292 -11.30k 4.65k ◆◆ 15.96k -78.93 Legislators, senior officials and managers % 134th 0.118 0-100 39.86 ◆ ◆ 60.14 Professional and technical workers % 103rd 0.663 -20.28 0-100 • **Educational Attainment** 0.943 115th Literacy rate % 118th 0.839 • Enrolment in primary education % Enrolment in secondary education % 1st 1.000 12.42 86.90 99.32 0-200 Enrolment in tertiary education % 1st 1.000 arana amandis 19.84 23.21 43.05 0-200 0.969 Health and Survival 85th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 92nd 1.024 0.216 **Political Empowerment** 68th ..... 0.357 74th -47.40 26.30♦ ♦ 73.70 Women in parliament % **\*** 0-100 Women in ministerial positions % 55th 0.412 -41.67 0-100 Years with female/male head of state (last 50) 67th 0.008 -49.23 49.61 0-50

Score

### **Tunisia**

### **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			41.62
GDP per capita constant '17, intl. \$ 1000			10.26
Population sex ratio female/male			1.02
Population growth rate %			1.05
Indicator Million people	♦ Female		Value
Total population	5.96	5.86	11.82
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in board	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership %	6 firms		7.70
Firms with female top managers % firms	3		10.40
Share of workers in informal sector $\%$ w	vorkers		52.40
Indicator 1-7 (best)			Value
Advancement of women to leadership r	oles		4.42
Indicator 1 Million people	♦ Female	◆ Male	Value
Labour-force	1.18	2.98	0.28
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force (15-64)	23.91	13.15	16.21
Workers employed part-time % of employed people	0.29	0.17	0.20
Proportion of time spent on unpaid domestic and care work %	n. a.	n.a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Egual	rights 🔷
Inheritance rights for widows and daugh	hters	-	rights ⊗
Access to land assets		Near-equal	rights 🔷
Access to non-land assets		Near-equal	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1959
Number of female heads of state to date	e number		0
Seats held in upper house % total seats			n.a.
Indicator Yes/No			Value
			Yes
Election list quotas for women, national			
Election list quotas for women, national Party membership quotas, voluntary			No
•			Value
Party membership quotas, voluntary		Restricted	Value

ators			2022
Family and care			
Indicator Unit			Value
Public spending on family benefits % G	iPD		n. a.
Unmet family planning % women 15-49			n.a.
Early marriage %			3.80
Mean age of women at birth of first chi	ld years		31.04
Indicator 0-1 (Equal rights)			Value
Right to divorce		Restricted	rights 💠
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	30.00	1.00	n. a.
Education and skills			
Graduates Attainment %	♦ Female	♦ Male	Value
STEM Graduates	n. a.	n.a.	n. a.
Agri., Forestry, Fisheries & Veterinary	73.85	26.15	2.82
Arts & Humanities	79.91	20.09	3.98
Business, Admin. & Law	n. a.	n. a.	n. a.
Education	75.38	24.62	3.06
Engineering, Manuf. & Construction	44.19	55.81	0.79
Health & Welfare	75.26	24.74	3.04
Information & Comm. Technologies	55.64	44.36	1.25
Natural Sci., Mathematics & Statistics	77.15	22.85	3.38
Social Sci., Journalism & Information	n.a.	n. a.	n. a.
Vocational training	n.a.	n.a.	n. a.
PhD graduates	n. a.	n. a.	n. a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	34.57	15.31	24.75
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim	ne % women		20.30
Births attended by skilled personnel %	live births		99.50
Maternal mortality deaths per 100,000 live	births		43.00
Total fertility rate births per woman			2.17
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Score (imparity = 0, parity = 1) Rank (out of 146 countries)

2022

Index Edition

**Turkey** 



#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 134th 0.493 **•** Labour-force participation rate % 132nd 0.459 -37.56 31.84 69.41 0-100 Wage equality for similar work 1-7 (best) 94th 0.612 Estimated earned income int'l \$ 1,000 127th 0.431 -22.68k 17.20k ◆ ◆ 39.88k 0-150k 0.222 -63.62 Legislators, senior officials and managers % 120th 0-100 40.82♦ ♦ 59.18 Professional and technical workers % 100th 0.690 -18.36 0-100 • Educational Attainment 0.973 101st 0.953 Literacy rate % 97th 0.995 Enrolment in primary education % 85th -0.48 94.97 • 95.45 0-100 Enrolment in secondary education % 105th 0.962 -4.06 102.04 \* 106.10 0-200 0.939 Enrolment in tertiary education % 107th 11 11 11 11 11111 -7.18 111.39 🔷 118.56 0-200 0.966 Health and Survival 99th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 108th 0.123 **Political Empowerment •** 112th 0.211 109th -65.20 17.40 ♦ \$2.60 Women in parliament % **•** 0-100 Women in ministerial positions % 112th 0.133 -76.47 11.76♦ ♦ 88.24 0-100 Years with female/male head of state (last 50) 48th 0.057 -44.60 **♦** 47.30 0-50

# **Turkey**

### **Complementary Targets and Contextual Indicators**

2022

Value

0.49 5.90

6.70

28.60 Value

Value

n.a.

Value

0.53

0.77

n.a.

1.78

0.37

2.03

n.a.

n.a.

1.13

23.63

0.42

Value

36.07

Near-equal rights 🔷

Male

Male

65.31

56.38

n.a.

53.00

35.97

72.87

33.03

n.a.

n.a.

46.88

24.87

0.50

Male

33.24

7.00

♦ Female

♦ Female

34.69

43.62

n.a.

47.00

64.03

27.13

66.97

n.a.

n.a.

53.12

22.33

0.34

♦ Female

39.01

112.00

General indicators				Family and care	
Indicator Unit			Value	Indicator Unit	
			719.95		D
GDP US\$ billions GDP per capita constant '17, intl. \$ 1000			28.39	Public spending on family benefits % GP	D
Population sex ratio female/male			1.03	Unmet family planning % women 15-49 Early marriage %	
Population growth rate %			1.03	Mean age of women at birth of first child	Vears
· -					years
Indicator Million people	♦ Female	◆ Male	Value	Indicator 0-1 (Equal rights)	
Total population	42.70	41.64	84.34	Right to divorce	
Nork participation and leadership				Indicator Days	♦ Fen
ndicator Unit			Value	Length of parental leave	112
Gender pay gap (OECD only) %			9.98	Education and skills	
Share of women's membership in boar	rds % (OECD co	untries only)	18.00	Graduates Attainment %	♦ Fen
Firms with female majority ownership	% firms		3.90	STEM Graduates	34
Firms with female top managers % firm			3.90	<b>♦</b>	
Share of workers in informal sector %	workers		31.40	Agri., Forestry, Fisheries & Veterinary	43
ndicator 1-7 (best)			Value	<b>♦</b>	<b>♦</b>
Advancement of women to leadership	roles		4.08	Arts & Humanities	1
Indicator 1 Million people	♦ Female	◆ Male	Value		
Labour-force	10.59	22.03	0.32	Business, Admin. & Law	47
Indicator Unit	♦ Female	◆ Male	Value	Education	64
Unemployed adults % of labour force				<b>♦</b>	
15-64)	16.38	12.82	13.99	Engineering, Manuf. & Construction	27
Norkers employed part-time % of				<b>♦</b>	
employed people	0.41	0.28	0.32	Health & Welfare	66
				Information & Comm. Technologies	1
Proportion of time spent on unpaid domestic and care work %	2.86	0.76	n.a.	information a commit recrimologies	
<b>&gt;&gt;</b>				Natural Sci., Mathematics & Statistics	1
Access to finance					
ndicator 0-1 (Equal rights)			Value	Social Sci., Journalism & Information	53
Access to financial services		Near-equa	l rights 🔷	<b>*</b>	
nheritance rights for widows and daug	hters	Near-equa	l rights 🔷	Vocational training	22
Access to land assets		Near-equal		<b>**</b>	
Access to non-land assets		Near-equa	l rights 🔷	PhD graduates	(
Civil and political freedom				*	
ndicator Unit			Value	Graduates %	◆ Fer
Year women received right to vote year			1930	Graduates from tertiary education	39
Number of female heads of state to da	te number		1.00	•	
Seats held in upper house % total seats			n.a.	Health	
ndicator Yes/No			Value	Indicator Unit	
Election list quotas for women, nationa	ıl		No	Prevalence of gender violence in lifetime	
Party membership quotas, voluntary			Yes	Births attended by skilled personnel % li	
ndicator 0-1 (Equal rights)			Value	Maternal mortality deaths per 100,000 live b	irths
Access to justice		Egua	I rights 🔷	Total fertility rate births per woman	
Freedom of movement		•	I rights 🔷	Indicator 0-1 (Equal rights)	
-		-1	<b>5</b> · <b>▼</b>	Reproductive autonomy	

