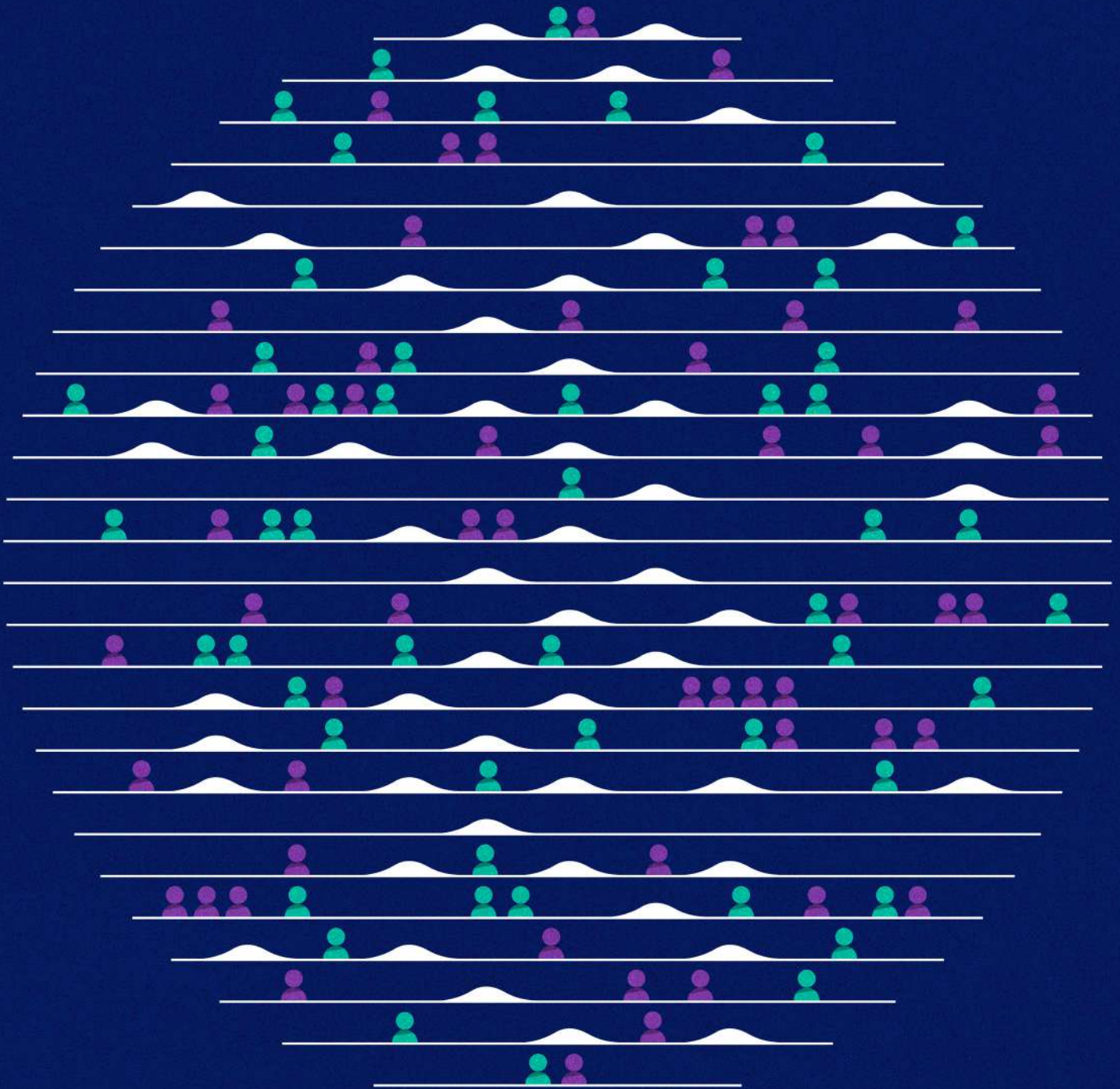


Global Gender Gap Report 2022



INSIGHT REPORT
JULY 2022



Terms of use and disclaimer

The analysis presented in the *Global Gender Gap Report 2022* (herein: “Report”) is based on a methodology integrating the latest statistics from international organizations and a survey of executives.

The findings, interpretations and conclusions expressed in this work do not necessarily reflect the views of the World Economic Forum. The Report presents information and data that were compiled and/or collected by the World Economic Forum (all information and data referred herein as “Data”). Data in this Report is subject to change without notice. The terms country and nation as used in this Report do not in all cases refer to a territorial entity that is a state as understood by international law and practice. The terms cover well-defined, geographically self-contained economic areas that may not be states but for which statistical data are maintained on a separate and independent basis.

Although the World Economic Forum takes every reasonable step to ensure that the Data thus compiled and/or collected is accurately reflected in this Report, the World Economic Forum, its agents, officers and employees: (i) provide the Data “as is, as available” and without warranty of any kind, either express or implied, including, without limitation, warranties of merchantability, fitness for a particular purpose and non-infringement; (ii) make no representations, express or implied, as to the accuracy of the Data contained in this Report or its suitability for any particular purpose; (iii) accept no liability for any use of the said Data or reliance placed on it, in particular, for any interpretation, decisions, or actions based on the Data in this Report. Other parties may have ownership interests in some of the Data contained in this Report.

World Economic Forum

91-93 route de la Capite
CH-1223 Cologny/Geneva
Switzerland
Tel.: +41 (0)22 869 1212
Fax: +41 (0)22 786 2744
E-mail: contact@weforum.org
www.weforum.org

Copyright © 2022
by the World Economic Forum

The World Economic Forum in no way represents or warrants that it owns or controls all rights in all Data, and the World Economic Forum will not be liable to users for any claims brought against users by third parties in connection with their use of any Data. The World Economic Forum, its agents, officers and employees do not endorse or in any respect warrant any third-party products or services by virtue of any Data, material or content referred to or included in this Report. Users shall not infringe upon the integrity of the Data and in particular shall refrain from any act of alteration of the Data that intentionally affects its nature or accuracy. If the Data is materially transformed by the user, this must be stated explicitly along with the required source citation. For Data compiled by parties other than the World Economic Forum, users must refer to these parties’ terms of use, in particular concerning the attribution, distribution, and reproduction of the Data. When Data for which the World Economic Forum is the source (herein “World Economic Forum”), is distributed or reproduced, it must appear accurately and be attributed to the World Economic Forum. This source attribution requirement is attached to any use of Data, whether obtained directly from the World Economic Forum or from a user. Users who make World Economic Forum Data available to other users through any type of distribution or download environment agree to make reasonable efforts to communicate and promote compliance by their end users with these terms.

Users who intend to sell World Economic Forum Data as part of a database or as a stand-alone product must first obtain the permission from the World Economic Forum (CNES@weforum.org).

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system, or transmitted, in any form or by any means, electronic, mechanical, photocopying, or otherwise without the prior permission of the World Economic Forum.

ISBN-13: 978-2-940631-36-0

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

Contents

4	Preface
5	Key Findings
8	Chapter 1: Benchmarking gender gaps 2022
8	1.1 Country coverage
9	1.2 Global results
11	1.3 Performance by subindex
13	1.4 Progress over time
17	1.5 Performance by region
25	1.6 In-Focus country performances
31	Endnotes
32	Chapter 2: Gender gaps in the workforce: an emerging crisis
32	2.1 Gender gaps in the labour-force recovery
34	2.2 Gender gaps in care work
35	2.3 Gender gaps in founding businesses
36	2.4 Gender gaps in leadership, by industry
39	2.5 Gender gaps in political representation
40	2.6 Gender gaps in wealth accumulation
42	2.7 Gender gaps in tertiary education, lifelong learning and skills prioritization
48	2.8 Gender gaps in stress levels
49	2.9 Gender gaps and income
50	Endnotes
51	References
52	Appendix A: Regional classifications
53	Appendix B: Data and methodology
65	Endnotes
67	References
68	User's Guide: How to Read the Economy Profiles
71	Index of Economy Profiles
364	Contributors and Acknowledgements
367	Partner Institutes

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 cross-country 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 population-weighted 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-of-living 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 labour-force participation for a constant sample of 102 countries included in the Global Gender Gap Index shows that global gender parity for labour-force 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 working-age 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, high-frequency data from Coursera in this year's report finds that more women than ever are skilling, re-skilling 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-gender-gap-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.

1

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 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.

FIGURE 1.1

The Global Gender Gap Index Framework



Source
World Economic Forum, Global Gender Gap Index, 2022.

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.

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

Rank	Country	Score		Score change	Rank	Country	Score		Score change
		0-1	2021	0-1			2021		
1	Iceland	0.908		+0.016	74	Ethiopia	0.710		+0.019
2	Finland	0.860		-0.001	75	Colombia	0.710		-0.015
3	Norway	0.845		-0.004	76	Czech Republic	0.710		-0.001
4	New Zealand	0.841		+0.001	77	Poland	0.709		-0.004
5	Sweden	0.822		0.000	78	Liberia	0.709		+0.016
6	Rwanda	0.811		+0.006	79	Thailand	0.709		-0.001
7	Nicaragua	0.810		+0.015	80	Paraguay	0.707		+0.006
8	Namibia	0.807		-0.002	81	Ukraine	0.707		-0.007
9	Ireland	0.804		+0.005	82	Honduras	0.705		-0.011
10	Germany	0.801		+0.005	83	Viet Nam	0.705		+0.004
11	Lithuania	0.799		-0.004	84	Dominican Republic	0.703		+0.004
12	Costa Rica	0.796		+0.010	85	Malta	0.703		0.000
13	Switzerland	0.795		-0.003	86	Kyrgyz Republic	0.700		+0.019
14	Belgium	0.793		+0.004	87	Lesotho	0.700		+0.002
15	France	0.791		+0.007	88	Hungary	0.699		+0.010
16	Moldova	0.788		+0.02	89	Armenia	0.698		+0.025
17	Spain	0.788		0.000	90	Romania	0.698		-0.002
18	Albania	0.787		+0.017	91	Togo	0.697		+0.014
19	Philippines	0.783		-0.001	92	Indonesia	0.697		+0.009
20	South Africa	0.782		+0.001	93	Cyprus	0.696		-0.011
21	Austria	0.781		+0.004	94	Brazil	0.696		+0.001
22	United Kingdom	0.780		+0.005	95	Belize	0.695		-0.004
23	Serbia	0.779		-0.001	96	Nepal	0.692		+0.01
24	Burundi	0.777		+0.008	97	Cameroon	0.692		0.000
25	Canada	0.772		0.000	98	Cambodia	0.690		+0.006
26	Latvia	0.771		-0.007	99	Korea, Republic of	0.689		+0.002
27	United States	0.769		+0.006	100	Greece	0.689		0.000
28	Netherlands	0.767		+0.005	101	Azerbaijan	0.687		-0.001
29	Portugal	0.766		-0.009	102	China	0.682		0.000
30	Barbados	0.765		-0.004	103	Malaysia	0.681		+0.005
31	Mexico	0.764		+0.007	104	Brunei Darussalam	0.680		+0.002
32	Denmark	0.764		-0.004	105	Mauritius	0.679		0.000
33	Argentina	0.756		+0.005	106	Myanmar	0.677		-0.004
34	Mozambique	0.752		-0.006	107	Fiji	0.676		+0.002
35	Guyana	0.752		+0.024	108	Ghana	0.672		+0.007
36	Belarus	0.750		-0.008	109	Sierra Leone	0.672		+0.017
37	Peru	0.749		+0.028	110	Sri Lanka	0.670		0.000
38	Jamaica	0.749		+0.007	111	Vanuatu	0.670		+0.045
39	Slovenia	0.744		+0.003	112	Senegal	0.668		-0.015
40	Panama	0.743		+0.006	113	Guatemala	0.664		+0.009
41	Ecuador	0.743		+0.003	114	Tajikistan	0.663		+0.013
42	Bulgaria	0.740		-0.006	115	Burkina Faso	0.659		+0.008
43	Australia	0.738		+0.006	116	Japan	0.650		-0.006
44	Suriname	0.737		+0.008	117	Maldives	0.648		+0.006
45	Cape Verde	0.736		+0.020	118	Guinea	0.647		-0.013
46	Luxembourg	0.736		+0.011	119	Lebanon	0.644		+0.006
47	Chile	0.736		+0.020	120	Tunisia	0.643		-0.006
48	Madagascar	0.735		+0.010	121	Gambia, The	0.641		-0.004
49	Singapore	0.734		+0.007	122	Jordan	0.639		+0.001
50	Zimbabwe	0.734		+0.002	123	Nigeria	0.639		+0.012
51	Bolivia	0.734		+0.011	124	Turkey	0.639		+0.001
52	Estonia	0.733		+0.001	125	Angola	0.638		-0.019
53	Lao PDR	0.733		-0.017	126	Bhutan	0.637		-0.002
54	Montenegro	0.732		0.000	127	Saudi Arabia	0.636		+0.033
55	Georgia	0.731		-0.001	128	Niger	0.635		+0.006
56	Timor-Leste	0.730		+0.01	129	Egypt	0.635		-0.004
57	Kenya	0.729		+0.037	130	Kuwait	0.632		+0.011
58	Eswatini	0.728		-0.001	131	Bahrain	0.632		0.000
59	El Salvador	0.727		-0.011	132	Malawi	0.632		-0.039
60	Israel	0.727		+0.003	133	Côte d'Ivoire	0.632		-0.005
61	Uganda	0.724		+0.007	134	Comoros*	0.631		0.000
62	Zambia	0.723		-0.002	135	India	0.629		+0.003
63	Italy	0.720		-0.001	136	Morocco	0.624		+0.012
64	Tanzania	0.719		+0.012	137	Qatar	0.617		-0.007
65	Kazakhstan	0.719		+0.009	138	Benin	0.612		-0.041
66	Botswana	0.719		+0.003	139	Oman	0.609		0.000
67	Slovak Republic	0.717		+0.005	140	Algeria	0.602		-0.030
68	United Arab Emirates	0.716		+0.001	141	Mali	0.601		+0.010
69	North Macedonia	0.716		+0.001	142	Chad	0.579		-0.014
70	Mongolia	0.715		-0.001	143	Iran, Islamic Republic of	0.576		-0.005
71	Bangladesh	0.714		-0.005	144	Congo, Democratic Rep.	0.575		-0.001
72	Uruguay	0.711		+0.008	145	Pakistan	0.564		+0.008
73	Bosnia and Herzegovina	0.710		-0.003	146	Afghanistan	0.435		-0.009

■ Central Asia
 ■ East Asia and the Pacific
 ■ Europe
 ■ Latin America and the Caribbean
 ■ Middle East and North Africa
 ■ North America
 ■ South Asia
 ■ Sub-Saharan Africa

Notes

"n/a" indicates that the country was not covered in previous editions.

* New to index in 2022

1.3 Performance by subindex

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.

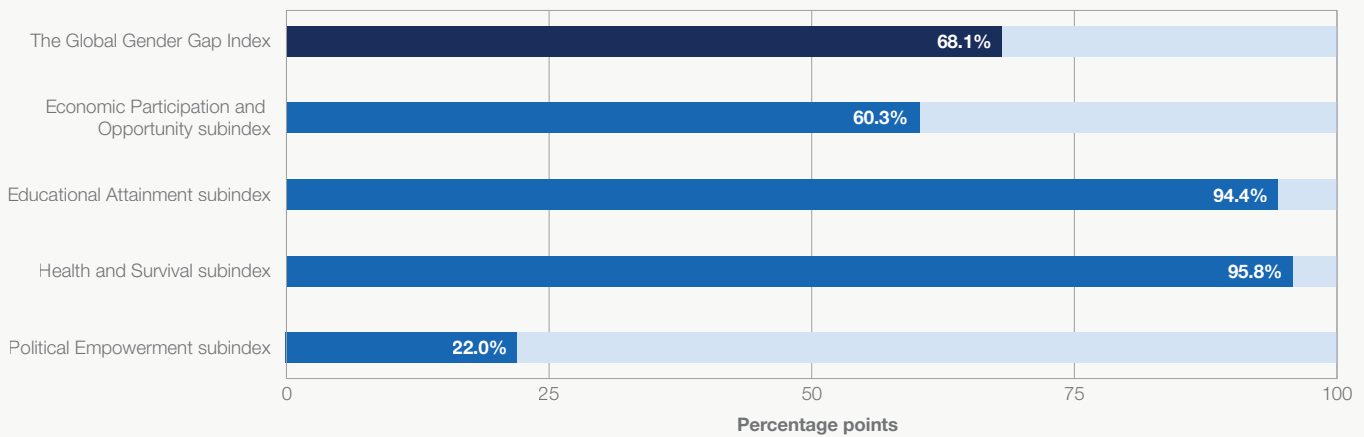
Summarized in Figure 1.2, this year's results show that across the 146 countries covered by the 2022 index, the Health and Survival gender gap has closed by 95.8%, Educational Attainment by 94.4%,

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



Source

World Economic Forum, Global Gender Gap Index, 2022.

Note

Population-weighted averages based on the sample of 146 economies included 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 population-weighted 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 upper-middle-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.