. a.	Health	
lue	Indicator Unit	Value
No	Prevalence of gender violence in lifetime % women	38.00
res	Births attended by skilled personnel % live births	98.00
	Maternal mortality deaths per 100,000 live births	17.00
lue	Total fertility rate births per woman	2.06
<b>*</b>	Indicator 0-1 (Equal rights)	Value
•	Reproductive autonomy	Equal rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

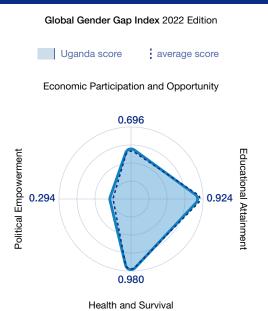
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Uganda

0.724

Rank 61st Index Edition

2022





### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Min Max Economic Participation and Opportunity 0.696 73rd • Labour-force participation rate % 15th 0.900 -7.13 64.17 >> 71.31 0-100 Wage equality for similar work 1-7 (best) 37th Estimated earned income int'l \$ 1,000 101st 0.561 -1.23k 1.57k • 2.80k 0-150k 65th 0.542 -29.72 35.14 ◆ ◆ 64.86 Legislators, senior officials and managers % 0-100 -15.40 42.30 ◆ ◆ 57.70 Professional and technical workers % 97th 0-100 • **Educational Attainment** 0.924 122nd Literacy rate % 116th 0.857 • Enrolment in primary education % 1st 1.000 2.84 94.23 97.07 0-100 Enrolment in secondary education % Enrolment in tertiary education % 120th win ilini -1.51 4.33 • 5.84 0-200 0.980 Health and Survival 1st 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 1.060 1st 0.294 **Political Empowerment** 46th 44th 0.511 -32.40 33.80 ♦ ♦ 66.20 Women in parliament % • 0-100 Women in ministerial positions % 36th 0.526 -31.03 34.48 ♦ ♦ 65.52 0-100 Years with female/male head of state (last 50) 64th 0.014 -48.61 49.31 0-50

### Rank 0.724 **61st**

# Uganda

# **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			37.6
GDP per capita constant '17, intl. \$ 1000			2.18
Population sex ratio female/male			1.03
Population growth rate %			3.27
Indicator Million people	♦ Female	♦ Male	Value
Total population	23.19	22.55	45.74
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n. a.
Share of women's membership in boar	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership 9	% firms		10.20
Firms with female top managers % firms	S		15.40
Share of workers in informal sector % v	vorkers		93.10
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		4.71
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	8.50	8.85	0.49
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force			
(15-64)	3.69	2.17	2.92
Workers employed part-time % of employed people	0.57	0.44	0.51
<b>•</b>			
Proportion of time spent on unpaid			
		0.00	
domestic and care work %	3.75	2.92	n.a.
◆	3.75	2.92	n.a.
Access to finance	3.75	2.92	
Access to finance Indicator 0-1 (Equal rights)	3.75		Value
Access to finance Indicator 0-1 (Equal rights) Access to financial services		Restricted	Value rights ❖
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daug		Restricted Uneven	Value rights ❖ rights ❖
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daug Access to land assets		Restricted Uneven Unequal	Value rights ❖ rights ❖ rights ❖
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daug		Restricted Uneven Unequal	Value rights ❖ rights ❖
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daug Access to land assets Access to non-land assets Civil and political freedom		Restricted Uneven Unequal	Value rights ❖ rights ❖ rights ❖ rights ❖
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daug Access to land assets Access to non-land assets Civil and political freedom Indicator Unit		Restricted Uneven Unequal	Value rights ❖ rights ❖ rights ❖ rights ❖
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daug Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year	hters	Restricted Uneven Unequal	Value rights ❖ rights ❖ rights ❖ rights ❖ Value 1962
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daug Access to land assets Access to non-land assets Civil and political freedom Indicator Unit	hters	Restricted Uneven Unequal	Value rights ❖ rights ❖ rights ❖ rights ❖
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daug Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats	hters	Restricted Uneven Unequal	Value rights ❖ rights ❖ rights ❖ value 1962 0 n. a.
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daug Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No	hters te number	Restricted Uneven Unequal	Value rights ❖ rights ❖ rights ❖ rights ❖ Value 1962 0 n. a. Value
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daug Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats	hters te number	Restricted Uneven Unequal	Value rights ❖ rights ❖ rights ❖ value 1962 0 n. a.
Access to finance Indicator 0-1 (Equal rights) Access to financial services Inheritance rights for widows and daug Access to land assets Access to non-land assets Civil and political freedom Indicator Unit Year women received right to vote year Number of female heads of state to dat Seats held in upper house % total seats Indicator Yes/No Election list quotas for women, national	hters te number	Restricted Uneven Unequal	Value rights ❖ rights ❖ rights ❖ Value 1962 0 n. a. Value Yes
Access to finance Indicator 0-1 (Equal rights)  Access to financial services Inheritance rights for widows and daug  Access to land assets  Access to non-land assets  Civil and political freedom Indicator Unit  Year women received right to vote year  Number of female heads of state to dat  Seats held in upper house % total seats  Indicator Yes/No  Election list quotas for women, national  Party membership quotas, voluntary	hters te number	Restricted Uneven Unequal	Value rights ❖ rights ❖ rights ❖ value 1962 0 n. a. Value Yes Yes Value

Family and care			
Indicator Unit			Value
Public spending on family benefits % G	iPD		n.a.
Unmet family planning % women 15-49			28.40
Early marriage %			22.80
Mean age of women at birth of first chi	ld years		28.84
Indicator 0-1 (Equal rights)			Value
Right to divorce		Restricted	rights 💠
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	84.00	4.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	n. a.	n.a.	n.a.
Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n.a.
Arts & Humanities	n. a.		22.0
Aits & Huillanities	II. d.	n. a.	n. a.
Business, Admin. & Law	n. a.	n.a.	n.a.
Education	n.a.	n.a.	n.a.
Engineering, Manuf. & Construction	n. a.	n.a.	n.a.
Health & Welfare	n. a.	n. a.	n. a.
ricatifi & Wellare	п. а.	π. α.	π. α.
Information & Comm. Technologies	n. a.	n. a.	n.a.
Natural Sci., Mathematics & Statistics	n.a.	n.a.	n.a.
Social Sci., Journalism & Information	n. a.	n.a.	n. a.
Vocational training	n. a.	n. a.	n.a.
PhD graduates	n.a.	n.a.	n.a.
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	n. a.	n.a.	n.a.
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		49.90
Births attended by skilled personnel $\%$	live births		74.20
Maternal mortality deaths per 100,000 live	births		375.00
Total fertility rate births per woman			4.82
Indicator 0-1 (Equal rights)			Value
		Restricted	

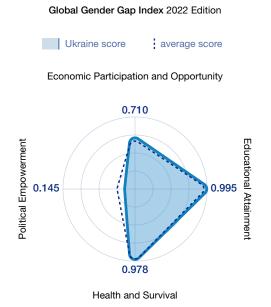
<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Ukraine

Rank 81st Index Edition

2022





#### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 62nd **•**1 48.10 ◆ ◆ 63.57 Labour-force participation rate % 81st -15.47 0-100 Wage equality for similar work 1-7 (best) 78th 0.638 Estimated earned income int'l \$ 1,000 80th 0.626 -5.79k 9.69k 4 15.48k 0-150k -18.58 40.71 ♦ ♦ 59.29 Legislators, senior officials and managers % 33rd 0.687 0-100 Professional and technical workers % 1st 1.000 24.23 37.88 ♦ ♦ 62.12 0-100 • Educational Attainment 0.995 53rd Literacy rate % 49th 1.000 Enrolment in primary education % 1st 1.000 1.94 91.05 \$\infty\$ 92.99 0-100 95.03 • 96.92 Enrolment in secondary education % 92nd 0.981 -1.89 0-200 Enrolment in tertiary education % 1st 1.000 arana amanipi 11.99 76.83 \*\* 88.81 0-200 0.978 Health and Survival 37th 122nd 0.942 Sex ratio at birth\*\* % 1.060 Healthy life expectancy\*\* years 1st 0.145 **Political Empowerment** 100th • 0.255 Women in parliament % 96th -59.40 20.30 ♦ ♦ 79.70 **•** 0-100 Women in ministerial positions % 105th 0.158 -72.73 13.64 ♦ 86.36 0-100 Years with female/male head of state (last 50) 45th 0.060 -44.33 ◆ 47.17 0-50

### **Ukraine**

### **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			155.5
GDP per capita constant '17, intl. \$ 1000			12.38
Population sex ratio female/male			1.16
Population growth rate %			-0.57
Indicator Million people	♦ Female	♦ Male	Value
Total population	23.69	20.45	44.13
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in boar	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership	% firms		15.00
Firms with female top managers $\%$ firm	S		17.70
Share of workers in informal sector $\%$ $\ensuremath{\text{V}}$	vorkers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		4.44
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	9.60	10.54	0.48
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force			
(15-64)	8.30	8.73	8.52
Workers employed part-time % of employed people	0.20	0.11	0.15
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Near-equal	rights 🔷
Inheritance rights for widows and daug	hters	Equal	rights 🔷
Access to land assets		Equal	rights 🔷
Access to non-land assets		Equal	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1991
Number of female heads of state to da Seats held in upper house % total seats	te number		1.00 n. a.
Indicator Yes/No			Value
Election list quotas for women, nationa	ı		n. a.
Party membership quotas, voluntary			No
Indicator 0-1 (Equal rights)			Value
Access to justice		Near-equal	rights 🔷
Freedom of movement		Equal	atabata 🔺

Family and care			
Indicator Unit			Value
Public spending on family benefits $\%$ G	iPD		n.a.
Unmet family planning % women 15-49			n.a.
Early marriage %			7.20
Mean age of women at birth of first chil	ld years		27.56
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	126.00	14.00	n. a.
Education and skills			
Graduates Attainment %	♦ Female	◆ Male	Value
STEM Graduates	n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary	32.89	67.11	0.49
<b>*</b>	<b>♦</b>		
Arts & Humanities	n. a.	n.a.	n. a.
Business, Admin, & Law	59.16	40.84	1.45
♦	<b>♦</b>	40.04	1.43
Education	76.57	23.43	3.27
<b>♦</b>		<b>♦</b>	
Engineering, Manuf. & Construction	25.23	74.77	0.34
•		<b>♦</b>	
Health & Welfare	77.70	22.30	3.48
Information & Comm. Technologies	17.46	82.54	0.21
<b>*</b>		<b>♦</b>	0.2
Natural Sci., Mathematics & Statistics	n.a.	n.a.	n.a.
Social Sci., Journalism & Information	73.04	26.96	2.71
<b>♦</b>		<b>•</b>	
Vocational training	n. a.	n. a.	n.a.
PhD graduates	n. a.	n. a.	n. a.
FIID graduates	11. a.	II. a.	11. a.
Graduates %	◆ Female		Value
	•	•	
Graduates from tertiary education	n. a.	n. a.	n.a.
Lloolth			
Health Indicator Unit			Value
	0 0/ 140		13.20
Prevalence of gender violence in lifetim			
Births attended by skilled personnel %			99.90
Maternal mortality deaths per 100,000 live	enriid		19.00
Total fertility rate births per woman			1.23
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Equal	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

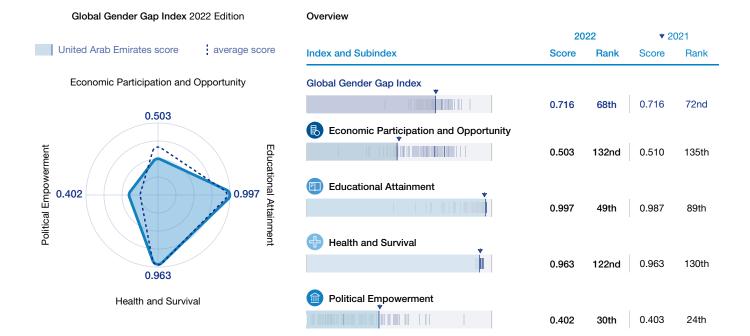
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Rank

Index Edition

2022

# **United Arab Emirates**



### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.503 **\** 132nd Labour-force participation rate % 127th 0.529 -41.46 46.54 ♦ 88.00 0-100 0.785 Wage equality for similar work 1-7 (best) 9th Estimated earned income int'l \$ 1,000 133rd 0.341 -52.44k 27.14k ◆ 79.59k 122nd 0.216 Legislators, senior officials and managers % -64.53 0-100 Professional and technical workers % 128th 0.391 -43.81 0-100 Educational Attainment 0.997 49th 0.982 Literacy rate % 79th • Enrolment in primary education % 1st 1.000 3.05 91.82 94.88 0-100 Enrolment in secondary education % 1st 1.000 1.25 102.75 ♦ 104.00 0-200 Enrolment in tertiary education % 1st 1.000 arana amanipi 19.99 46.36 ♦ ♦ 66.35 0-200 0.963 Health and Survival 122nd 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 130th 1.005 **\*\*\* Political Empowerment** 0.402 30th 1.000 50.00 ♦ 50.00 Women in parliament % 1st • 0 0-100 Women in ministerial positions % 60th 0.375 -45.45 27.27 ♦ ♦ 72.73 0-100 Years with female/male head of state (last 50) 78th -50.00 ♦ 50.00 0-50

# **United Arab Emirates**

### **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			358.87
GDP per capita constant '17, intl. \$ 1000			63.30
Population sex ratio female/male			0.45 1.22
Population growth rate %			
Indicator Million people	♦ Female	◆ Male	Value
Total population	3.05	6.84	9.89
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in boar		untries only)	n.a.
Firms with female majority ownership			n. a. n. a.
Firms with female top managers % firm Share of workers in informal sector % v			n. a.
	311(013		Value
Indicator 1-7 (best)	rolog		
Advancement of women to leadership			5.70
Indicator 1 Million people	♦ Female	◆ Male	Value
Labour-force	1.10	5.39	0.17
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force (15-64)	8.10	2.28	3.28
Workers employed part-time % of employed people	0.04	0.02	0.03
Proportion of time spent on unpaid domestic and care work %	n.a.	n.a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Equal	rights 🔷
Inheritance rights for widows and daug	phters	Unequal	rights 🗇
Access to land assets		Equal	rights 🔷
Access to non-land assets		Equal	rights 🔷
Civil and political freedom Indicator Unit			Value
Year women received right to vote year			n. a.
Number of female heads of state to da	te number		0
Seats held in upper house % total seats			n.a.
Indicator Yes/No			Value
Election list quotas for women, national	al		n. a.
Party membership quotas, voluntary			n.a.
Indicator 0-1 (Equal rights)			Value
Access to justice		Equal	rights 🔷
Freedom of movement		Restricted	

Family and care			
Indicator Unit			Value
Public spending on family benefits % G	PD		n.a.
Unmet family planning % women 15-49			n. a.
Early marriage %	d waara		6.80 30.72
Mean age of women at birth of first chil	u years		
Indicator 0-1 (Equal rights)			Value
Right to divorce		Unequal	rights ⊗
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	45.00	0	n.a.
Education and skills			
Graduates Attainment %	◆ Female	◆ Male	Value
STEM Graduates	41.49	58.51	0.71
•	•		
Agri., Forestry, Fisheries & Veterinary	80.95	19.05	4.25
Arts & Humanities	82.34	17.66	4.66
•	02.01	<b>♦</b>	1.00
Business, Admin. & Law	43.19	56.81	0.76
<b>•</b>	<b>♦</b>		
Education	n.a.	n.a.	n.a.
Engineering, Manuf. & Construction	n. a.	n.a.	n. a.
Health & Welfare	81.09	18.91	4.29
Treating Welland	01.00	<b>♦</b>	4.23
Information & Comm. Technologies	55.39	44.61	1.24
<b>•</b>	<b>♦</b>		
Natural Sci., Mathematics & Statistics	85.94	14.06	6.11
•		•	
Social Sci., Journalism & Information	77.44	22.56	3.43
Vocational training	0.78	0.80	0.79
<b>♦</b>	00	0.00	00
PhD graduates	0.61	0.90	0.79
<b>♦</b>			
Graduates %	♦ Female	♦ Male	Value
Graduates from tertiary education	26.85	9.52	15.11
<b>*</b>			
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetime	e % women		n.a.
Births attended by skilled personnel %			99.90
Maternal mortality deaths per 100,000 live	births		3.00
Total fertility rate births per woman			1.39
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy		Restricted	rights 💠
•			•

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

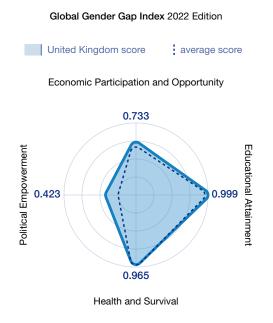
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