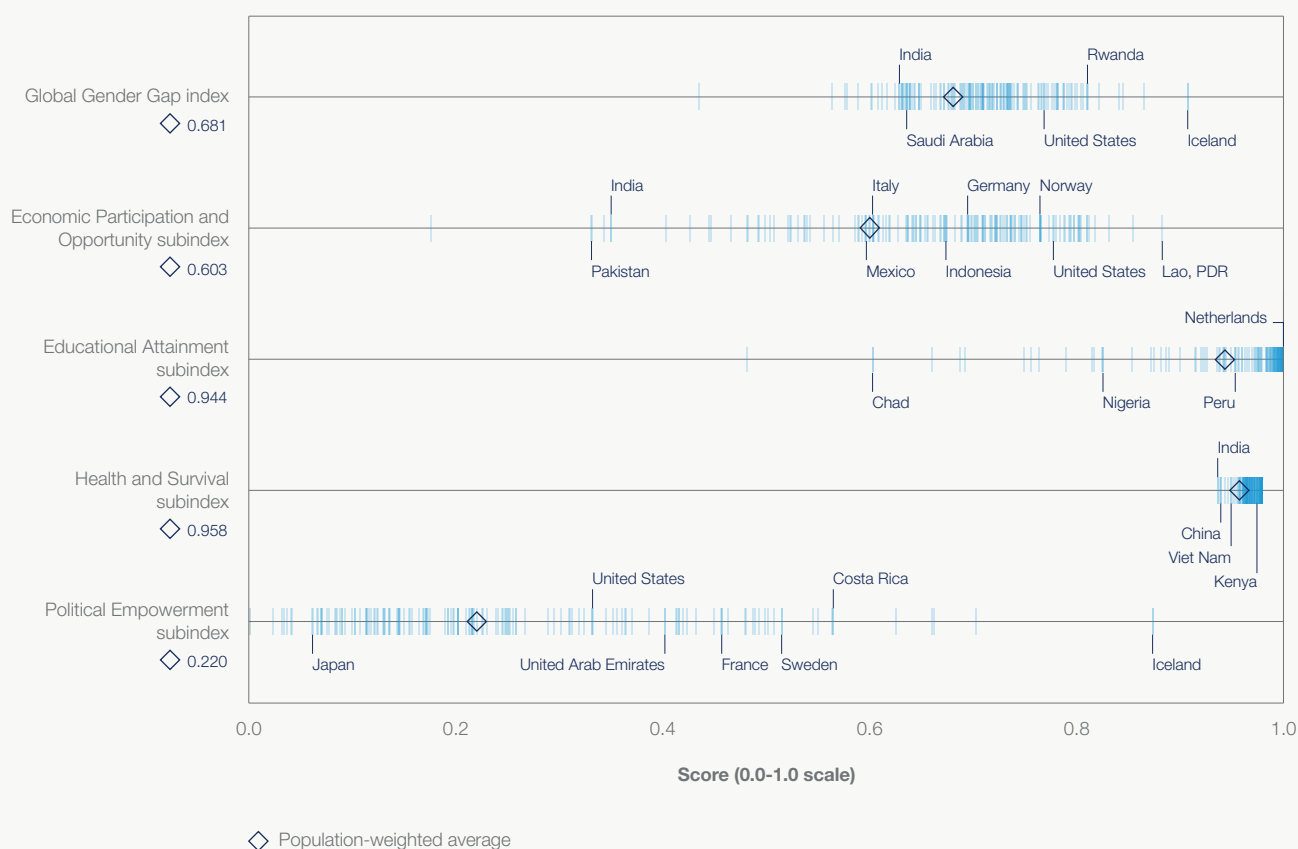
The **Health and Survival** subindex demonstrates the most egalitarian overall performance, with the least amount of dispersion and the smallest reported global gender gap. In this dimension, most countries are positioned near parity, with attainment levels between 93% and 98%. Across the entire index, 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.

FIGURE 1.3

Range of scores, Global Gender Gap Index and subindexes, 2022



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.

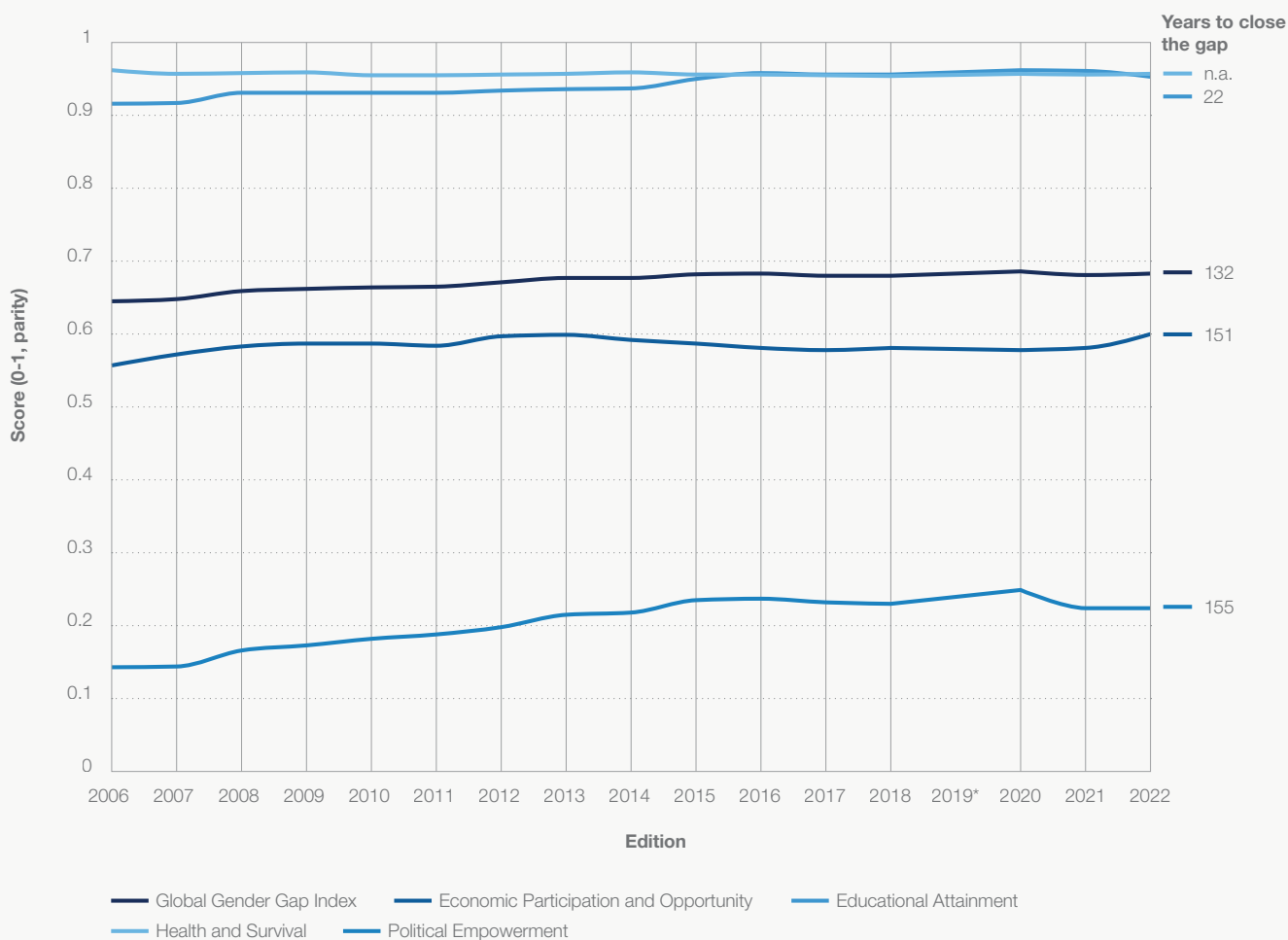
The second-longest challenge to global gender parity is **Economic Participation and Opportunity**. Based on the constant sample of 102 countries included in each edition since 2006, the gap that remains to be closed on this subindex is 40%. Compared to 2006, the gap has been reduced by 4.3 percentage 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

FIGURE 1.4

Evolution of the Global Gender Gap Index and subindexes over time

Evolution in scores, 2006-2022



Source

World Economic Forum, Global Gender Gap Index, 2022

Note

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.

TABLE 1.2

The Global Gender Gap Index 2022, results by subindex

Economic Participation and Opportunity

Rank	Country	Score (0–1)	Rank	Country	Score (0–1)
1	Lao PDR	0.883	74	Poland	0.695
2	Burundi	0.855	75	Germany	0.695
3	Barbados	0.832	76	Cyprus	0.690
4	Belarus	0.818	77	Serbia	0.689
5	Sweden	0.812	78	Paraguay	0.682
6	Kenya	0.811	79	Netherlands	0.675
7	Botswana	0.810	80	Indonesia	0.674
8	Liberia	0.804	81	Austria	0.673
9	Latvia	0.803	82	Niger	0.672
10	Zambia	0.803	83	Greece	0.672
11	Iceland	0.803	84	Armenia	0.669
12	Slovenia	0.802	85	Brazil	0.669
13	Togo	0.798	86	Peru	0.663
14	Jamaica	0.798	87	Dominican Republic	0.662
15	Thailand	0.795	88	Malaysia	0.656
16	Philippines	0.794	89	Malta	0.655
17	Madagascar	0.793	90	Mozambique	0.654
18	Finland	0.789	91	Lesotho	0.650
19	Eswatini	0.789	92	South Africa	0.649
20	Namibia	0.785	93	Colombia	0.649
21	Lithuania	0.781	94	Costa Rica	0.645
22	United States	0.778	95	Czech Republic	0.645
23	Albania	0.774	96	Honduras	0.643
24	Zimbabwe	0.766	97	Bolivia	0.642
25	Moldova	0.766	98	Nepal	0.641
26	Mongolia	0.765	99	Angola	0.637
27	Norway	0.765	100	Nicaragua	0.637
28	Singapore	0.765	101	Myanmar	0.637
29	Kazakhstan	0.756	102	Argentina	0.635
30	Cape Verde	0.752	103	El Salvador	0.628
31	Viet Nam	0.751	104	Malawi	0.620
32	Panama	0.750	105	Chile	0.616
33	Rwanda	0.747	106	North Macedonia	0.613
34	Estonia	0.747	107	Tajikistan	0.609
35	Ireland	0.746	108	Ghana	0.608
36	Azerbaijan	0.744	109	Gambia, The	0.604
37	China	0.741	110	Italy	0.603
38	Australia	0.741	111	Mauritius	0.601
39	New Zealand	0.738	112	Ethiopia	0.600
40	France	0.737	113	Mexico	0.597
41	Portugal	0.737	114	Benin	0.596
42	Bulgaria	0.737	115	Korea, Republic of	0.592
43	Canada	0.736	116	Bosnia and Herzegovina	0.589
44	United Kingdom	0.733	117	Guatemala	0.589
45	Montenegro	0.733	118	Fiji	0.586
46	Suriname	0.731	119	Côte d'Ivoire	0.570
47	Switzerland	0.729	120	Congo, Democratic Rep.	0.565
48	Belize	0.727	121	Japan	0.564
49	Brunei Darussalam	0.726	122	Sri Lanka	0.556
50	Nigeria	0.724	123	Kuwait	0.542
51	Luxembourg	0.724	124	Chad	0.539
52	Belgium	0.723	125	Jordan	0.537
53	Guyana	0.722	126	Bhutan	0.537
54	Denmark	0.722	127	Maldives	0.531
55	Timor-Leste	0.721	128	Saudi Arabia	0.524
56	Sierra Leone	0.718	129	Comoros*	0.523
57	Burkina Faso	0.718	130	Mali	0.521
58	Uruguay	0.717	131	Bahrain	0.507
59	Vanuatu	0.712	132	United Arab Emirates	0.503
60	Guinea	0.712	133	Qatar	0.499
61	Cambodia	0.710	134	Turkey	0.493
62	Ukraine	0.710	135	Lebanon	0.492
63	Romania	0.710	136	Senegal	0.483
64	Spain	0.709	137	Oman	0.482
65	Tanzania	0.705	138	Algeria	0.466
66	Cameroon	0.704	139	Morocco	0.447
67	Hungary	0.703	140	Tunisia	0.445
68	Kyrgyz Republic	0.702	141	Bangladesh	0.427
69	Israel	0.701	142	Egypt	0.403
70	Slovak Republic	0.699	143	India	0.350
71	Ecuador	0.699	144	Iran, Islamic Republic of	0.343
72	Georgia	0.697	145	Pakistan	0.331
73	Uganda	0.696	146	Afghanistan	0.176

Educational Attainment

Rank	Country	Score (0–1)	Rank	Country	Score (0–1)
1	Argentina	1.000	74	Cyprus	0.991
1	Belgium	1.000	75	Portugal	0.990
1	Brazil	1.000	76	North Macedonia	0.990
1	Canada	1.000	77	Belarus	0.990
1	Colombia	1.000	78	Zimbabwe	0.989
1	Czech Republic	1.000	79	Norway	0.989
1	Estonia	1.000	80	Sri Lanka	0.988
1	Finland	1.000	81	Germany	0.988
1	France	1.000	82	Switzerland	0.988
1	Honduras	1.000	83	Qatar	0.987
1	Ireland	1.000	84	Greece	0.986
1	Israel	1.000	85	Lithuania	0.986
1	Jamaica	1.000	86	Eswatini	0.985
1	Japan	1.000	87	Australia	0.985
1	Lesotho	1.000	88	Viet Nam	0.985
1	Malta	1.000	89	Maldives	0.984
1	Nicaragua	1.000	90	Lebanon	0.983
1	Netherlands	1.000	91	Bolivia	0.980
1	New Zealand	1.000	92	Thailand	0.979
1	Sweden	1.000	93	Saudi Arabia	0.979
1	Uruguay	1.000	94	Madagascar	0.978
22	Botswana	1.000	95	Timor-Leste	0.977
23	Dominican Republic	1.000	96	Myanmar	0.977
24	Slovak Republic	1.000	97	Korea, Republic of	0.976
25	Latvia	1.000	98	Guatemala	0.976
26	Slovenia	1.000	99	Cape Verde	0.975
27	Kazakhstan	1.000	100	Bosnia and Herzegovina	0.974
28	Armenia	1.000	101	Turkey	0.973
29	Georgia	1.000	102	Indonesia	0.972
30	Namibia	0.999	103	Egypt	0.971
31	Costa Rica	0.999	104	Ghana	0.968
32	Luxembourg	0.999	105	Cambodia	0.966
33	United Kingdom	0.999	106	Iran, Islamic Republic of	0.963
34	Albania	0.999	107	India	0.961
35	Panama	0.998	108	Rwanda	0.960
36	Spain	0.998	109	Lao PDR	0.958
37	Serbia	0.998	110	Tanzania	0.957
38	Paraguay	0.998	111	Bhutan	0.955
39	Romania	0.998	112	Peru	0.954
40	Denmark	0.998	113	Oman	0.950
41	South Africa	0.998	114	Morocco	0.945
42	Hungary	0.998	115	Tunisia	0.943
43	Montenegro	0.998	116	Comoros*	0.943
44	Fiji	0.997	117	Tajikistan	0.942
45	Belize	0.997	118	Kenya	0.939
46	Philippines	0.997	119	Zambia	0.938
47	Kuwait	0.997	120	China	0.936
48	Brunei Darussalam	0.997	121	Burundi	0.927
49	United Arab Emirates	0.997	122	Uganda	0.924
50	Kyrgyz Republic	0.996	123	Bangladesh	0.923
51	United States	0.996	124	Sierra Leone	0.921
52	Moldova	0.996	125	Nepal	0.916
53	Ukraine	0.995	126	Algeria	0.915
54	Bahrain	0.995	127	Senegal	0.901
55	Azerbaijan	0.995	128	Côte d'Ivoire	0.890
56	Malaysia	0.995	129	Cameroon	0.887
57	Guyana	0.995	130	Mozambique	0.882
58	Bulgaria	0.995	131	Burkina Faso	0.876
59	Italy	0.995	132	Gambia, The	0.873
60	Mexico	0.994	133	Ethiopia	0.854
61	Austria	0.994	134	Nigeria	0.826
62	Chile	0.994	135	Pakistan	0.825
63	Mongolia	0.994	136	Togo	0.817
64	El Salvador	0.993	137	Liberia	0.815
65	Singapore	0.993	138	Benin	0.790
66	Jordan	0.993	139	Malawi	0.764
67	Barbados	0.993	140	Mali	0.757
68	Iceland	0.993	141	Niger	0.750
69	Suriname	0.992	142	Angola	0.693
70	Poland	0.992	143	Guinea	0.687
71	Ecuador	0.991	144	Congo, Democratic Rep.	0.661
72	Mauritius	0.991	145	Chad	0.603
73	Vanuatu	0.991	146	Afghanistan	0.482

Central Asia East Asia and the Pacific Europe Latin America and the Caribbean Middle East and North Africa North America South Asia Sub-Saharan Africa