0.780

Rank 22nd Index Edition

2022

# **United Kingdom**





### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity 44th Labour-force participation rate % 37th 0.865 -9.05 58.04 • 67.09 0-100 Wage equality for similar work 1-7 (best) 42nd Estimated earned income int'l \$ 1,000 91st 0.607 -20.95k 32.32k ◆ ◆ 53.27k 0.583 -26.35 36.83 ♦ ♦ 63.17 Legislators, senior officials and managers % 52nd 0-100 Professional and technical workers % 71st 0.992 • -0.42 49.79 ♦ 50.21 0-100 Educational Attainment 0.999 33rd . Literacy rate % 1.000 1st Enrolment in primary education % 79th 0.998 -0.25 98.74 ♦ 98.99 0-100 Enrolment in secondary education % 1st 1.000 2.63 117.45 • 120.08 0-200 Enrolment in tertiary education % 1st 1.000 arana amanipi 20.66 55.64 ◆ ◆ 76.30 0-200 0.965 Health and Survival 105th 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 116th 1.014 • **Political Empowerment** 0.423 24th 42nd 0.527 -31.00 34.50 ♦ ♦ 65.50 Women in parliament % • 0-100 Women in ministerial positions % 67th 0.313 -52.38 23.81 ♦ ♦ 76.19 0-100 Years with female/male head of state (last 50) 9th -20.78 14.61 ♦ ♦ 35.39 0-50

Score

# **United Kingdom**

# **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			2,759.8
GDP per capita constant '17, intl. \$ 1000			42.68
Population sex ratio female/male			1.02
Population growth rate %			0.56
Indicator Million people	♦ Female	♦ Male	Value
Total population	34.00	33.21	67.22
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			12.28
Share of women's membership in board	ds % (OECD co	untries only)	37.80
Firms with female majority ownership %			n.a.
Firms with female top managers % firms			n.a.
Share of workers in informal sector % w	orkers		n. a.
Indicator 1-7 (best)			Value
Advancement of women to leadership r	roles		5.22
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	16.61	18.49	0.47
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	3.86	4.20	4.04
•			
Workers employed part-time % of employed people	0.56	0.28	0.41
Proportion of time spent on unpaid domestic and care work %	2.87	1.27	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Faual	rights 🔷
Inheritance rights for widows and daugl	hters	Near-equal	
Access to land assets		Near-equal	
Access to non-land assets		•	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1928
Number of female heads of state to dat Seats held in upper house % total seats	e number		2.00 28.60
Indicator Yes/No			Value
Election list quotas for women, national			No
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice Freedom of movement		•	rights 🔷

Family and care			
Indicator Unit			Value
Public spending on family benefits $\%~\mbox{\ensuremath{\mbox{\scriptsize G}}}$	PD		3.23
Unmet family planning % women 15-49			n.a.
Early marriage %			3.00
Mean age of women at birth of first chil	d years		30.41
Indicator 0-1 (Equal rights)			Value
Right to divorce		Equal	rights 🔷
Indicator Days	♦ Female	◆ Male	Value
Length of parental leave	42.00	14.00	n.a.
Education and skills			
Graduates Attainment %	♦ Female	♦ Male	Value
STEM Graduates	38.10	61.90	0.62
<b>♦</b>	<b>♦</b>		
Agri., Forestry, Fisheries & Veterinary	n.a.	n.a.	n.a.
Arts & Humanities	63.30	36.70	1.72
<b>•</b>	50.70	40.00	4 40
Business, Admin. & Law	53.70 ◆	46.30	1.16
Education	n.a.	n. a.	n.a.
Engineering, Manuf. & Construction	23.46	76.54	0.31
Health & Welfare	75.37	24.63	3.06
Information & Comm. Technologies	19.38	80.62	0.24
Natural Sci., Mathematics & Statistics	52.96	47.04	1.13
Social Sci., Journalism & Information	62.41	37.59	1.66
Vocational training	16.20	18.83	17.54
PhD graduates	0.88	1.29	1.08
Graduates %	♦ Female	◆ Male	Value
Graduates from tertiary education	60.35	43.35	51.70
<b>♦</b>	<b>♦</b>		
Health Indicator Unit			Value
Prevalence of gender violence in lifetim	e % women		29.00
Births attended by skilled personnel %			n. a.
Maternal mortality deaths per 100,000 live			7.00
Total fertility rate births per woman			1.65
Indicator 0-1 (Equal rights)			Value
		Restricted	
Reproductive autonomy		Restricted	ngnts 💎

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Score (imparity = 0, parity = 1) **0.769** 

Rank (out of 146 countries)

Index Edition

2022

# United States of America



### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Economic Participation and Opportunity **•** 22nd Labour-force participation rate % 53rd 0.831 -11.21 55.23 • 66.44 0-100 Wage equality for similar work 1-7 (best) 11th Estimated earned income int'l \$ 1,000 61st 0.666 -24.06k 48.01k ◆ ◆ 72.07k 0-150k 29th -17.22 Legislators, senior officials and managers % 0-100 44.84 ♦ ♦ 55.16 Professional and technical workers % 1st 1.000 10.31 0-100 • Educational Attainment 0.996 51st Literacy rate % 1.000 1st Enrolment in primary education % 1st 1.000 0.13 99.02 ♦ 99.15 0-100 Enrolment in secondary education % 89th 0.983 -1.71 99.19 • 100.90 0-200 Enrolment in tertiary education % 1st 1.000 arana amanipi 28.43 73.99 • 102.43 0-200 0.970 Health and Survival 83rd 0.944 Sex ratio at birth\*\* % 1st Healthy life expectancy\*\* years 91st 1.028 **Political Empowerment** 38th 0.332 • 0.387 -44.20 27.90♦ ♦ 72.10 Women in parliament % 61st **•** 0-100 Women in ministerial positions % 14th 0.857 • -7.69 46.15 >> 53.85 0-100 Years with female/male head of state (last 50) 78th -50.00 **♦** 50.00 0-50

# **United States of America**

# 0.769

# **Complementary Targets and Contextual Indicators**

General indicators Indicator Unit			Value
GDP US\$ billions GDP per capita constant '17, intl. \$ 1000			20,953.03 60.29
Population sex ratio female/male			1.02
Population growth rate %			0.96
Indicator Million people	♦ Female	◆ Male	Value
Total population	167.47	164.03	331.50
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			17.65
Share of women's membership in board		untries only)	29.70
Firms with female majority ownership %			n.a.
Firms with female top managers % firms			n.a.
Share of workers in informal sector % w	orkers		n.a.
Indicator 1-7 (best)			Value
Advancement of women to leadership r	oles		5.35
Indicator 1 Million people	♦ Female	◆ Male	Value
Labour-force	76.48	88.82	0.46
Indicator Unit	♦ Female	◆ Male	Value
Unemployed adults % of labour force (15-64)	3.92	4.30	4.12
Workers employed part-time % of employed people ◆	0.31	0.20	0.25
Proportion of time spent on unpaid domestic and care work %	2.71	1.33	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Egua	l rights 🔷
Inheritance rights for widows and daugl	hters	-	I rights 🔷
Access to land assets			l rights 🔷
Access to non-land assets		Equa	l rights 🔷
Civil and political freedom Indicator Unit			Value
Year women received right to vote year			1965
Number of female heads of state to dat	e number		0
Seats held in upper house % total seats	-		24.00
Indicator Yes/No			Value
Election list quotas for women, national			n. a.
Party membership quotas, voluntary			n.a.
Indicator 0-1 (Equal rights)			Value
Access to justice Freedom of movement			l rights 🔷 I rights 🔷

21013			LULL		
Family and care					
Indicator Unit			Value		
Public spending on family benefits % G	PD		1.08		
Unmet family planning % women 15-49					
Early marriage %			2.10		
Mean age of women at birth of first chil	d years		29.29		
Indicator 0-1 (Equal rights)			Value		
Right to divorce		Equal	rights 🔷		
Indicator Days	◆ Female	◆ Male	Value		
Length of parental leave	0	0	n.a.		
Education and skills					
Graduates Attainment %	◆ Female	◆ Male	Value		
STEM Graduates	n. a.	n.a.	n.a.		
Agri., Forestry, Fisheries & Veterinary	52.03	47.97	1.08		
Arts & Humanities	60.04	39.96	1.50		
Business, Admin. & Law	50.51	49.49	1.02		
Education	78.22	21.78	3.59		
Engineering, Manuf. & Construction	20.44	79.56	0.26		
Health & Welfare	81.40	18.60	4.38		
Information & Comm. Technologies	n.a.	n. a.	n. a.		
Natural Sci., Mathematics & Statistics	52.45	47.55	1.10		
Social Sci., Journalism & Information	65.25	34.75	1.88		
Vocational training	n. a.	n. a.	n. a.		
PhD graduates	1.76	2.44	2.09		
Graduates %	♦ Female	♦ Male	Value		
Graduates from tertiary education	n.a.	n.a.	n.a.		
Health					
Indicator Unit			Value		
Prevalence of gender violence in lifetime	e % women		35.60		
Births attended by skilled personnel %	live births		99.10		
Maternal mortality deaths per 100,000 live	births		19.00		
Total fertility rate births per woman			1.71		
Indicator 0-1 (Equal rights)			Value		
Reproductive autonomy		Equal	rights 🔷		

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

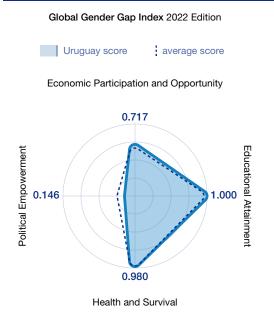
Uruguay

Score
imparity = 0, parity = 1)

Rank (out of 146 countries) 72nd

Index Edition

nd 2022





Global Gender Gap Index I	ndicat	tors			2	022
ndicator	Rank	Score*	Compare with Global average	Gap F-M	♦ Female vs ♦ Male	Min Max
Economic Participation and Opportunity	58th	0.717	0 1	-	Min Max -	-
Labour-force participation rate %	65th	0.791		-14.47	54.78 ◆ ◆ 69.25	0-10
Wage equality for similar work 1-7 (best)	79th	0.636	•	-	-	-
Estimated earned income int'l \$ 1,000	63rd	0.664		-8.79k	17.36k <b>№</b> 26.14k	0-150
Legislators, senior officials and managers %	41st	0.633	•	-22.49	38.76♦ ♦ 61.24	0-10
Professional and technical workers %	1st	1.000	•	7.33	46.34 ◆◆ 53.66	0-10
Educational Attainment	1st	1.000		-	-	-
Literacy rate %	1st	1.000		-	-	-
Enrolment in primary education %	1st	1.000	1 1111	0.89	99.00 ♦ 99.89	0-10
Enrolment in secondary education %	1st	1.000		13.04	116.62 ◆◆ 129.67	0-20
Enrolment in tertiary education %	1st	1.000	1 II II II II III II II I	34.47	45.95 ♦ ♦ 80.42	0-20
Health and Survival	1st	0.980	<b>*</b>	-	-	-
Sex ratio at birth** %	1st	0.944	•	-	-	-
Healthy life expectancy** years	1st	1.060	•	-	-	-
Political Empowerment	98th	0.146	•	-	-	-
Women in parliament %	79th	0.339	•	-49.40	25.30♦ ♦ 74.70	0-10
Women in ministerial positions %	101st	0.167	••••••••••••••••••••••••••••••••••••••	-71.43	14.29♦ ♦ 85.71	0-10
Years with female/male head of state (last 50)	78th	0.000	<b>•</b>	-50.00	0 ♦ \$50.00	0-5

# **Uruguay**

# **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			53.63
GDP per capita constant '17, intl. \$ 1000			21.61
Population sex ratio female/male			1.07
Population growth rate %			0.35
Indicator Million people	♦ Female	◆ Male	Value
Total population	1.80	1.68	3.47
Work participation and leadership			
Indicator Unit			Value
Gender pay gap (OECD only) %			n.a.
Share of women's membership in boar	ds % (OECD co	untries only)	n.a.
Firms with female majority ownership			11.60
Firms with female top managers % firm			10.60
Share of workers in informal sector %	workers		21.90
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		4.49
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	0.80	0.92	0.47
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force (15-64)	12.48	8.42	10.31
<b>♦ ♦</b>			
Workers employed part-time % of employed people	n.a.	n.a.	n. a.
Proportion of time spent on unpaid domestic and care work %	5.57	2.75	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services		Near-equal	rights 🔷
Inheritance rights for widows and daug	hters	Equal	rights 🔷
Access to land assets		Near-equal	rights 🧇
Access to non-land assets		Near-equal	rights 🔷
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1932
Number of female heads of state to da	te number		0
Seats held in upper house % total seats			32.30
Indicator Yes/No			Value
Election list quotas for women, national	ıl		Yes
Party membership quotas, voluntary			Yes
Indicator 0-1 (Equal rights)			Value
Access to justice		Near-equal	
Freedom of movement		-	rights 🔷

ators			2022			
Family and care						
Indicator Unit			Value			
Public spending on family benefits % G	PD		n. a.			
Unmet family planning % women 15-49						
Early marriage %						
Mean age of women at birth of first chil	d years		27.77			
Indicator 0-1 (Equal rights)			Value			
Right to divorce		Equal	rights 🔷			
Indicator Days	♦ Female	♦ Male	Value			
Length of parental leave	98.00	13.00	n.a.			
Education and skills						
Graduates Attainment %	◆ Female	◆ Male	Value			
STEM Graduates	43.96	56.04	0.78			
<b>*</b>	•					
Agri., Forestry, Fisheries & Veterinary	39.68	60.32	0.66			
Arts & Humanities	n. a.	n. a.	n. a.			
Business, Admin. & Law	62.72	37.28	1.68			
<b>♦</b>	04.00	4544	5.00			
Education	84.86	15.14	5.60			
Engineering, Manuf. & Construction	45.92	54.08	0.85			
<b>♦</b>	<b>♦</b>					
Health & Welfare	77.54	22.46	3.45			
Information 0. Ocean Technologie	47.00	00.04	0.04			
Information & Comm. Technologies	17.66	82.34 •	0.21			
Natural Sci., Mathematics & Statistics	70.69	29.31	2.41			
<b>♦</b>	<b>*</b>					
Social Sci., Journalism & Information	74.33	25.67	2.90			
Va actional training	0.00	40.40	11.07			
Vocational training	8.88	13.18	11.07			
PhD graduates	n. a.	n.a.	n.a.			
3						
Graduates %	♦ Female	♦ Male	Value			
Graduates from tertiary education	n. a.	n. a.	n. a.			
-						
Health						
Indicator Unit			Value			
Prevalence of gender violence in lifetim	e % women		14.80			
Births attended by skilled personnel $\%$	live births		100.00			
Maternal mortality deaths per 100,000 live	births		17.00			
Total fertility rate births per woman			1.96			
Indicator 0-1 (Equal rights)			Value			
Reproductive autonomy		Equal	rights 🔷			

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

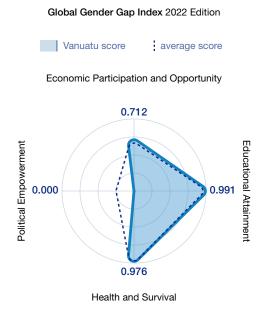
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Vanuatu

0.670

Rank

Index Edition 2022





### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 59th **•**1 59.72 ◆ ◆ 78.01 Labour-force participation rate % 78th 0.766 -18.29 0-100 Wage equality for similar work 1-7 (best) Estimated earned income int'l \$ 1,000 94th 0.587 -1.48k 2.11k 3.58k 0-150k 0.590 -25.80 37.11 ♦ ♦ 62.91 Legislators, senior officials and managers % 51st 0-100 49.42 • 50.57 Professional and technical workers % 1.000 • 1.15 0-100 1st Educational Attainment 0.991 73rd 0.982 Literacy rate % 78th 0.990 Enrolment in primary education % 93rd -0.98 96.08 • 97.07 0-100 Enrolment in secondary education % 1st 1.000 6.97 48.30 \$\iff 55.27 0-200 Enrolment in tertiary education % 0.976 Health and Survival 51st 0.942 Sex ratio at birth\*\* % 122nd Healthy life expectancy\*\* years 46th 1.054 0.000 **•** Political Empowerment 146th 0.000 Women in parliament % 146th \_\_\_\_ -100.00 ♦ 100.00 0-100 Women in ministerial positions % 140th 0.000 **\*\*\*\*\*\*\*\*** -100.00 **100.00** 0-100 Years with female/male head of state (last 50) 78th **♦** -50.00 **♦** 50.00 0-50

### 0.670 111th Vanuatu

# **Complementary Targets and Contextual Indicators**

General indicators			
Indicator Unit			Value
GDP US\$ billions			0.88
GDP per capita constant '17, intl. \$ 1000			2.85
Population sex ratio female/male  Population growth rate %			0.97 2.40
Indicator Million people	♦ Female	◆ Male	Value
Total population	0.15	0.16	0.31
Work participation and leadership			Malara
Indicator Unit			Value
Gender pay gap (OECD only) % Share of women's membership in boar	rde % (OECD aa)	intrios only)	n. a. n. a.
Firms with female majority ownership		unines only)	n. a.
Firms with female top managers % firm			n. a.
Share of workers in informal sector %	workers		72.40
Indicator 1-7 (best)			Value
Advancement of women to leadership	roles		n. a.
Indicator 1 Million people	♦ Female	♦ Male	Value
Labour-force	0.06	0.08	0.43
Indicator Unit	♦ Female	♦ Male	Value
Unemployed adults % of labour force	4.04	0.04	0.05
(15-64)	1.84	2.21	2.05
Workers employed part-time % of employed people	0.34	0.41	0.38
<b>♦</b>			
Proportion of time spent on unpaid domestic and care work %	n. a.	n. a.	n. a.
Access to finance			
Indicator 0-1 (Equal rights)			Value
Access to financial services			n.a.
Inheritance rights for widows and daug	ghters		n.a.
Access to land assets			n.a.
Access to non-land assets			n.a.
Civil and political freedom			
Indicator Unit			Value
Year women received right to vote year			1980
Number of female heads of state to da			0
Seats held in upper house % total seats			n. a.
Indicator Yes/No			Value
Election list quotas for women, nationa	al		n.a.
Party membership quotas, voluntary			n. a.
Indicator 0-1 (Equal rights)			Value
Access to justice			n.a.
Freedom of movement			n.a.