* New countries in 2022

TABLE 1.2

The Global Gender Gap Index 2022, results by subindex

Health and Survival

Rank	Country	Score (0-1)	Rank	Country	Score (0-1)
1	Belize	0.980	74	Ethiopia	0.971
1	Brazil	0.980	75	Lebanon	0.971
1	Botswana	0.980	76	Chile	0.970
1	Cape Verde	0.980	77	Indonesia	0.970
1	Dominican Republic	0.980	78	Finland	0.970
1	Guatemala	0.980	79	Chad	0.970
1	Guyana	0.980	80	Tanzania	0.970
1	Hungary	0.980	81	France	0.970
1	Kyrgyz Republic	0.980	82	Austria	0.970
1	Sri Lanka	0.980	83	United States	0.970
1	Lesotho	0.980	84	Tajikistan	0.969
1	Lithuania	0.980	85	Tunisia	0.969
1	Moldova	0.980	86	Gambia, The	0.968
1	Myanmar	0.980	87	Comoros*	0.968
1	Mongolia	0.980	88	Ecuador	0.968
1	Mozambique	0.980	89	Kuwait	0.968
1	Mauritius	0.980	90	Australia	0.968
1	Malawi	0.980	91	Belgium	0.968
1	Namibia	0.980	92	Barbados	0.968
1	Poland	0.980	93	Egypt	0.968
1	Romania	0.980	94	Canada	0.968
1	El Salvador	0.980	95	Jamaica	0.967
1	Slovak Republic	0.980	96	Senegal	0.967
1	Eswatini	0.980	97	Nigeria	0.967
1	Uganda	0.980	98	Greece	0.966
1	Uruguay	0.980	99	Turkey	0.966
1	Zambia	0.980	100	New Zealand	0.966
1	Zimbabwe	0.980	101	Guinea	0.966
29	Burundi	0.979	102	Madagascar	0.966
30	Bulgaria	0.979	103	Sierra Leone	0.966
30	Philippines	0.979	104	Brunei Darussalam	0.966
32	South Africa	0.979	105	United Kingdom	0.965
33	Togo	0.979	106	Malta	0.965
34	Latvia	0.979	107	Spain	0.965
35	Côte d'Ivoire	0.978	108	Italy	0.965
36	Nicaragua	0.978	109	Nepal	0.965
37	Georgia	0.978	110	Luxembourg	0.965
37	Thailand	0.978	111	Israel	0.964
37	Ukraine	0.978	112	Honduras	0.964
40	Ghana	0.978	113	Ireland	0.964
41	Czech Republic	0.978	114	Denmark	0.964
42	Cambodia	0.978	115	Niger	0.964
43	Burkina Faso	0.978	116	Saudi Arabia	0.964
44	Belarus	0.977	117	Switzerland	0.964
44	Kazakhstan	0.977	118	Iran, Islamic Republic of	0.964
46	Argentina	0.977	119	Norway	0.964
47	Estonia	0.977	120	Peru	0.964
48	Slovenia	0.977	121	Iceland	0.964
49	Congo, Democratic Rep.	0.976	122	United Arab Emirates	0.963
50	Angola	0.976	123	Singapore	0.963
51	Vanuatu	0.976	124	Sweden	0.963
52	Korea, Republic of	0.976	125	Bhutan	0.962
53	Bosnia and Herzegovina	0.975	126	Liberia	0.962
54	Mexico	0.975	127	Netherlands	0.962
55	Lao PDR	0.975	128	Bolivia	0.962
56	Colombia	0.975	129	Bangladesh	0.962
57	Kenya	0.975	130	Oman	0.961
58	Paraguay	0.975	131	Morocco	0.961
59	Rwanda	0.974	132	Cyprus	0.960
60	Cameroon	0.973	133	Mali	0.959
61	Suriname	0.973	134	Bahrain	0.959
62	Panama	0.973	135	Algeria	0.958
63	Japan	0.973	136	Jordan	0.957
64	Costa Rica	0.973	137	Albania	0.956
65	Benin	0.973	138	Maldives	0.956
66	Timor-Leste	0.973	139	Armenia	0.954
67	Portugal	0.973	140	Afghanistan	0.952
68	Malaysia	0.972	141	Viet Nam	0.950
69	Fiji	0.972	142	Qatar	0.947
70	Germany	0.972	143	Pakistan	0.944
71	Serbia	0.972	144	Azerbaijan	0.941
72	Montenegro	0.972	145	China	0.940
73	North Macedonia	0.972	146	India	0.937

Political Empowerment

Rank	Country	Score (0-1)	Rank	Country	Score (0-1)
1	Iceland	0.874	74	Chad	0.202
2	Finland	0.682	75	Madagascar	0.202
3	Norway	0.662	76	Cameroon	0.202
4	New Zealand	0.660	77	Zimbabwe	0.202
5	Nicaragua	0.626	78	Egypt	0.198
6	Costa Rica	0.565	79	Slovenia	0.197
7	Rwanda	0.563	80	Togo	0.195
8	Germany	0.550	81	Kenya	0.192
9	Bangladesh	0.546	82	Malta	0.192
10	Sweden	0.515	83	Slovak Republic	0.189
11	Ireland	0.507	84	Paraguay	0.174
12	South Africa	0.502	85	Zambia	0.173
13	Switzerland	0.499	86	Dominican Republic	0.172
14	Mozambique	0.493	87	Poland	0.171
15	Mexico	0.490	88	Lesotho	0.171
16	Austria	0.487	89	Armenia	0.170
17	Spain	0.481	90	Indonesia	0.169
18	Belgium	0.480	91	Mali	0.168
19	Namibia	0.463	92	Malawi	0.164
20	France	0.457	93	Sri Lanka	0.157
21	Serbia	0.456	94	Eswatini	0.157
22	Lithuania	0.450	95	Pakistan	0.156
23	Netherlands	0.432	96	Niger	0.155
24	United Kingdom	0.423	97	Fiji	0.150
25	Albania	0.419	98	Uruguay	0.146
26	Ethiopia	0.416	99	Morocco	0.145
27	Peru	0.415	100	Ukraine	0.145
28	Argentina	0.413	101	Cyprus	0.144
29	Moldova	0.412	102	Mauritius	0.144
30	United Arab Emirates	0.402	103	Kazakhstan	0.143
31	Canada	0.386	104	Brazil	0.136
32	Denmark	0.370	105	Ghana	0.135
33	Portugal	0.364	106	Viet Nam	0.135
34	Chile	0.363	107	Afghanistan	0.132
35	Philippines	0.360	108	Greece	0.130
36	Bolivia	0.352	109	Tajikistan	0.130
37	Burundi	0.345	110	Lebanon	0.129
38	United States	0.332	111	Kyrgyz Republic	0.124
39	Senegal	0.324	112	Turkey	0.123
40	Italy	0.319	113	Mongolia	0.121
41	Ecuador	0.312	114	Maldives	0.121
42	Guyana	0.310	115	Gambia, The	0.118
43	El Salvador	0.309	116	Lao PDR	0.116
44	Bosnia and Herzegovina	0.302	117	Hungary	0.114
45	Latvia	0.301	118	Myanmar	0.114
46	Uganda	0.294	119	Guatemala	0.113
47	North Macedonia	0.289	120	China	0.113
48	India	0.267	121	Cambodia	0.107
49	Barbados	0.266	122	Romania	0.102
50	Australia	0.258	123	Malaysia	0.102
51	Luxembourg	0.258	124	Congo, Democratic Rep.	0.099
52	Liberia	0.255	125	Bhutan	0.093
53	Suriname	0.253	126	Benin	0.090
54	Panama	0.252	127	Comoros*	0.090
55	Timor-Leste	0.250	128	Côte d'Ivoire	0.087
56	Bulgaria	0.250	129	Botswana	0.085
57	Georgia	0.248	130	Thailand	0.084
58	Nepal	0.247	131	Sierra Leone	0.083
59	Angola	0.246	132	Saudi Arabia	0.077
60	Tanzania	0.245	133	Belize	0.075
61	Israel	0.241	134	Algeria	0.070
62	Cape Verde	0.238	135	Azerbaijan	0.069
63	Jamaica	0.230	136	Jordan	0.069
64	Montenegro	0.226	137	Bahrain	0.066
65	Guinea	0.225	138	Burkina Faso	0.066
66	Singapore	0.217	139	Japan	0.061
67	Czech Republic	0.216	140	Oman	0.041
68	Tunisia	0.216	141	Nigeria	0.040
69	Belarus	0.216	142	Iran, Islamic Republic of	0.036
70	Colombia	0.215	143	Qatar	0.033
71	Honduras	0.213	144	Brunei Darussalam	0.031
72	Korea, Republic of	0.212	145	Kuwait	0.023
73	Estonia	0.210	146	Vanuatu	0.000

■ Central Asia ■ East Asia and the Pacific ■ Europe ■ Latin America and the Caribbean ■ Middle East and North Africa ■ North America ■ South Asia ■ Sub-Saharan Africa

* New countries in 2022

Performance by region

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.

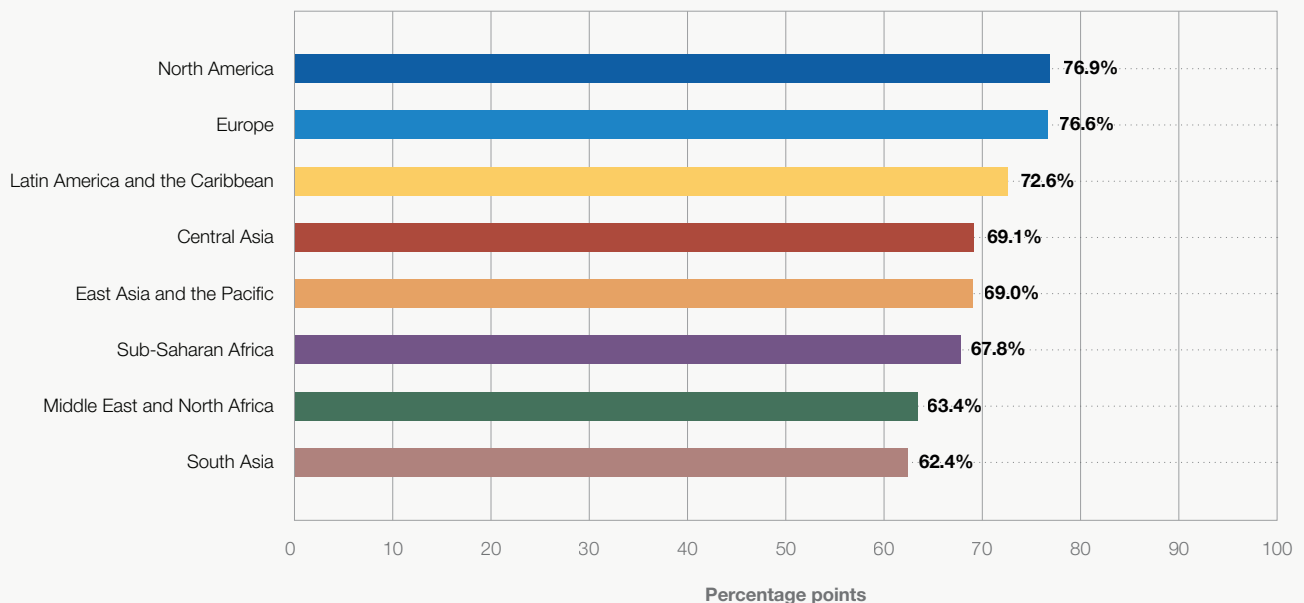
Central Asia

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 fourth-highest 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.

FIGURE 1.6

Regional performance 2022, by subindex

	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

World Economic Forum, Global Gender Gap Index, 2022.

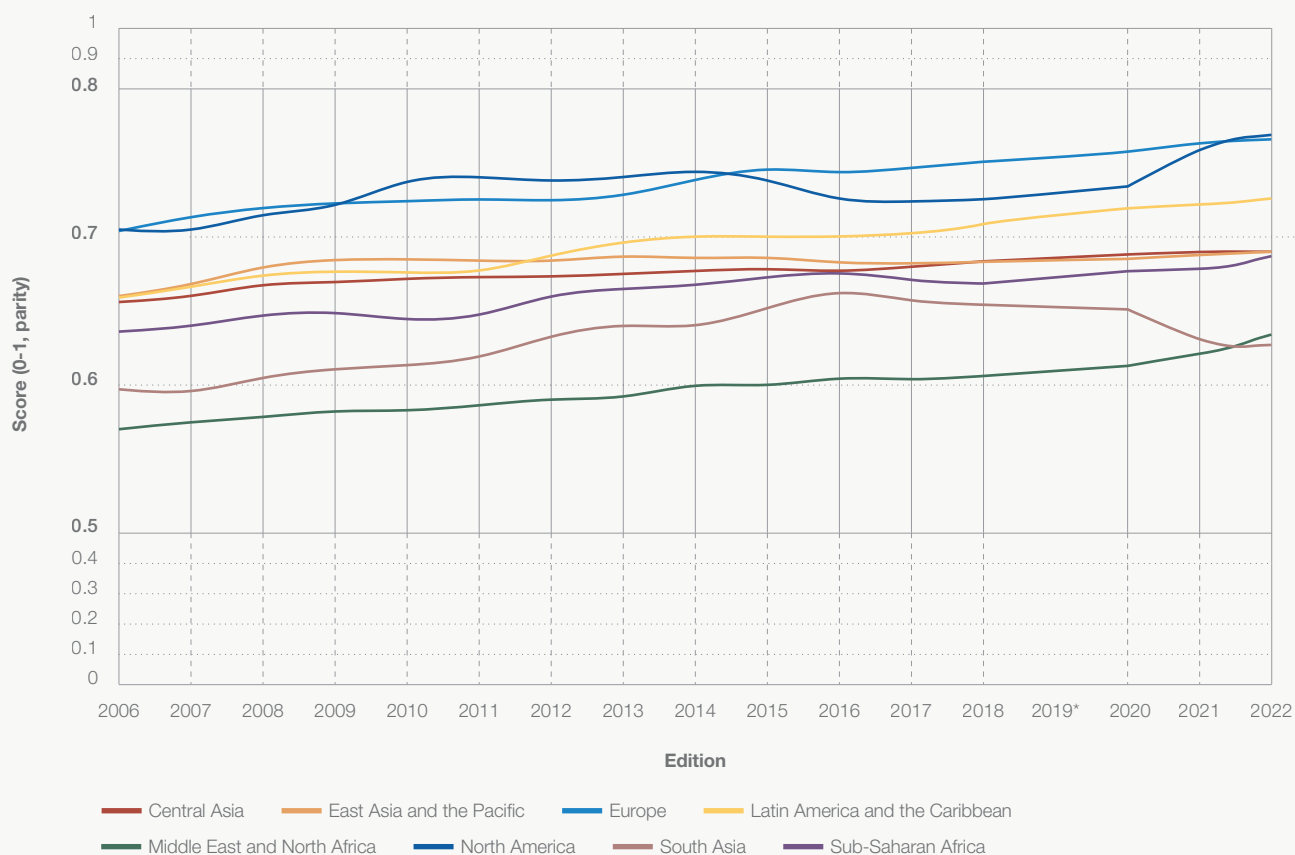
Note

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

World Economic Forum, Global Gender Gap Index, 2022.

Note

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 fifth-highest 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 intra-regional 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 second-largest 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 best-performing 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 labour-force 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 third-lowest 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 highest-ranked 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 third-highest 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 Leone, 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	Rank		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	Rank		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

Middle East and North Africa

Country	Rank		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

Europe

Country	Rank		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

South Asia

Country	Rank		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 Caribbean

Country	Rank		Score
	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
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
Guatemala	22	113	0.664

North America

Country	Rank		Score
	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,² 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 labour-force 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 data-collection 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 small-step 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 shrank 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.

2

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 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-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

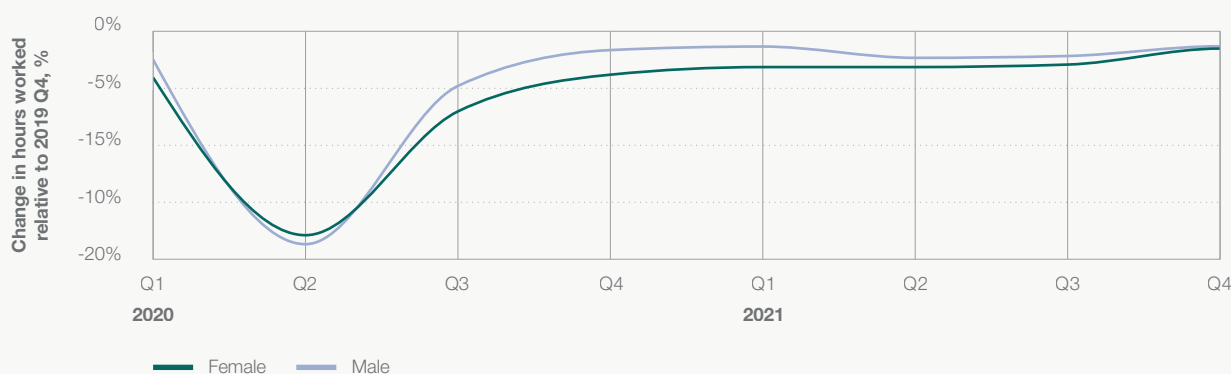
Employment losses due to the COVID-19 pandemic have been significantly worse for women than for men, unlike other recessions in recent history which have tended to affect male workers relatively more than female workers.¹

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

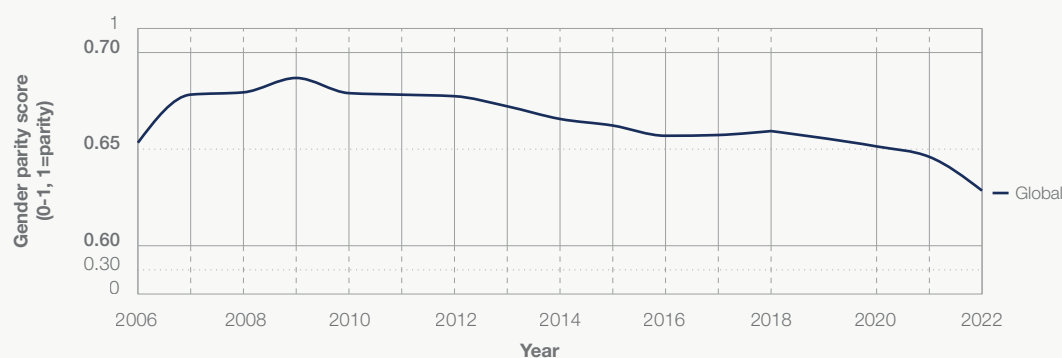


Source
ILO, *Monitor on the World of Work*, Ninth Edition.