ators			
Family and care			
Indicator Unit			Value
Public spending on family benefits % G	iPD		n.a.
Unmet family planning % women 15-49			n.a.
Early marriage %			n.a.
Mean age of women at birth of first chil	ld years		29.28
Indicator 0-1 (Equal rights)			Value
Right to divorce			n. a.
Indicator Days	♦ Female	♦ Male	Value
Length of parental leave	84.00	0	n. a.
Education and skills			
Graduates Attainment %	♦ Female	♦ Male	Value
STEM Graduates	n. a.	n.a.	n. a.
Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n.a.
Arts & Humanities	n. a.	n. a.	n. a.
Arts & numanities	n. a.	n. a.	n. a.
Business, Admin. & Law	n. a.	n.a.	n.a.
Education	n.a.	n.a.	n.a.
Engineering, Manuf. & Construction	n. a.	n.a.	n. a.
Health & Welfare	n. a.	n.a.	n. a.
Information & Comm. Technologies	n.a.	n.a.	n.a.
Natural Sci., Mathematics & Statistics	n. a.	n.a.	n. a.
Social Sci., Journalism & Information	n. a.	n.a.	n. a.
occiai oci., occimaism a information	n. a.	π. α.	II. a.
Vocational training	0.67	0.69	0.68
<b>♦</b>			
PhD graduates	n.a.	n.a.	n.a.
Graduates %	♦ Female	◆ Male	Value
Graduates from tertiary education	n. a.	n.a.	n. a.
Health			
Indicator Unit			Value
Prevalence of gender violence in lifetim			n. a.
Births attended by skilled personnel %			89.40
Maternal mortality deaths per 100,000 live	births		72.00
Total fertility rate births per woman			3.74
Indicator 0-1 (Equal rights)			Value
Reproductive autonomy			n.a.

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

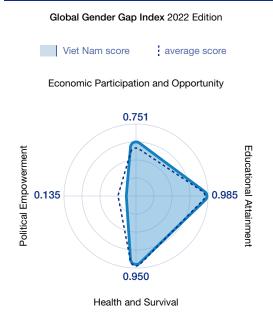
<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Viet Nam

0.705

Rank 83rd Index Edition

2022





### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Min Max Economic Participation and Opportunity 31st • Labour-force participation rate % 27th 0.877 -9.80 69.64 > 79.44 0-100 0.740 Wage equality for similar work 1-7 (best) 27th Estimated earned income int'l \$ 1,000 17th -1.88k 7.26k • 9.14k 0-150k -49.32 Legislators, senior officials and managers % 104th 0.339 0-100 43.33 ♦ ♦ 56.67 Professional and technical workers % 1.000 13.33 0-100 1st • **Educational Attainment** 0.985 88th Literacy rate % 83rd 0.975 • Enrolment in primary education % Enrolment in secondary education % 1.000 Enrolment in tertiary education % 1st arana amanipi 6.19 25.53 🔷 31.72 0-200 0.950 Health and Survival 141st 0.902 Sex ratio at birth\*\* % 144th Healthy life expectancy\*\* years 1.060 1st **Political Empowerment** 106th 0.135 • Women in parliament % 0.435 -39.40 30.30 ♦ ♦ 69.70 51st • 0-100 Women in ministerial positions % 140th 0.000 **\*\*\*\*\*\*\*\*\*\*** -100.00 **100.00** 0-100 Years with female/male head of state (last 50) 78th **•** -50.00 **♦** 50.00 0-50

Score

### **Viet Nam**

### **Complementary Targets and Contextual Indicators**

2022

Value

n.a. 10.30 27.64 Value

Value

n.a.

Value

0.58

n.a.

n.a.

n.a.

n.a.

1.42

n.a.

1.02

n.a.

n.a.

0.07

Value 19.82

Value 34.40 93.80 43.00 2.05 Value

Equal rights 🔷

Near-equal rights 💠

Male

Male

63.49

n.a.

n.a.

40.47

n.a.

n.a.

41.28

n.a.

49.41

n.a.

n.a.

0.11

♦ Male

n.a.

7.00

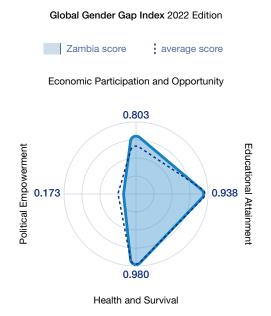
, ,					
General indicators				Family and care	
Indicator Unit			Value	Indicator Unit	
GDP US\$ billions			271.16	Public spending on family benefits % GPD	
GDP per capita constant '17, intl. \$ 1000			8.20	Unmet family planning % women 15-49	
Population sex ratio female/male			1.00	Early marriage %	
Population growth rate %			0.90	Mean age of women at birth of first child y	ears
Indicator Million people	♦ Female	♦ Male	Value	Indicator 0-1 (Equal rights)	
Total population	48.74	48.60	97.34	Right to divorce	
Work participation and leadership				Indicator Days	Fem
Indicator Unit			Value	Length of parental leave	180
Gender pay gap (OECD only) %			n.a.	Education and skills	
Share of women's membership in boa	rds % (OECD co	ountries only)	n.a.	Graduates Attainment %	▶ Fen
Firms with female majority ownership	% firms		19.30	STEM Graduates	36
Firms with female top managers % firm	ns		22.40	<b>♦</b>	<
Share of workers in informal sector %	workers		67.50	Agri., Forestry, Fisheries & Veterinary	r
Indicator 1-7 (best)			Value		
Advancement of women to leadership	roles		4.82	Arts & Humanities	1
Indicator 1 Million people	♦ Female	♦ Male	Value	Dustiness Advisor 8 Laur	-
Labour-force	26.74	29.41	0.48	Business, Admin. & Law	59 •
Indicator Unit	♦ Female	♦ Male	Value	Education	1
Unemployed adults % of labour force (15-64)	2.25	2.26	2.25	Engineering, Manuf. & Construction	
Workers employed part-time % of employed people	0.29	0.23	0.26	Health & Welfare	5
Proportion of time spent on unpaid				Information & Comm. Technologies	
domestic and care work %	n.a.	n.a.	n. a.	Natural Sci., Mathematics & Statistics	5
Access to finance				₩	
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism & Information	
Access to financial services Inheritance rights for widows and dau	ghters	Near-equal Near-equal		Vocational training	
Access to land assets Access to non-land assets		Near-equal	- •	PhD graduates ◆	
Civil and political freedom				Graduates av	• Eor
Indicator Unit			Value		▶ Fer
Year women received right to vote year	r		1954	Graduates from tertiary education	
Number of female heads of state to da	ate number		0		
Seats held in upper house % total seats			n.a.	Health	
ndicator Yes/No			Value	Indicator Unit	
Election list quotas for women, nationa	al		n.a.	Prevalence of gender violence in lifetime 9	10W &
Party membership quotas, voluntary			n.a.	Births attended by skilled personnel % live	birth
Indicator 0-1 (Equal rights)			Value	Maternal mortality deaths per 100,000 live bird	:hs
Access to justice		Equal	I rights 🄷	Total fertility rate births per woman	
Freedom of movement		-	rights 🔷	Indicator 0-1 (Equal rights)	
		•	<b>▼</b>	Reproductive autonomy	

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Zambia

Index Edition



Overview				
	2022		<b>▼</b> 2021	
Index and Subindex	Score	Rank	Score	Rank
Global Gender Gap Index				
	0.723	62nd	0.726	56th
Economic Participation and Opportunity				
	0.803	10th	0.804	14th
Educational Attainment				
	0.938	119th	0.938	125th
Health and Survival				
	0.980	1st	0.980	1st
Political Empowerment				
	0.173	85th	0.180	84th