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

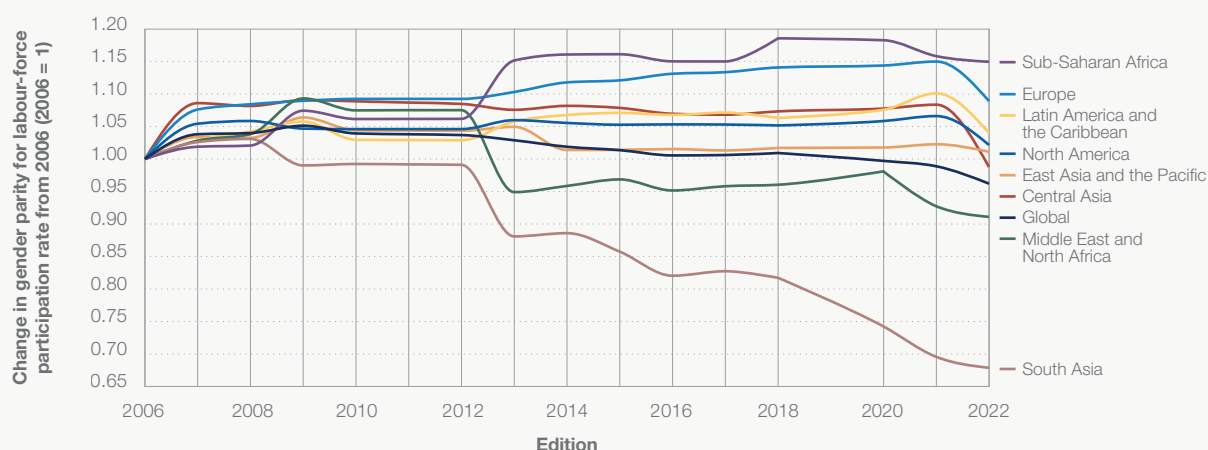
Global Gender Gap Index data, based on International Labour Organization data.

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.

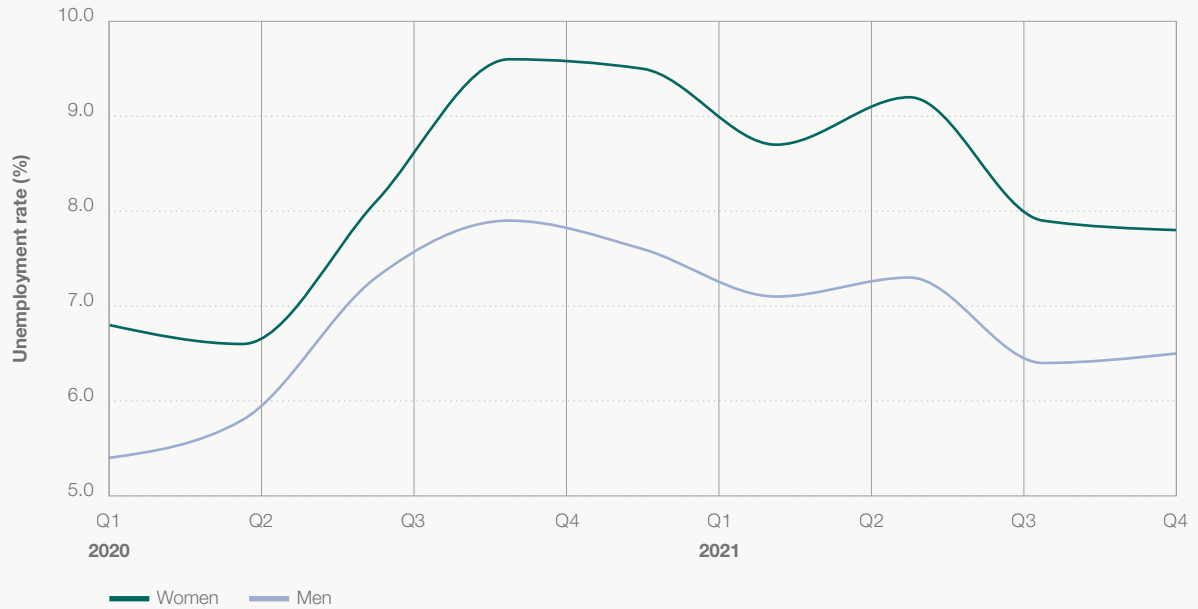
Among those workers who continued in the labour force during the pandemic, unemployment rates increased. According to ILO data, at the global level, unemployment rates spiked from 5.4% in quarter 4 of 2019 to 7.9% in quarter 3 of 2020 for men, and 6.8% in 2019 to 9.6% in 2020 in the same quarter for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



Source

International Labour Organization.

Note

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

2.2

Gender gaps in care work

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.² 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

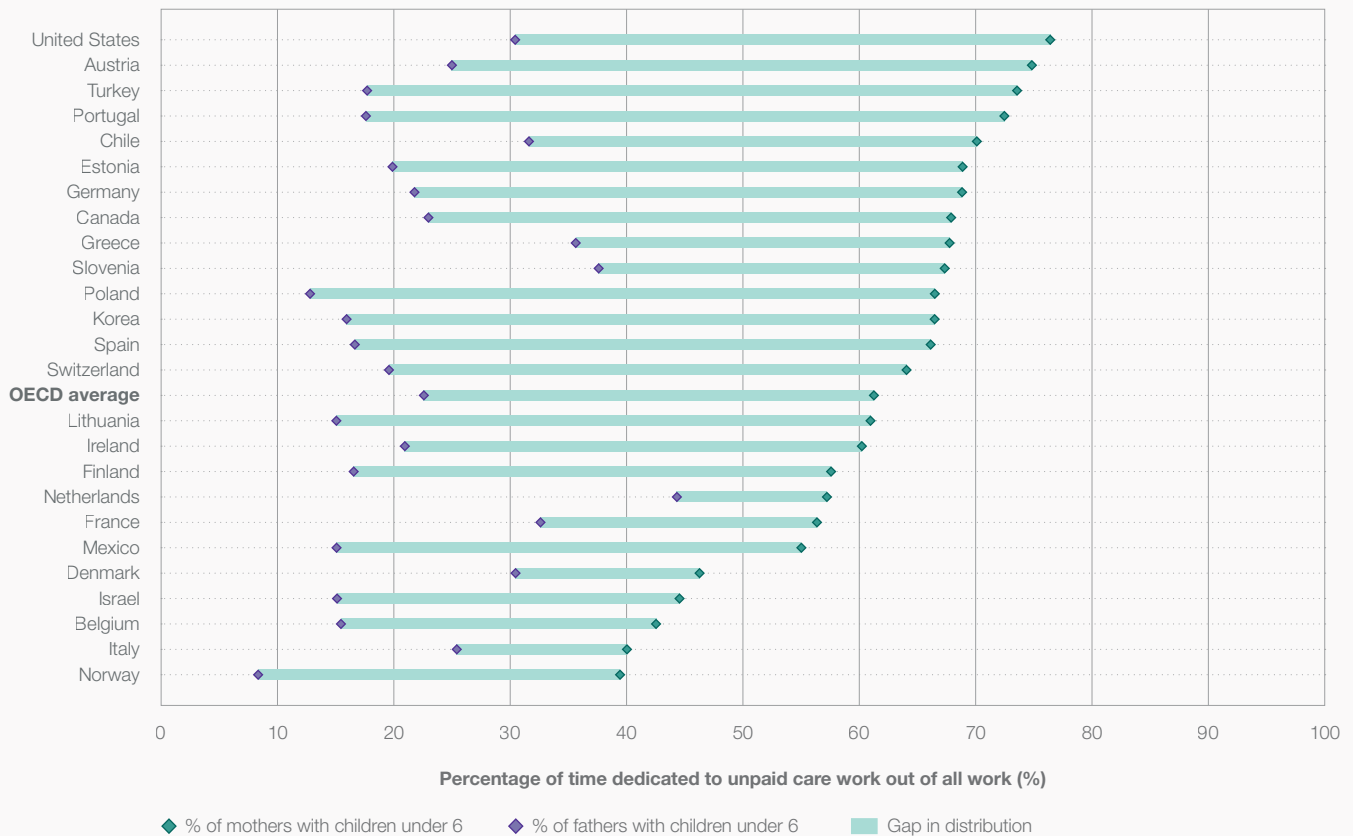
The other determining factor has been the distribution of care work during the pandemic. Time-use surveys carried out in the United Kingdom, United States and Germany show that women disproportionately carried the burden of home-schooling and additional childcare.⁴ A US study suggests that during the 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.⁵ 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



Source
OECD, Risks That Matter Survey 2020.

Note
Percentage of mothers and fathers who took additional unpaid care work caused by school and childcare closures during COVID-19 lockdowns.

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 working-age 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

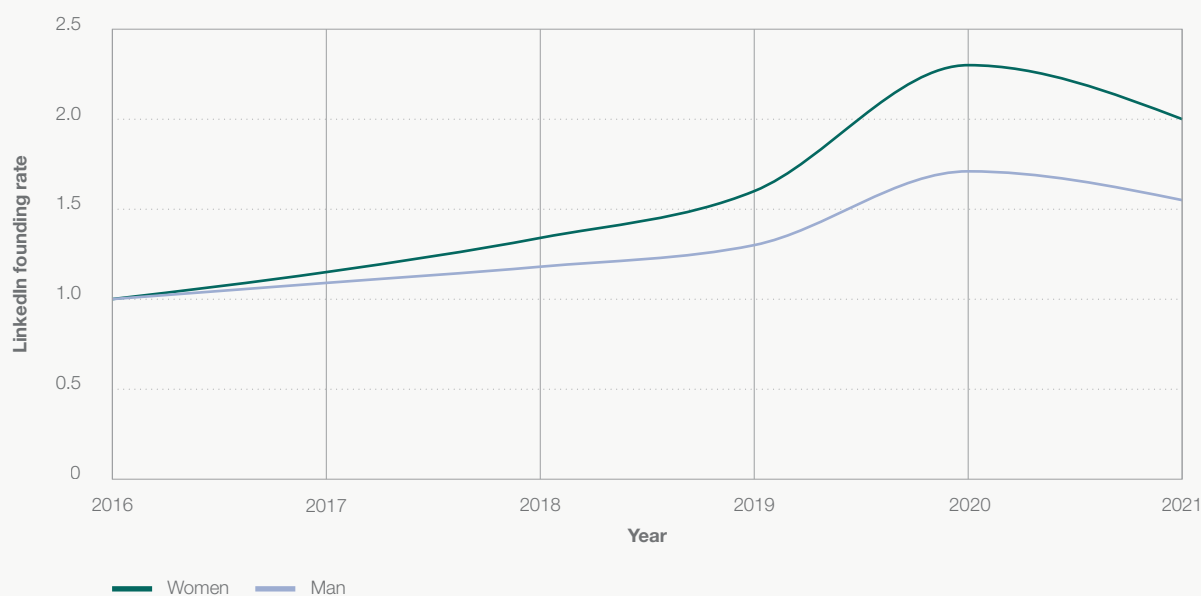
High-frequency LinkedIn data for 22 countries shows that in recent years women have been establishing businesses at a slightly higher average rate than men. The share of women founders has doubled in the past five years, while the share of men founders has increased by 55%. As illustrated by Figure 2.6, 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 all-female 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.

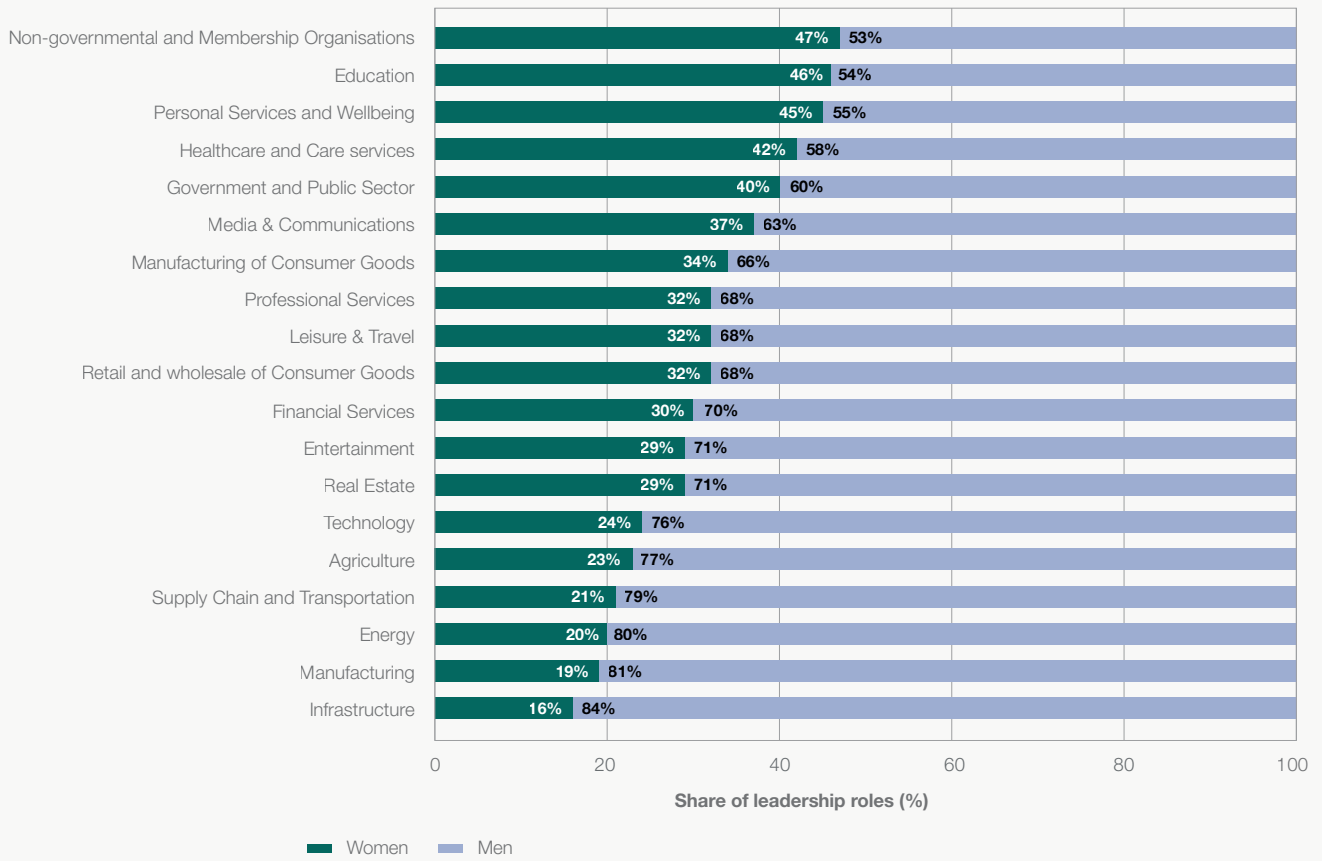
However, the share of women in leadership has been increasing over time. As presented in Figure 2.8, women have been hired into leadership roles in increasing numbers since 2016. While the share of women hired into leadership was 33.3% in 2016 in this set of countries, it increased to 36.9% in 2022. 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



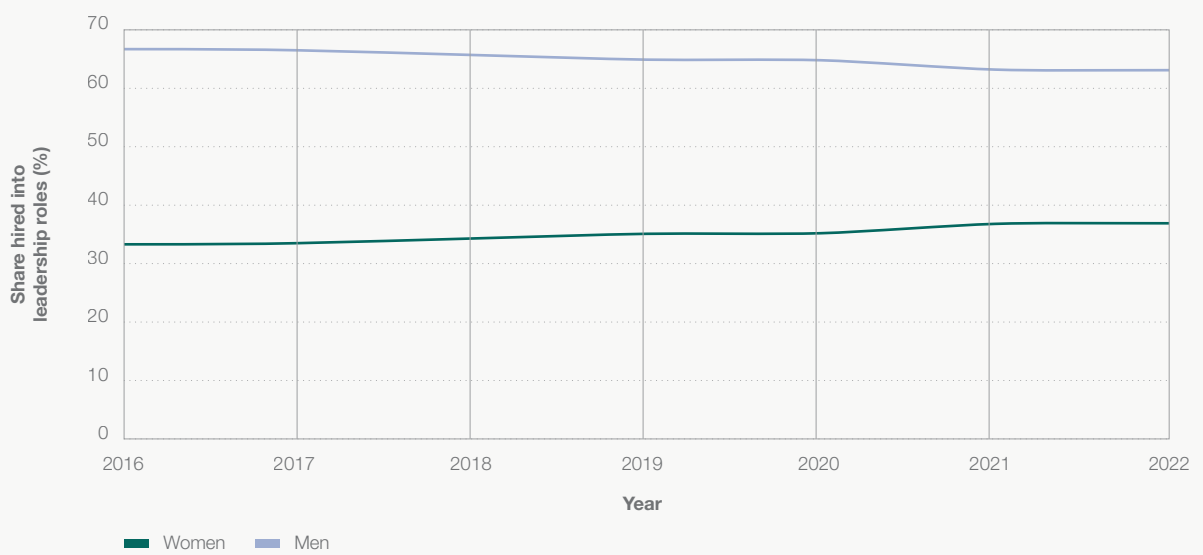
Source
LinkedIn Economic Graph

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

FIGURE 2.8

Share of women hired into leadership, by year

2022



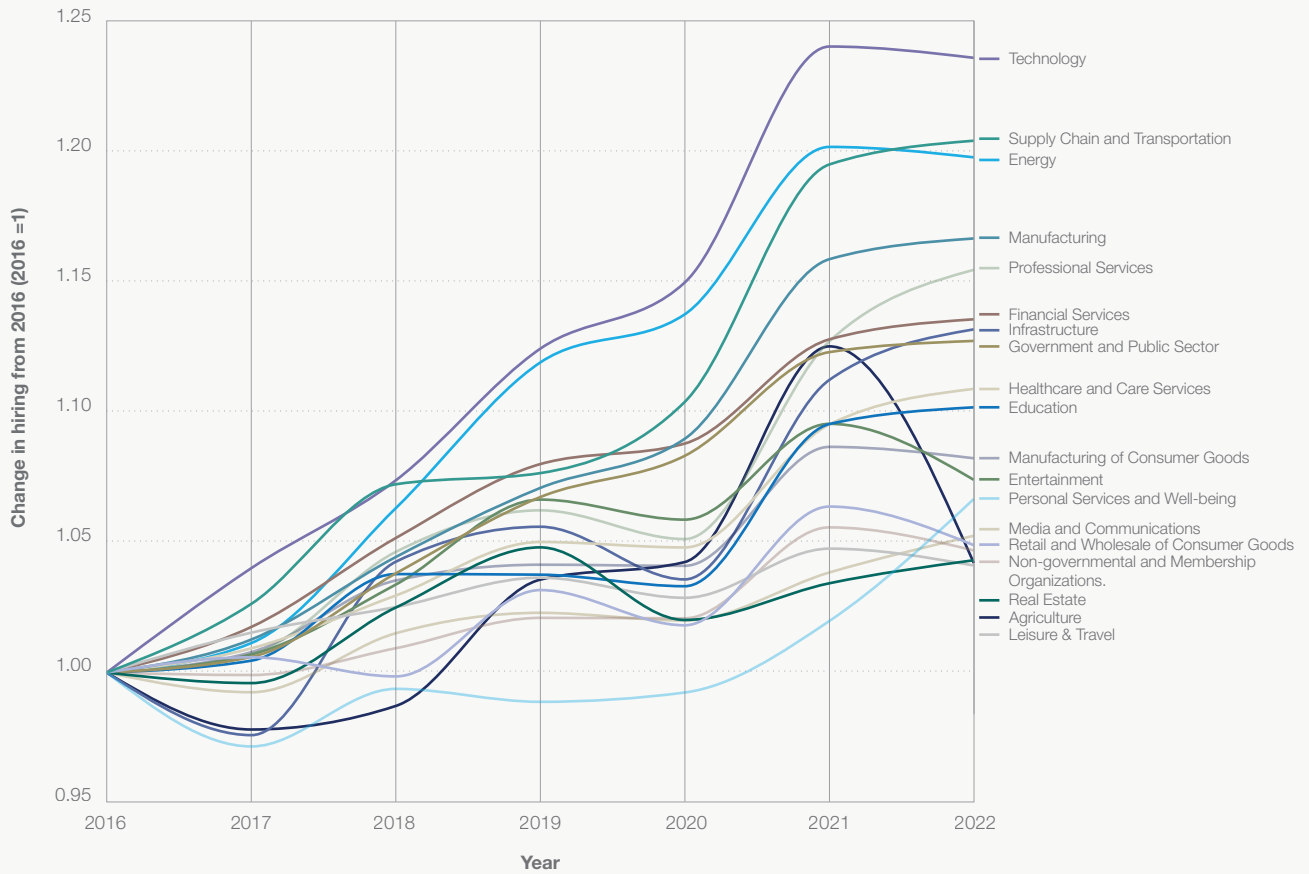
Source
LinkedIn Economic Graph.