### **Global Gender Gap Index Indicators** 2022 Compare with Gap Min Indicator Rank Score\* Global average F-M ♦ Female vs ♦ Male Max Economic Participation and Opportunity 0.803 10th 0.889 Labour-force participation rate % 21st -8.62 69.23 >> 77.85 0-100 Wage equality for similar work 1-7 (best) 24th Estimated earned income int'l \$ 1,000 13th 0.823 -638.08 2.96k ♦ 3.60k 0-150k 0.849 -8.16 45.92 • 54.08 Legislators, senior officials and managers % 21st 0-100 -16.39 41.81 58.19 Professional and technical workers % 98th 0-100 • Educational Attainment 0.938 119th Literacy rate % 104th 0.917 Enrolment in primary education % 1st 1.000 3.83 83.20 🗱 87.03 0-100 Enrolment in secondary education % Enrolment in tertiary education % 121st -1.25 3.50 4.75 0-200 0.980 Health and Survival 1st Sex ratio at birth\*\* % 0.944 1st Healthy life expectancy\*\* years 1.060 1st 0.173 Political Empowerment 85th **\*** 0.178 Women in parliament % 115th -69.80 15.10♦ ♦ 84.90 **---**0-100 Women in ministerial positions % 38th 0.476 -35.48 32.26 ♦ ♦ 67.74 0-100 Years with female/male head of state (last 50) 78th ♦ -50.00 ♦ 50.00 0-50

Zambia

Rank Page 2 of 2

0.723

Score

## 62nd

## **Complementary Targets and Contextual Indicators**

2022

General indicators				Family and care	
Indicator Unit			Value	Indicator Unit	
GDP US\$ billions			18.11	Public spending on family	
GDP per capita constant '17, intl. \$ 1000			3.28	Unmet family planning %	
Population sex ratio female/male			1.02	Early marriage %	
Population growth rate %			2.89	Mean age of women at b	
Indicator Million people	♦ Female	♦ Male	Value	Indicator 0-1 (Equal rights)	
Total population	9.28	9.10	18.38	Right to divorce	
Work participation and leadership				Indicator Days	
Indicator Unit			Value	Length of parental leave	
Gender pay gap (OECD only) %			n.a.	Education and skills	
Share of women's membership in boar	ds % (OECD co	untries only)	n.a.	Graduates Attainment %	
Firms with female majority ownership 9	6 firms		16.50	STEM Graduates	
Firms with female top managers % firms	3		12.90	o i ziii di adaaloo	
Share of workers in informal sector % v	vorkers		71.10	Agri., Forestry, Fisheries	
Indicator 1-7 (best)			Value		
Advancement of women to leadership	roles		4.96	Arts & Humanities	
Indicator 1 Million people	♦ Female	◆ Male	Value		
Labour-force	3.79	4.06	0.48	Business, Admin. & Law	
Indicator Unit	♦ Female	◆ Male	Value	Education	
Unemployed adults % of labour force (15-64)	13.72	12.25	12.96		
₩	10.72	12.20	12.50	Engineering, Manuf. & Co	
Workers employed part-time % of employed people	0.39	0.27	0.32	Health & Welfare	
Proportion of time spent on unpaid				Information & Comm. Tec	
domestic and care work %	n. a.	n.a.	n.a.		
				Natural Sci., Mathematics	
Access to finance				Casial Cai Jayura diana 9	
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism &	
Access to financial services		Near-equal	•	Vocational training	
Inheritance rights for widows and daug	hters		rights 🔷	vocational training	
Access to land assets		Near-equal	- •	PhD graduates	
Access to non-land assets		Equal	rights 🔷		
Civil and political freedom				Graduates %	
Indicator Unit			Value	Graduates from tertiary e	
Year women received right to vote year			1964	Graduates from tertiary e	
Number of female heads of state to dat	e number		0		
Seats held in upper house % total seats			n.a.	Health	
Indicator Yes/No			Value	Indicator Unit	
Election list quotas for women, nationa	l		n.a.	Prevalence of gender viol	
Party membership quotas, voluntary			n.a.	Births attended by skilled	
Indicator 0-1 (Equal rights)			Value	Maternal mortality deaths	
Access to justice		Restricted		Total fertility rate births per	
Freedom of movement		Restricted rights �		Indicator 0-1 (Equal rights)	
				Reproductive autonomy	

Family and care Indicator Unit			Value		
Public spending on family benefits % G Unmet family planning % women 15-49 Early marriage % Mean age of women at birth of first chil			n. a. 19.70 18.60 28.76		
Indicator 0-1 (Equal rights)			Value		
Right to divorce		Near-equal rights 🔷			
Indicator Days	♦ Female	◆ Male	Value		
Length of parental leave	98.00	0	n.a.		
Education and skills					
Graduates Attainment %	◆ Female	◆ Male	Value		
STEM Graduates	n. a.	n. a.	n.a.		
Agri., Forestry, Fisheries & Veterinary	n. a.	n.a.	n. a.		
Arts & Humanities	n.a.	n.a.	n. a.		
Business, Admin. & Law	n. a.	n. a.	n. a.		
Education	n. a.	n. a.	n. a.		
Engineering, Manuf. & Construction	n. a.	n.a.	n.a.		
Health & Welfare	n. a.	n. a.	n. a.		
Information & Comm. Technologies	n.a.	n.a.	n.a.		
Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.		
Social Sci., Journalism & Information	n. a.	n. a.	n. a.		
Vocational training	n. a.	n.a.	n. a.		
PhD graduates	n. a.	n. a.	n. a.		
Graduates %	♦ Female	◆ Male	Value		
Graduates from tertiary education	n. a.	n. a.	n. a.		
Health Indicator Unit			Value		
Prevalence of gender violence in lifetim Births attended by skilled personnel % Maternal mortality deaths per 100,000 live Total fertility rate births per woman		42.70 80.40 213.00 4.56			
Indicator 0-1 (Equal rights)			Value		
Reproductive autonomy		Restricted rights 💠			

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

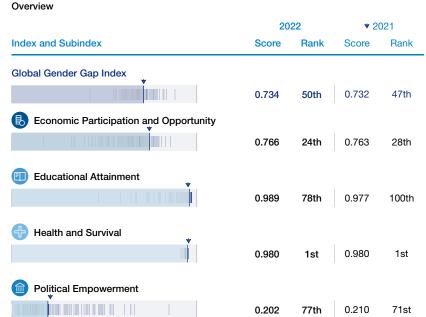
**Zimbabwe** 

Score (imparity = 0, parity = 1) Rank (out of 146 countries)

Index Edition

2022





### Global Gender Gap Index Indicators 2022 Compare with Min Gap Indicator Global average F-M Rank Score\* ♦ Female vs ♦ Male Max Max Economic Participation and Opportunity 0.766 **•** 24th Labour-force participation rate % 20th 0.892 -9.62 79.31 > 88.93 0-100 Wage equality for similar work 1-7 (best) 34th Estimated earned income int'l \$ 1,000 25th 0.754 -945.26 2.90k • 3.85k 0-150k 75th 0.508 -32.60 33.70 ♦ ♦ 66.30 Legislators, senior officials and managers % 0-100 47.42 ♦ 52.58 Professional and technical workers % 1st 1.000 5.16 0-100 • Educational Attainment 0.989 78th 0.990 Literacy rate % 69th Enrolment in primary education % 1st 1.000 1.74 85.50 87.24 0-100 Enrolment in secondary education % 107th 0.960 -2.15 51.35 53.49 0-200 Enrolment in tertiary education % 1st 1.000 1.68 8.01 • 9.69 0-200 0.980 Health and Survival 1st 0.944 Sex ratio at birth\*\* % 1st 1.060 Healthy life expectancy\*\* years 1st 0.202 **Political Empowerment** 77th • Women in parliament % 49th 0.441 -38.80 30.60 ♦ ♦ 69.40 **\*** 0-100 Women in ministerial positions % 76th 0.263 -58.33 0-100 Years with female/male head of state (last 50) 78th 0.000 -50.00 **♦** 50.00 0-50

## **Zimbabwe**

## **Complementary Targets and Contextual Indicators**

2022

General indicators				Family and care			
Indicator Unit			Value	Indicator Unit			Value
GDP US\$ billions			18.05	Public spending on family benefits % GPD			n.a.
GDP per capita constant '17, intl. \$ 1000			3.35	Unmet family planning % women 15-49			10.40
Population sex ratio female/male			1.10	Early marriage %	t.i		22.90
Population growth rate %			1.47	Mean age of women at birth of first chi	ld years		28.20
Indicator Million people	♦ Female	◆ Male	Value	Indicator 0-1 (Equal rights)			Value
Total population	7.77	7.09	14.86	Right to divorce		Near-equa	l rights 🔷
Work participation and leadership				Indicator Days	♦ Female	◆ Male	Value
Indicator Unit			Value	Length of parental leave	98.00	0	n.a.
Gender pay gap (OECD only) %			n.a.	Education and skills			
Share of women's membership in boa	rds % (OECD co	untries only)	n.a.	Graduates Attainment %	♦ Female	♦ Male	Value
Firms with female majority ownership	% firms		13.90	STEM Graduates	28.79	71.21	0.40
Firms with female top managers % firm			16.30	<b>♦</b>	<b>(</b>	<b>&gt;</b>	
Share of workers in informal sector %	workers		88.20	Agri., Forestry, Fisheries & Veterinary	50.86	49.14	1.03
Indicator 1-7 (best)			Value	•			
Advancement of women to leadership	roles		4.28	Arts & Humanities	46.20	53.80	0.86
Indicator 1 Million people	◆ Female	◆ Male	Value	Pusiness Admin 9 Laur	£1.00	49.00	1.07
Labour-force	3.79	3.62	0.51	Business, Admin. & Law	51.80	48.20	1.07
Indicator Unit	♦ Female	♦ Male	Value	Education	40.41	59.59	0.68
Unemployed adults % of labour force	F F0	4.40	F 00	<b>•</b>	<b>♦</b>		
(15-64)	5.50	4.48	5.00	Engineering, Manuf. & Construction	20.46	79.54	0.26
Workers employed part-time % of				Health & Welfare	30.79	69.21	0.44
employed people	0.24	0.24	0.24	• • • • • • • • • • • • • • • • • • •	\$0.79	09.21	0.44
Proportion of time spent on unpaid				Information & Comm. Technologies	n.a.	n.a.	n. a.
domestic and care work %	n.a.	n.a.	n.a.				
				Natural Sci., Mathematics & Statistics	30.62	69.38	0.44
Access to finance				Opering Option Community on the Community of the Communit	45.00	54.04	0.04
Indicator 0-1 (Equal rights)			Value	Social Sci., Journalism & Information	45.66	54.34	0.84
Access to financial services		Uneven rights 💠		Vocational training	n.a.	n.a.	n. a.
Inheritance rights for widows and dau	ghters	Near-equal	•	rosanona. Lammig		111 041	
Access to land assets		Near-equal	- •	PhD graduates	0.03	0.05	0.04
Access to non-land assets		Near-equal	rights 🍑	<b>*</b>			
Civil and political freedom				Graduates %	♦ Female		Value
Indicator Unit			Value	Graduates from tertiary education	n. a.	n. a.	n. a.
Year women received right to vote year			1979	craduates non tornary education		111 041	
Number of female heads of state to da			0	Hoolth			
Seats held in upper house % total seats	<b>S</b>		44.20	Health Indicator Unit			Value
Indicator Yes/No	No Value		Value	Prevalence of gender violence in lifetime % women			35.40
Election list quotas for women, national No		Births attended by skilled personnel % live births			86.00		
Party membership quotas, voluntary			Yes	Maternal mortality deaths per 100,000 live			458.00
Indicator 0-1 (Equal rights)			Value	Total fertility rate births per woman			3.53
Access to justice		Restricted	rights 💠				Value
Freedom of movement E		Equal	rights 🔷	Indicator 0-1 (Equal rights)		Linovar	
				Reproductive autonomy		unever	rights 🔷

<sup>\*</sup>Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

<sup>\*\*</sup>For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

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## Brazil

## Fundação Dom Cabral (FDC)

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## Brunei Darussalam

## Universiti Teknologi Brunei

Hajah Noor Maya binti Haji Md. Salleh, Acting Vice Chancellor

Wida Sustanty biniti Haji Suhaili, Assistant Professor

### Bulgaria

## Center for Economic Development

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### Cape Verde

## Center for Applied Statistics and Econometrics Research – INOVE

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## Cambodia

## Nuppun Research and Consulting Co., Ltd

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## Cameroon

## Compétitivité Cameroon

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### Canada

## Dynata

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## Chad

## Centre d'Etudes et de Recherche sur la Gouvernance, les Industries Extractives et le Développement Durable

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## Chile

## Universiti Teknologi Brunei

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## Brunei Darussalam

## University Adolfo Ibañez, School of Government

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## **Dataway Horizon**

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## Ministry of National Planning of Colombia

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## Congo, Democratic Rep. Congo-Invest Consulting (CIC)

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### Costa Rica

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## Côte d'Ivoire

## Centre for Promotion of Investments In Cote d'Ivoire (CEPICI)

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### Croatia

## National Competitiveness Council for Croatiai

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## Cyprus

## Cyprus Employers and Industry Confederation (OEB)

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## Czech Republic

## **CMC Graduate School of Business**

Tomáš Janča, Executive Director

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## **Danish Technological Institute**

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## ESPAE Graduate School of Management, Escuela Superior Politécnica del Litoral (ESPOL)

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## **Egypt**

## The Egyptian Center for Economic Studies (ECES)

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## El Salvador

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## Estonia

## Estonian Institute of Economic Research (EKI)

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### **Finland**

## ETLA—The Research Institute of the Finnish Economy

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## France

## **Business France**

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Marcias Manuel, Head of Service: Economic studies

## Georgia

## TSU Center for Analysis and Forecasting

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## Germany

## Institute for Innovation and Technology within the VDI/VDE Innovation + Technik GmbH

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## Ghana

## **Association of Ghana Industries**

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## Greece

## **SEV Hellenic Federation of Enterprises**

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## Hong Kong General Chamber of Commerce

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## Hungary

## KOPINT-TÁRKI Economic Research Ltd

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## The Icelandic Centre for future studies

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## University of Iceland, Center for Strategy and Competitiveness

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## India

## LeadCap Knowledge Solutions Pvt. Ltd (LeadCap Ventures)

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## Dynata

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## Iran, Islamic Rep.

## Iran Chamber of Commerce, Industries, Mines and Agriculture, Deputy of Economic Affairs

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## Ireland

## Irish Business and Employers Confederation (IBEC)

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### Israel

## Manufacturers' Association of Israel (MAI)

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Ruby Ginel, CEO, Manufacturers' Association of Israel (MAI)

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## Italian Trade Agency (ITA)

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### Japan

## Waseda University

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## Ministry of Planning and International Cooperation of Jordan

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## Kazakhstan

## Center for Strategic Initiatives LPP

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## University of Nairobi

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## Korea, Rep.

## Korea Development Institute

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## Enterprise & Development Consultants Co. Ltd (EDC)

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## Infopro

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## Lesotho

## Private Sector Foundation of Lesotho (PSFL)

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## Lithuania

## **Enterprise Lithuania**

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### Luxembourg

## **Luxembourg Chamber of Commerce**

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## Malawi

## Malawi Confederation of Chambers of Commerce and Industry

Chancellor Kaferapanjira, Chief Executive Madalitso Kazembe, Director, Business Environment & Policy Advocacy Manfred Maguru, Economic Analyst

## Malaysia

## Malaysia Productivity Corporation (MPC)

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## Mali

## Mali Applied and Theoretical Economics Research Group (GREAT)

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## Competitive Malta - Foundation for National Competitiveness

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## Ministry of the Economy

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## African Centre for Economic Transformation (ACET)

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## Mozambique

## African Centre for Economic Transformation (ACET)

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## Confederation of Business Associations of Mozambique

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### Namibia

## Institute for Public Policy Research (IPPR)

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## Graham Hopwood, Director Competitiveness and Development Institute (CODE)

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## New Zealand BusinessNZ

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## Nigerian Economic Summit Group (NESG)

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## **Economic Chamber of North-West Macedonia**

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## Paraguayan Foundation for Cooperation and Development

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## Industrial Development Center of the National Society of Industries

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## Makati Business Club (MBC)

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## National Bank of Poland

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## **Eurasia Competitiveness Institute**

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## **Rwanda Development Board**

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Abdulrahman Al-Ghamdi, Specialist Research and Reporting

Mohammed Kafaji, Associate Dean for Quality Assurance and accreditation

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## Foundation for the Advancement of Economics (FREN)

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## University of Ljubljana, Faculty of Economics

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## **Business Unity South Africa**

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## IESE Business School, International Center for Competitiveness

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## Institute of Policy Studies of Sri Lanka (IPS)

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## Ratio Institute

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## Dynata

Felix Benjamin Bauer, Account Director

## Switzerland

## University of St. Gallen

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## Taiwan Institute of Economic Research

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## Tajikistan

## The Center of Sociological Research "Zerkalo"

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## Tanzania REPOA Ltd

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### **Thailand**

## Chulalongkorn Business School, Chulalongkorn University

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## Trinidad and Tobago

## Arthur Lok Jack Global School of Business (ALJGSB)

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### Tunisia

## Institut Arabe des Chefs d'Entreprises

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## Turkey

## TÜSIAD - Sabanci University Competitivness Forum (REF)

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## Ukraine

## CASE Ukraine, Center for Social and Economic Research

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## **United Arab Emirates**

## Federal Competitiveness and Statistics Centre

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## **United Kingdom**

## Confederation of British Industry (CBI)

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### **United States**

## Dynata

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## Uruguay

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### Venezuela

## Venezuelan Council for Investment Promotion (Venezuela)

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## Ho Chi Minh City Institute for Development Studies (HIDS)

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Trieu Thanh Son, Head of Rereach Management
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## Yemen

## Yemeni Business Club (YBC)

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## Zambia

## University of Zambia

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