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

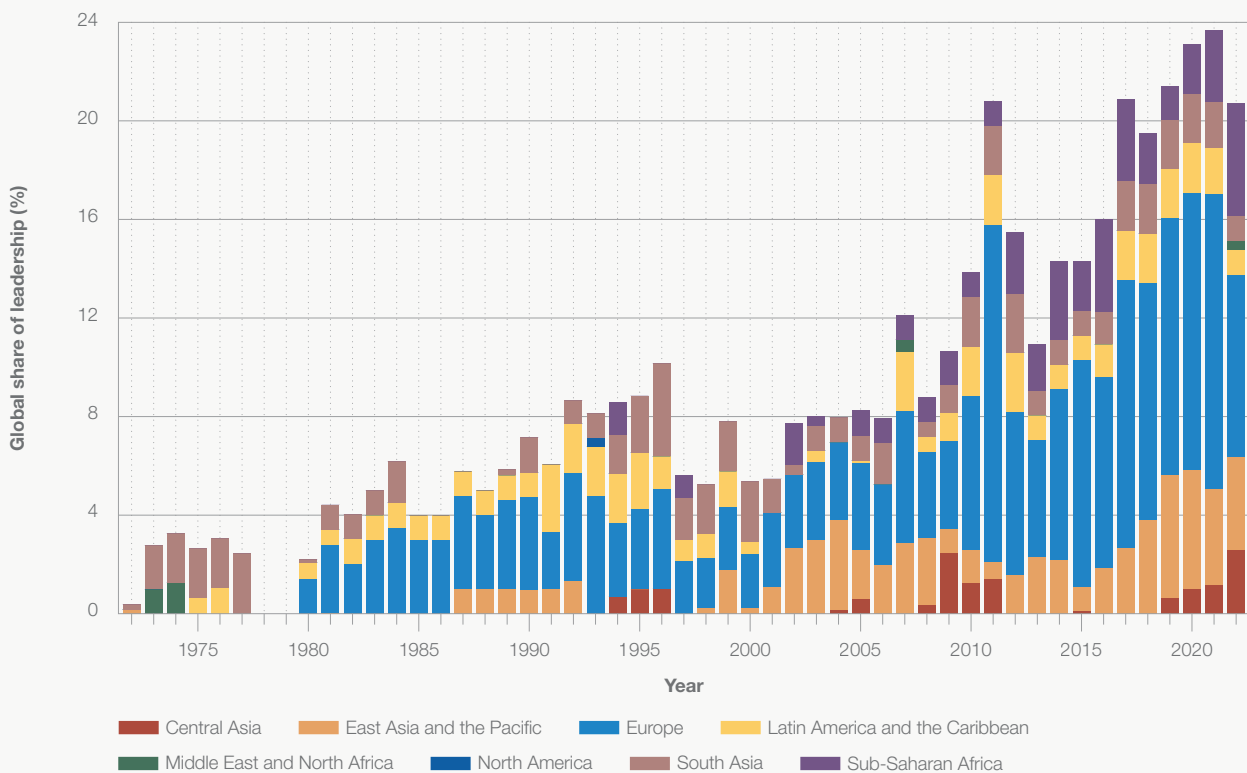
The private sector is not the only one where women's leadership has been on the rise. Longitudinal data from the Global Gender Gap Index shows that the global average share of women in ministerial positions nearly doubled between 2006 and 2022, increasing from 9.9% to 16.1%. In 2022, the countries that 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.

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.

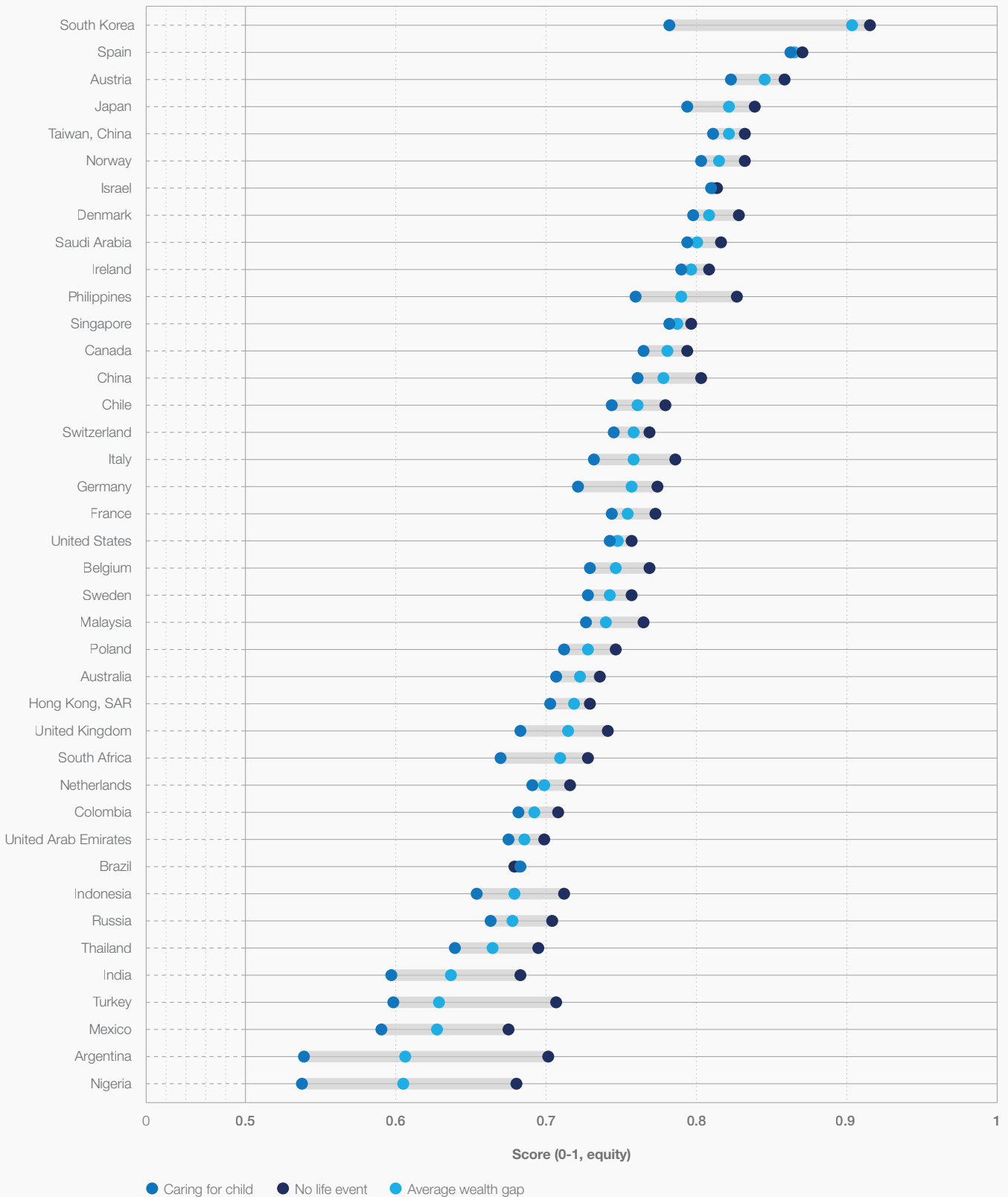
Life events relating to care had the most significant impact on gender wealth equity across nearly all the 39 countries included in the analysis.

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.

FIGURE 2.11

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.

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.¹⁶ Women increased their participation in this space significantly, according to high frequency data from Coursera.

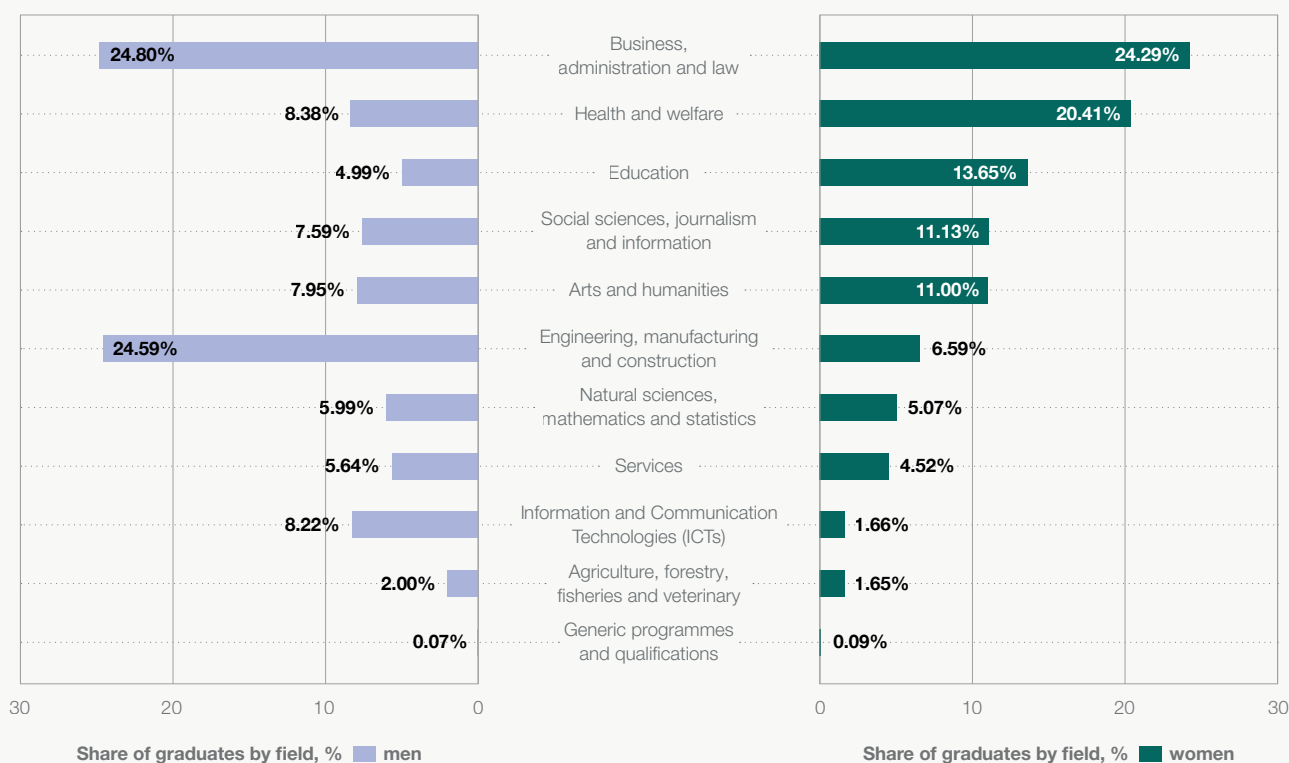
As illustrated in Figures 2.13.A-D, gender gaps are substantially smaller in online enrolment than in traditional tertiary education for selected countries, when comparing online Coursera enrollment with traditional tertiary education data from the OECD. However, in both online and traditional formats, 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

2019



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,

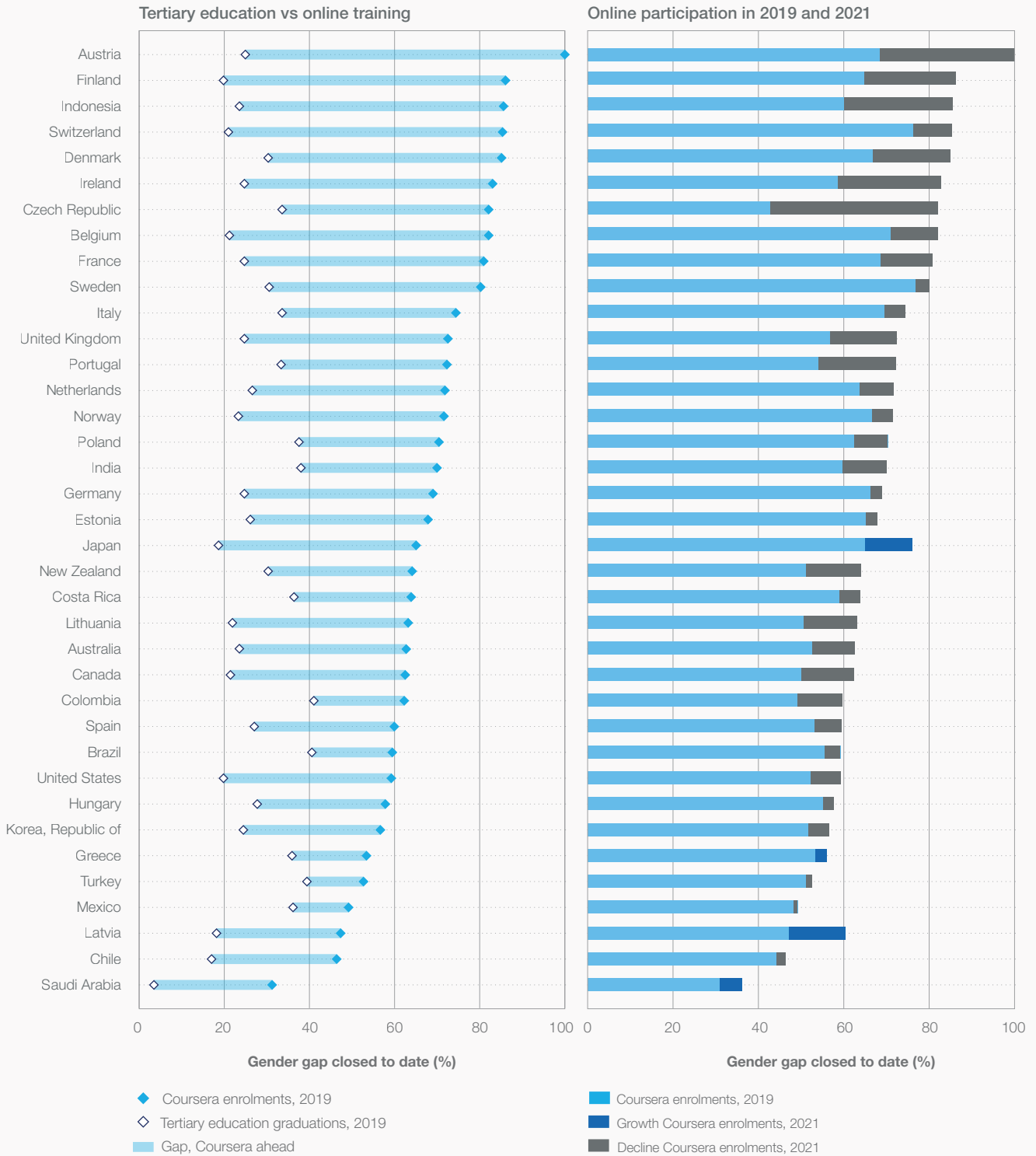
however, the gender gap in ICT in online education increased from 2019 to 2021.

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

FIGURE 2.13

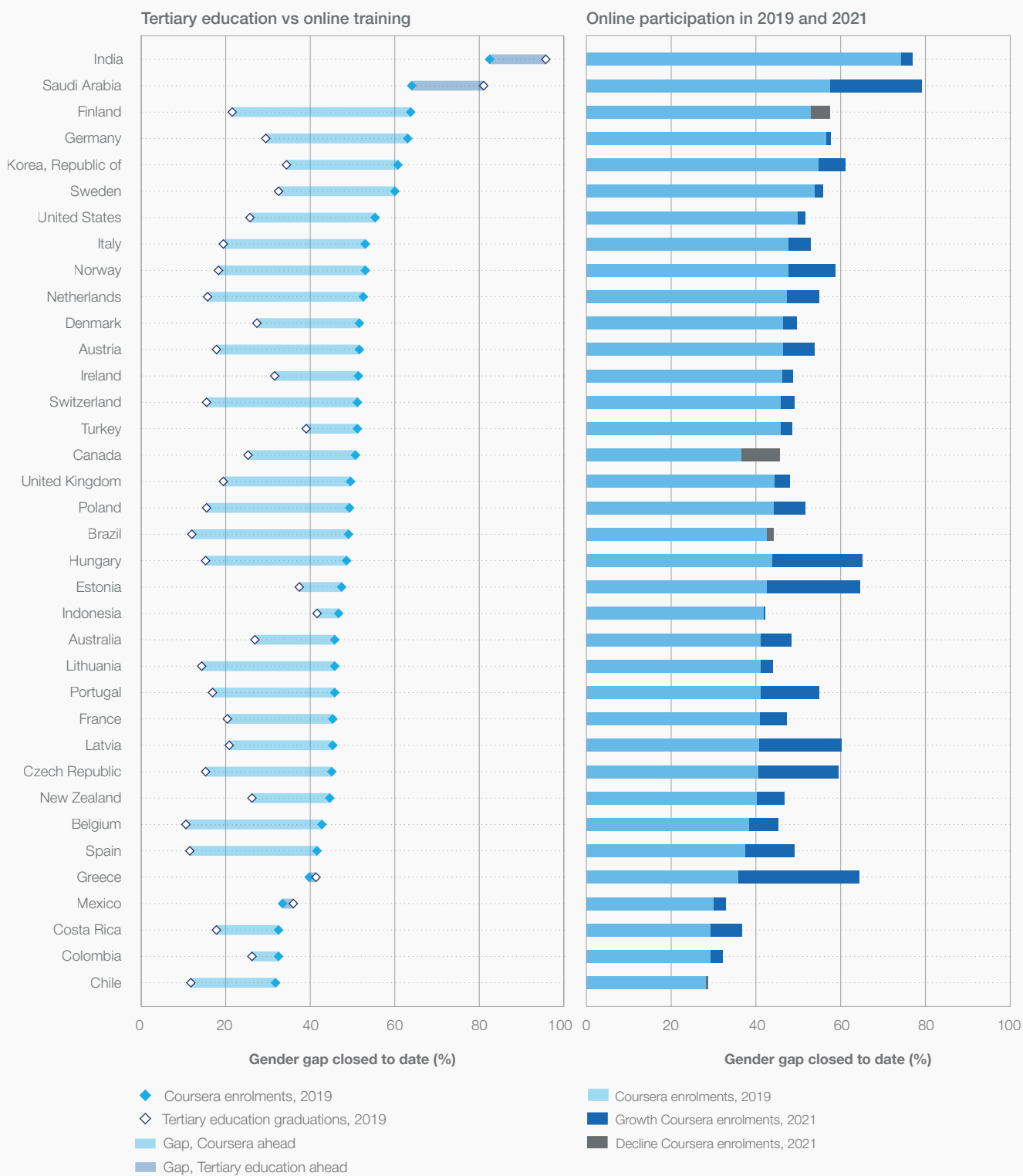
Gender gaps in tertiary education and online training, selected STEM degrees, selected countries

A. Engineering, Manufacturing, and Construction



Source
Coursera.

B. Information and Communication Technologies



Source
Courseera.

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.

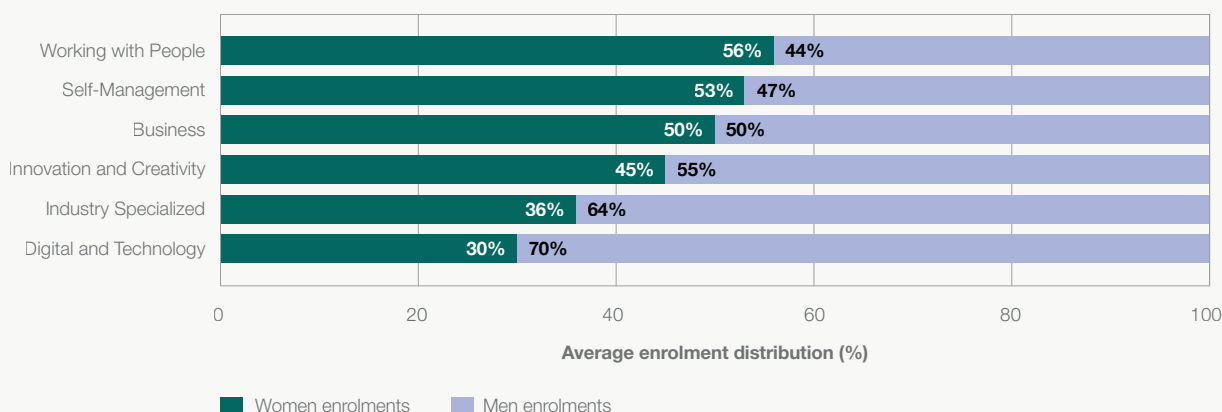
However, even as women in many countries have begun to match men's participation in online learning since the pandemic, a significant gender gap remains in the distribution of enrolment preferences across skills. While both men and women upskill in valuable areas of competency –

FIGURE 2.14

Gender gaps in online training

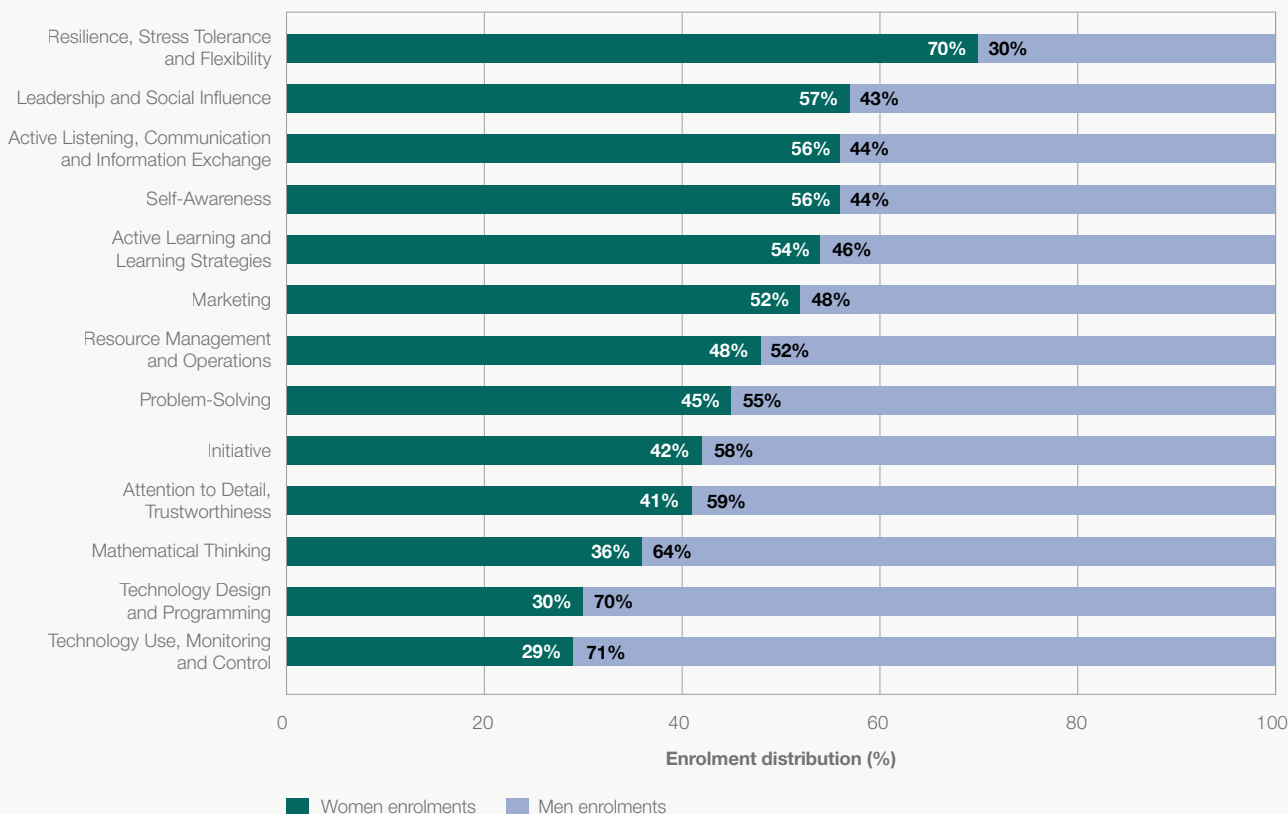
Q1 2021- Q2 2021

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.

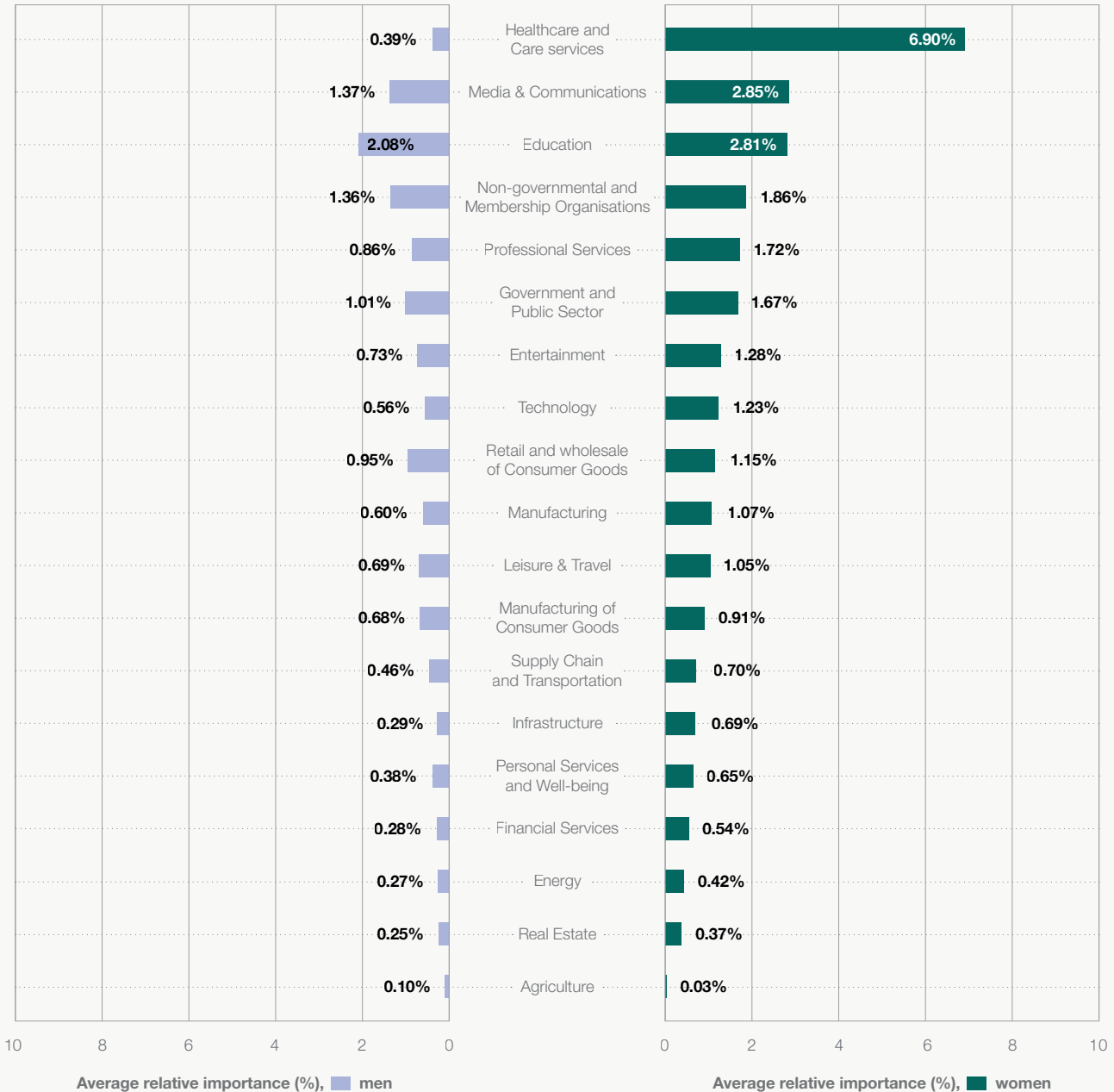
There are also gender gaps when it comes to reported skills among those in leadership roles. LinkedIn data for skills displayed by those in

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

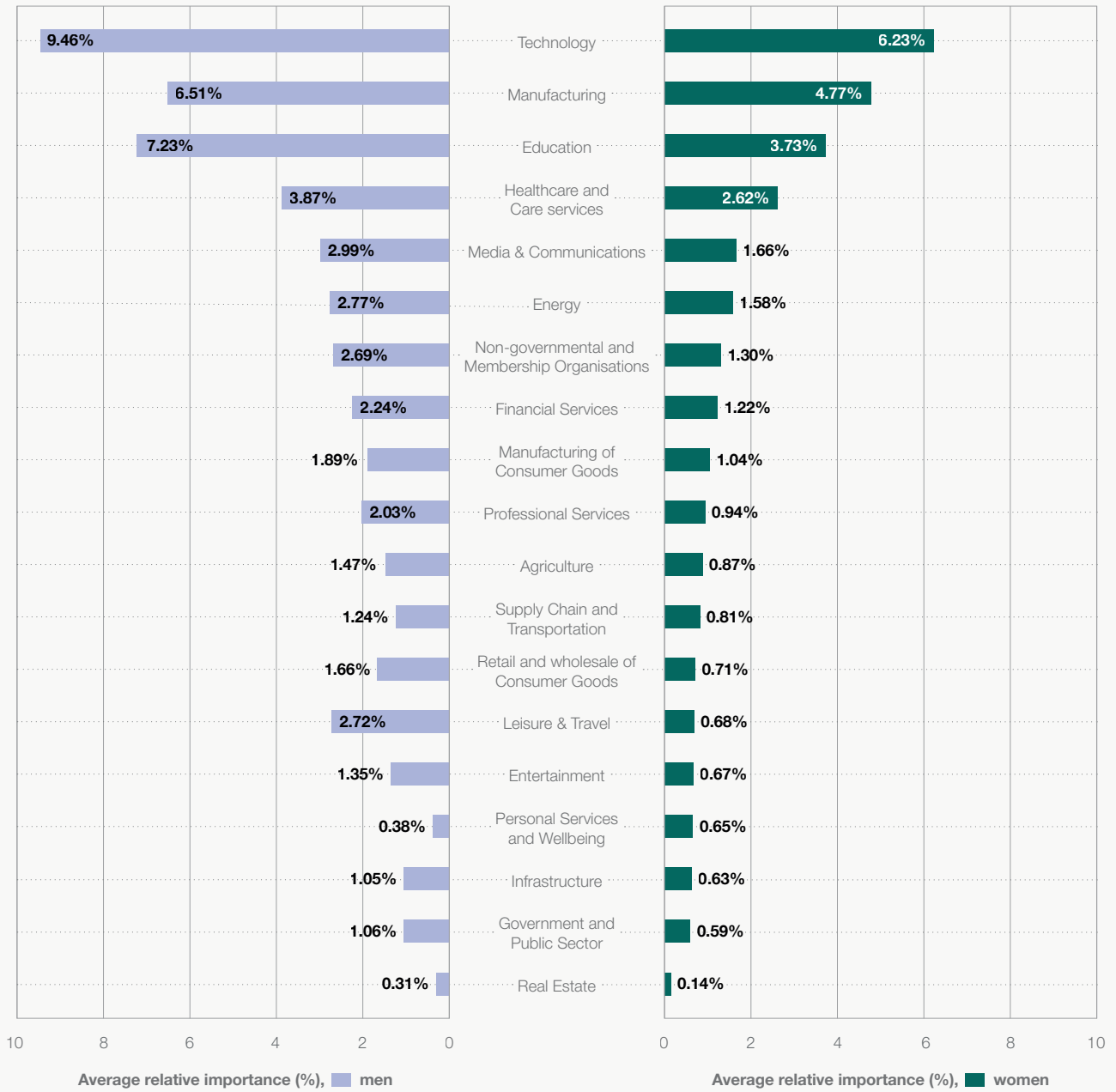
A. Attitudinal skills



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

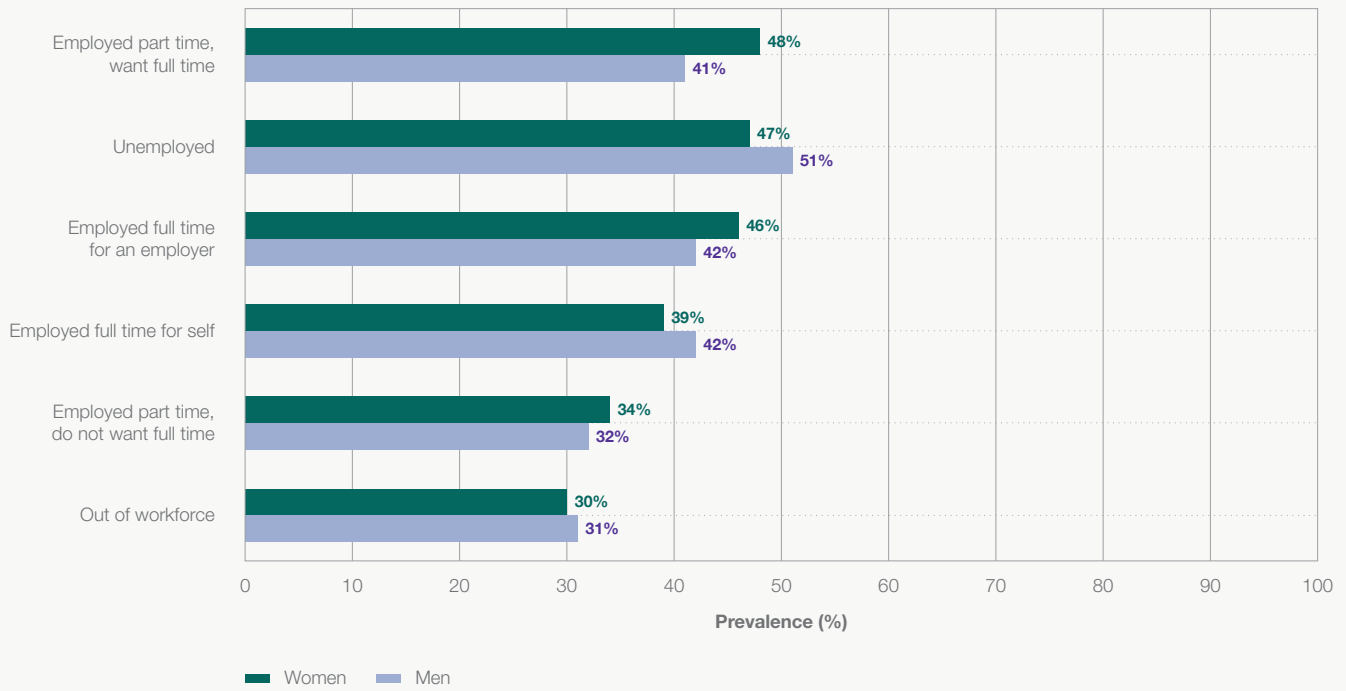
Between 1990 and 2019, the global prevalence of mental, anxiety and depressive disorders in women increased in higher proportion than it did for men, which is having a disproportionately

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

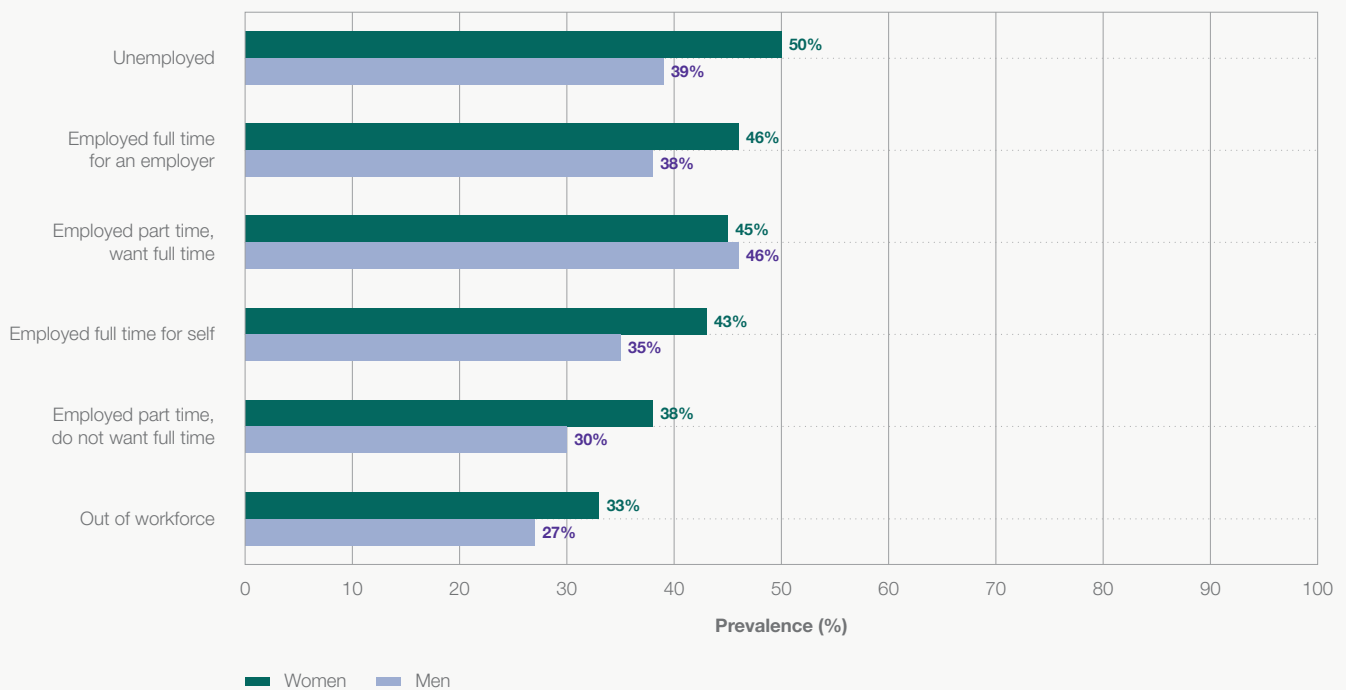
FIGURE 2.16

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

A. 2020



B. 2021



Source
Hologic & 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 percentage-points), 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.

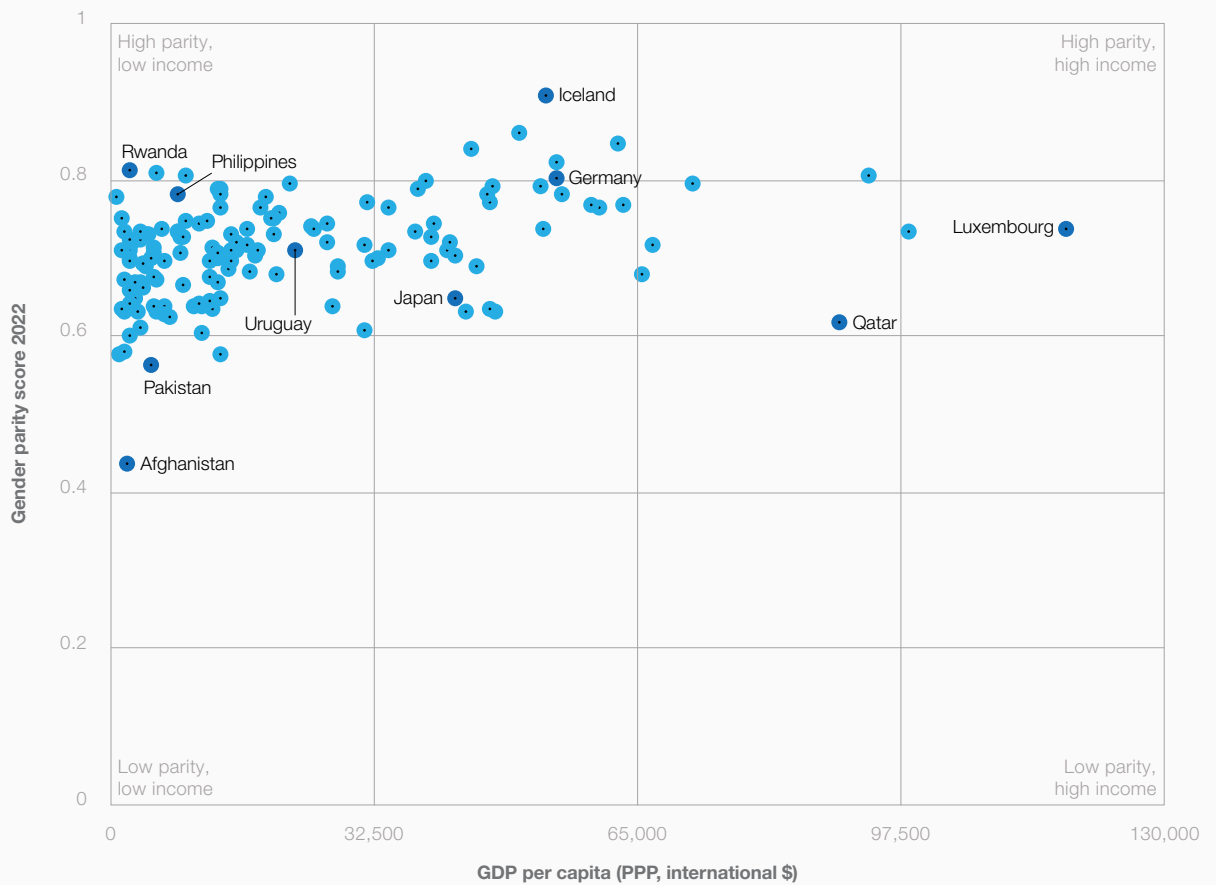
2.9 Gender gaps and income

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.

Endnotes

1. Javorcik, 2021.
2. Alon, et al, 2021.
3. ILO, 2022a.
4. Adams-Prassl, et al, 2020.
5. Russell and Sun, 2020.
6. ILO, 2022b.
7. Boesch, et al, 2021.
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.
9. GEM, 2021.
10. Teare, 2022.
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.
13. World Bank, 2022.
14. World Economic Forum, 2022.
15. UNESCO, 2020.
16. OECD, 2020.
17. The Lancet Psychiatry, 2022.

References

- Adams-Prassl, Abi, Teodora Boneva, Marta Golin and Christopher Rauh, "Inequality in the Impact of the Coronavirus Shock: Evidence from Real Time Surveys", *Journal of Public Economics*, vol. 189, 2020.
- Alon, Titan, Matthias Doepke, Jane Olmstead-Rumsey and Michèle Tertilt, *The shecession (she-recession) of 2020: Causes and consequences*, VOX, CEPR Policy Portal (voxeu.org), 2020, <https://voxeu.org/article/shecession-she-recession-2020-causes-and-consequences>; Tang, Vincent, et al, Gender equality and COVID-19, International Monetary Fund (IMF), Special Series on COVID-19, 2021, <https://www.imf.org/-/media/Files/Publications/covid19-special-notes/en-special-series-on-covid-19-gender-equality-and-covid-19.ashx>
- Boesch, Tyler, Rob Grunewald, Ryan Nunn and Vanessa Palmer, *Pandemic Pushes Mothers of Young Children Out of the Labour Force*, Federal Reserve Bank of Minneapolis, 2 February 2021, https://www.minneapolisfed.org/article/2021/pandemic-pushes-mothers-of-young-children-out-of-the-labor-force#_ftn1.
- GEM (Global Entrepreneurship Monitor), *2020/21 Women's Entrepreneurship Report: Thriving through Crisis*, 2021, <https://www.gemconsortium.org/report/gem-20202021-global-report>.
- ILO (International Labour Organization), *ILO Monitor on the World of Work*, Ninth Edition, Policy Brief, 2022a, https://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms_845642.pdf.
- , *Over 2 million moms left the labour force according to new global estimates*, 8 March 2022, 2022b, <https://ilostat.ilo.org/over-2-million-moms-left-the-labour-force-in-2020-according-to-new-global-estimates/>.
- OECD (Organisation of Economic Co-operation and Development), *The Potential of Online Learning for Adults: Early Lessons from the COVID-19 Crisis*, OECD Policy Responses to Coronavirus (COVID-19), 2020, <https://www.oecd.org/coronavirus/policy-responses/the-potential-of-online-learning-for-adults-early-lessons-from-the-covid-19-crisis-ee040002/>.
- Javorcik, Beata, "Covidowa pułapka: jak wirus stworzył błędne koło dla kobiet [Covid trap: How the virus created a vicious cycle for women]", in *Almanach 2021-22*, edited by Jacek Zakowski, 131-143, Fundacja Concilium Civitas, 2021.
- Russell, Lauren and Sun, Chuxuan, "The Effect of Mandatory Child Care Center Closures on Women's Labor Market Outcomes during the COVID-19 Pandemic", *Covid Economics*, vol. 62, no. 18, 2020, pp. 124–154.
- Teare, Gené. "Global VC Funding To Female Founders Dropped Dramatically This Year", *Crunchbase News*, 21 December 2020, <https://news.crunchbase.com/news/global-vc-funding-to-female-founders/>.
- , "The Herd Of Female-Founded Unicorn Companies Continues To Grow in 2022", *Crunchbase News*, 21 March 2022, <https://news.crunchbase.com/news/top-women-led-unicorn-companies-startups-2022/>.
- The Lancet Psychiatry, *Global, Regional, and National Burden of 12 Mental Disorders in 204 Countries and Territories, 1990–2019: A Systematic Analysis for the Global Burden of Disease Study 2019*, vol. 9, no. 2, 2022, pp. 137–150, [https://doi.org/10.1016/S2215-0366\(21\)00395-3](https://doi.org/10.1016/S2215-0366(21)00395-3).
- UNESCO (United Nations Educational, Scientific and Cultural Organization), *Distance Learning Strategies in Response to COVID-19 School Closures*, 2020, <https://unesdoc.unesco.org/ark:/48223/pf0000373305>.
- World Economic Forum, *The Good Work Framework: A New Business Agenda for the Future of Work*, 2022, https://www3.weforum.org/docs/WEF_The_Good_Work_Framework_2022.pdf.

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.

Central Asia	Europe	North America
Armenia	Malta	Canada
Azerbaijan	Montenegro	United States
Belarus	Netherlands	
Georgia	North Macedonia	
Kazakhstan	Norway	
Kyrgyz Republic	Poland	
Moldova	Portugal	
Tajikistan	Romania	
Turkey	Serbia	
Ukraine	Slovak Republic	
	Slovenia	
	Spain	
	Sweden	
	Switzerland	
	United Kingdom	
East Asia and the Pacific	Latin America and the Caribbean	South Asia
Australia	Argentina	Afghanistan
Brunei Darussalam	Belize	Bangladesh
Cambodia	Bolivia	Bhutan
China	Brazil	India
Fiji	Barbados	Iran, Islamic Republic of
Indonesia	Chile	Sri Lanka
Japan	Colombia	Maldives
Korea, Republic of	Costa Rica	Nepal
Lao PDR	Dominican Republic	Pakistan
Malaysia	Ecuador	
Mongolia	Guatemala	
Myanmar	Guyana	
New Zealand	Honduras	
Philippines	Jamaica	
Singapore	Mexico	
Thailand	Nicaragua	
Timor-Leste	Panama	
Vanuatu	Peru	
Viet Nam	Paraguay	
	El Salvador	
	Suriname	
	Uruguay	
Europe	Middle East and North Africa	Sub-Saharan Africa
Albania	Bahrain	Angola
Austria	Algeria	Burundi
Belgium	Egypt	Benin
Bosnia and Herzegovina	Israel	Burkina Faso
Bulgaria	Jordan	Botswana
Cyprus	Kuwait	Côte d'Ivoire
Czech Republic	Lebanon	Cameroon
Denmark	Morocco	Congo, Democratic Rep.
Estonia	Oman	Comoros*
Finland	Qatar	Cape Verde
France	Saudi Arabia	Chad
Germany	Tunisia	Eswatini
Greece	United Arab Emirates	Ethiopia
Hungary		Ghana
Iceland		Guinea
Ireland		Gambia, The
Italy		Kenya
Latvia		Liberia
Lithuania		Lesotho
Luxembourg		Madagascar
		Mali
		Mozambique
		Mauritius
		Malawi
		Namibia
		Niger
		Nigeria
		Rwanda
		Senegal
		Sierra Leone
		South Africa
		Tanzania
		Togo
		Uganda
		Zambia
		Zimbabwe

*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), <i>ILOSTAT</i> 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), <i>ILOSTAT</i> database (accessed March 2022); International Monetary Fund (IMF), <i>World Economic Outlook</i> (October 2020); World Bank, <i>World Development Indicators</i> database (accessed March 2022)
Economic Participation and Opportunity	Legislators, senior officials and managers	International Labour Organization (ILO), <i>ILOSTAT</i> database (accessed March 2022)
Economic Participation and Opportunity	Professional and technical workers	International Labour Organization (ILO), <i>ILOSTAT</i> 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, <i>UIS.Stat</i> Education statistics data portal
Educational Attainment	Enrolment in secondary education	UNESCO, <i>UIS.Stat</i> Education statistics data portal
Educational Attainment	Enrolment in tertiary education	UNESCO, <i>UIS.Stat</i> Education statistics data portal
Health and Survival	Sex ratio at birth	World Bank, <i>World Development Indicators</i> database
Health and Survival	Healthy life expectancy	World Health Organization (WHO), <i>Global Health Observatory</i> 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 longer-term 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 decision-making 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 indicator-specific 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.⁷ 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 countries¹⁰ 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	Weight
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

Notes

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 female-to-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.¹²

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)¹⁵ 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 age-bound 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 year 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; Near-equal 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; Near-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. 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

13. UNESCO, *Incheon Declaration and SDG 4 - Education 2030 Framework for Action*, 2015, <https://apa.sdg4education2030.org/sites/apa.sdg4education2030.org/files/2020-12/Education2030%20Incheon%20Declaration%20and%20Framework%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-new-sdg-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-ricardo-hausmann-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.

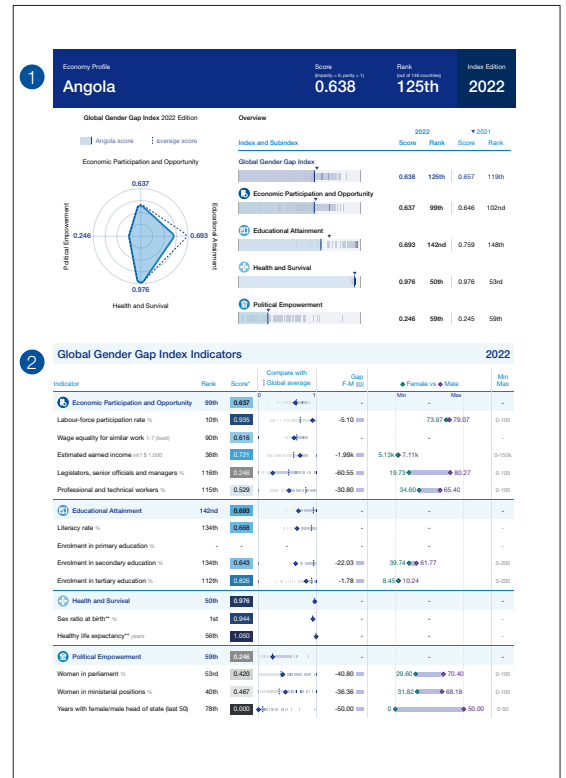
Economy selection

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 population-weighted global average for that indicator (out of 146 economies); column four displays the gap between the female and male value; column five charts the female and male value on a scale, respectively; and, finally, column six displays the minimum and maximum value for the indicator. Although full-precision 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 female-male 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.

3

Economy Profile
Angola

Score 0.638 Rank 125th Page 2 of 2

Complementary Targets and Contextual Indicators 2022

Indicator	Unit	Value	Family and care	Indicator	Unit	Value
General indicators						
GDP US\$ billion		58.38	Public spending on family benefits % GDP			n.a.
GDP per capita constant 17, int. \$ 1000		6,100	Unmet family planning % women 15-49			38.00
Population sex ratio males/females		1.82	Early marriage			24.70
Population growth rate		3.22	Mean age of women at birth of first child years			28.79
Indicator: 1000 people	Female	Male	Indicator: 0-1 (equal rights)			
Total population	16.61	16.26	Right to divorce			Uneven rights
Work participation and leadership			Indicator: Days	Female	Male	Value
Gender pay gap (OECD only) %		n.a.	Length of parental leave			90.00 1.00 n.a.
Share of women's membership in boards % (OECD countries only)		n.a.	Education and skills			
Firms with female majority ownership % firms		n.a.	Graduates attainment %	Female	Male	Value
Firms with female top management % firms		n.a.	STEM Graduates			n.a. n.a. 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)			Arts & Humanities			39.43 63.57 0.57
Advancement of women to leadership roles		3.75	Business, Admin. & Law			48.29 51.71 0.93
Indicator: 1 (best people)	Female	Male	Education			n.a. n.a. n.a.
Labour force	6.92	7.05	Engineering, Manuf. & Construction			n.a. n.a. n.a.
Indicator: Unit	Female	Male	Health & Welfare			66.83 33.17 2.00
Unemployed adults % of labour force (15-64)		8.85	Information & Comm. Technologies			37.96 62.04 0.61
Workers employed part-time % of employed people		n.a. n.a. n.a.	Natural Sci., Mathematics & Statistics			n.a. n.a. n.a.
Proportion of time spent on unpaid domestic and care work %		n.a. n.a. n.a.	Social Sci., Journalism & Information			n.a. n.a. n.a.
Access to finance			Vocational training			n.a. n.a. n.a.
Indicator: 0-1 (equal rights)			PHD graduates			n.a. n.a. n.a.
Access to financial services	Near-equal rights		Graduates %	Female	Male	Value
Inheritance rights for widows and daughters	Uneven rights		Graduates from tertiary education			n.a. n.a. n.a.
Access to land assets	Uneven rights		Health			
Access to non-land assets	Uneven rights		Indicator: Unit			
Civil and political freedom			Prevalence of gender violence in lifetime % women			34.80
Indicator: Unit			Births attended by skilled personnel % live births			48.60
Year women received right to vote year		1975	Maternal mortality deaths per 100,000 live births			241.00
Number of female heads of state to date number		0	Total fertility rate births per woman			5.44
Seats held in upper house % total seats		n.a.	Indicator: 0-1 (equal rights)			
Indicator: Yes/No			Reproductive autonomy			Equal rights
Election list quotas for women, national	Yes					
Party membership quotas, voluntary	No					
Indicator: 0-1 (equal rights)						
Access to justice	Near-equal rights					
Freedom of movement	Equal rights					

*Some are on a 1-7 scale, where 1 represents the optimal situation or “best”. **Please see Appendix A and B for detailed methodology, definitions, sources and periods.
*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 Koenig 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.

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/data-explorer>). 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 upper-left corner of the page 5.



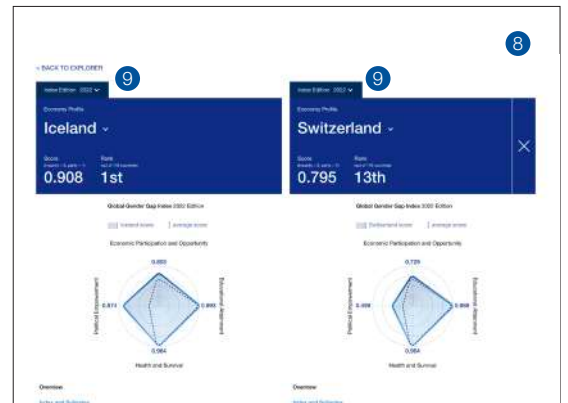
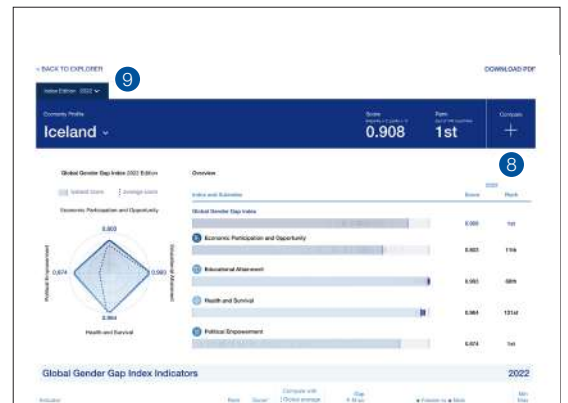
Interactive ranking tables

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.



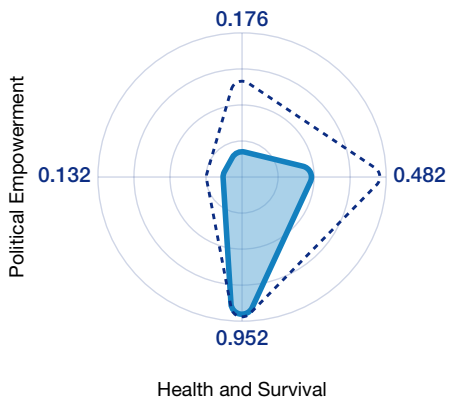
Index of Economy Profiles

Country	Page	Country	Page	Country	Page
Afghanistan	72	France	170	Netherlands	268
Albania	74	Gambia	172	New Zealand	270
Algeria	76	Georgia	174	Nicaragua	272
Angola	78	Germany	176	Niger	274
Argentina	80	Ghana	178	Nigeria	276
Armenia	82	Greece	180	North Macedonia	278
Australia	84	Guatemala	182	Norway	280
Austria	86	Guinea	184	Oman	282
Azerbaijan	88	Guyana	186	Pakistan	284
Bahrain	90	Honduras	188	Panama	286
Bangladesh	92	Hungary	190	Paraguay	288
Barbados	94	Iceland	192	Peru	290
Belarus	96	India	194	Philippines	292
Belgium	98	Indonesia	196	Poland	294
Belize	100	Iran, Islamic Republic of	198	Portugal	296
Benin	102	Ireland	200	Qatar	298
Bhutan	104	Israel	202	Romania	300
Bolivia	106	Italy	204	Rwanda	302
Bosnia and Herzegovina	108	Jamaica	206	Saudi Arabia	304
Botswana	110	Japan	208	Senegal	306
Brazil	112	Jordan	210	Serbia	308
Brunei Darussalam	114	Kazakhstan	212	Sierra Leone	310
Bulgaria	116	Kenya	214	Singapore	312
Burkina Faso	118	Korea, Rep.	216	Slovak Republic	314
Burundi	120	Kuwait	218	Slovenia	316
Cambodia	122	Kyrgyz Republic	220	South Africa	318
Cameroon	124	Lao PDR	222	Spain	320
Canada	126	Latvia	224	Sri Lanka	322
Cape Verde	128	Lebanon	226	Suriname	324
Chad	130	Lesotho	228	Sweden	326
Chile	132	Liberia	230	Switzerland	328
China	134	Lithuania	232	Tajikistan	330
Colombia	136	Luxembourg	234	Tanzania	332
Comoros	138	Madagascar	236	Thailand	334
Congo, Democratic Rep.	140	Malawi	238	Timor-leste	336
Costa Rica	142	Malaysia	240	Togo	338
Côte d'Ivoire	144	Maldives	242	Tunisia	340
Cyprus	146	Mali	244	Turkey	342
Czech Republic	148	Malta	246	Uganda	344
Denmark	150	Mauritius	248	Ukraine	346
Dominican Republic	152	Mexico	250	United Arab Emirates	348
Ecuador	154	Moldova	252	United Kingdom	350
Egypt	156	Mongolia	254	United States	352
El Salvador	158	Montenegro	256	Uruguay	354
Estonia	160	Morocco	258	Vanuatu	356
Eswatini	162	Mozambique	260	Viet Nam	358
Ethiopia	164	Myanmar	262	Zambia	360
Fiji	166	Namibia	264	Zimbabwe	362
Finland	168	Nepal	266		

Global Gender Gap Index 2022 Edition

■ Afghanistan score ▤ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.435	146th	0.444	156th
Economic Participation and Opportunity	0.176	146th	0.180	156th
Educational Attainment	0.482	146th	0.514	156th
Health and Survival	0.952	140th	0.952	149th
Political Empowerment	0.132	107th	0.132	111th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆	◆	
Economic Participation and Opportunity	146th	0.176		-	Min	Max	-
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	0-150k
Legislators, senior officials and managers %	137th	0.051		-90.22	4.89	95.11	0-100
Professional and technical workers %	136th	0.242		-61.02	19.49	80.51	0-100
Educational Attainment	146th	0.482		-	-	-	-
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		-9.23	5.82	15.05	0-200
Health and Survival	140th	0.952		-	-	-	-
Sex ratio at birth** %	111th	0.943		-	-	-	-
Healthy life expectancy** years	145th	0.971		-	-	-	-
Political Empowerment	107th	0.132		-	-	-	-
Women in parliament %	69th	0.370		-46.00	27.00	73.00	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	0	50.00	0-50

Complementary Targets and Contextual Indicators

2022

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 boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	0.50		
Firms with female top managers	% firms	4.70		
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		1.69	8.00	0.17
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	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 daughters		Restricted 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	1964		
Number of female heads of state to date	number	0		
Seats held in upper house	% total seats	27.90		
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		Restricted rights		
Freedom of movement		Restricted rights		
Family and care				
Indicator	Unit	Value		
Public spending on family benefits	% GDP	n. a.		
Unmet family planning	% women 15-49	24.50		
Early marriage	%	35.00		
Mean age of women at birth of first child	years	29.43		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Unequal 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		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		3.42	96.58	0.04
Arts & Humanities		28.22	71.78	0.39
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		23.22	76.78	0.30
Engineering, Manuf. & Construction		4.09	95.91	0.04
Health & Welfare		32.34	67.66	0.48
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		0.34	1.48	0.93
PhD graduates		n. a.	n. a.	n. a.
Graduates	%	Female	Male	Value
Graduates from tertiary education		6.10	15.35	10.85
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	60.80		
Births attended by skilled personnel	% live births	58.80		
Maternal mortality	deaths per 100,000 live births	638.00		
Total fertility rate	births per woman	4.32		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Restricted rights		

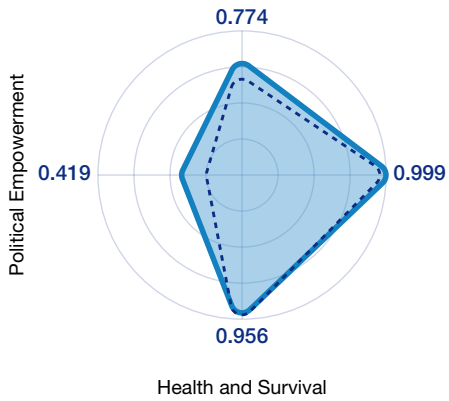
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

Albania score average score

Economic Participation and Opportunity



Overview

Index and Subindex	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.787	18th	0.770	25th
Economic Participation and Opportunity	0.774	23rd	0.748	35th
Educational Attainment	0.999	34th	0.999	42nd
Health and Survival	0.956	137th	0.956	147th
Political Empowerment	0.419	25th	0.377	30th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	23rd	0.774		-	Min	Max	-
Labour-force participation rate %	76th	0.767		-15.42	50.73	66.15	0-100
Wage equality for similar work 1-7 (best)	1st	0.845		-	-	-	-
Estimated earned income int'l \$ 1,000	33rd	0.726		-4.17k	11.07k	15.24k	0-150k
Legislators, senior officials and managers %	71st	0.518		-31.77	34.12	65.89	0-100
Professional and technical workers %	1st	1.000		11.66	44.17	55.83	0-100
Educational Attainment	34th	0.999		-	-	-	-
Literacy rate %	64th	0.992		-	-	-	-
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		26.32	45.05	71.37	0-200
Health and Survival	137th	0.956		-	-	-	-
Sex ratio at birth** %	140th	0.923		-	-	-	-
Healthy life expectancy** years	79th	1.033		-	-	-	-
Political Empowerment	25th	0.419		-	-	-	-
Women in parliament %	37th	0.555		-28.60	35.70	64.30	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	0	50.00	0-50

Complementary Targets and Contextual Indicators

2022

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	14.89		
GDP per capita	constant '17, intl. \$ 1000	13.19		
Population sex ratio	female/male	0.96		
Population growth rate	%	-0.57		
Indicator	Million people	Female	Male	Value
Total population		1.39	1.44	2.84
Work participation and leadership				
Indicator	Unit	Value		
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	16.90		
Firms with female top managers	% firms	18.10		
Share of workers in informal sector	% workers	56.70		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		6.11		
Indicator	1 Million people	Female	Male	Value
Labour-force		0.60	0.80	0.43
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	10.94	10.80	10.86
Workers employed part-time	% of employed people	0.24	0.15	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 rights		
Inheritance rights for widows and daughters		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	1946		
Number of female heads of state to date	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		n. a.		
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	% GDP	n. a.		
Unmet family planning	% women 15-49	15.20		
Early marriage	%	7.20		
Mean age of women at birth of first child	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
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.
Education		77.68	22.32	3.48
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		78.93	21.07	3.75
Information & Comm. Technologies		43.71	56.29	0.78
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
PhD graduates		n. a.	n. a.	n. a.
Graduates	%	Female	Male	Value
Graduates from tertiary education		56.63	28.18	42.05
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% 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		

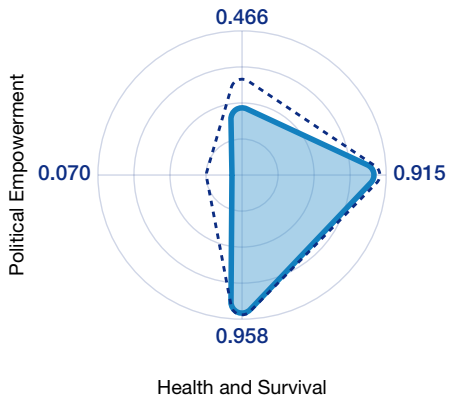
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

Algeria score average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.602	140th	0.633	136th
Economic Participation and Opportunity	0.466	138th	0.456	142nd
Educational Attainment	0.915	126th	0.966	111th
Health and Survival	0.958	135th	0.958	144th
Political Empowerment	0.070	134th	0.151	100th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	138th	0.466		-	Min	Max	-
Labour-force participation rate %	142nd	0.243		-48.80	15.68	64.48	0-100
Wage equality for similar work 1-7 (best)	3rd	0.815		-	-	-	-
Estimated earned income int'l \$ 1,000	144th	0.184		-14.69k	3.31k	18.00k	0-150k
Legislators, senior officials and managers %	135th	0.091		-83.27	8.36	91.64	0-100
Professional and technical workers %	81st	0.916		-4.40	47.80	52.20	0-100
Educational Attainment	126th	0.915		-	-	-	-
Literacy rate %	115th	0.862		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	-	-		-	-	-	-
Enrolment in tertiary education %	1st	1.000		27.27	39.16	66.42	0-200
Health and Survival	135th	0.958		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	143rd	0.990		-	-	-	-
Political Empowerment	134th	0.070		-	-	-	-
Women in parliament %	135th	0.088		-83.80	8.10	91.90	0-100
Women in ministerial positions %	100th	0.172		-70.59	14.71	85.29	0-100
Years with female/male head of state (last 50)	78th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2022

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 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		5.05		
Indicator	1 Million people	Female	Male	Value
Labour-force		2.40	10.00	0.19
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	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 rights		
Inheritance rights for widows and daughters		Unequal 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	1962		
Number of female heads of state to date	number	0		
Seats held in upper house	% total seats	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		
Freedom of movement		Restricted rights		
Family and care				
Indicator	Unit	Value		
Public spending on family benefits	% GDP	n. a.		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	3.10		
Mean age of women at birth of first child	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
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		80.57	19.43	4.15
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
Health & Welfare		70.52	29.48	2.39
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		83.06	16.94	4.90
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		52.69	26.55	39.33
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% 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		

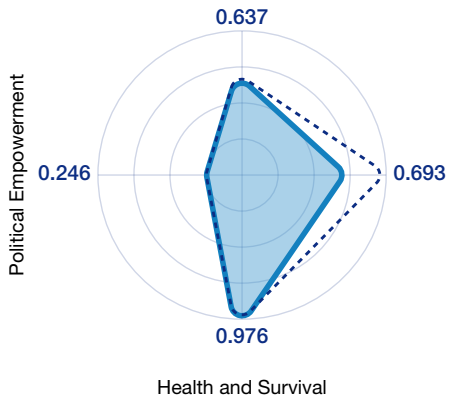
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

Angola score average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

	2022	2021
	Score	Rank
Global Gender Gap Index	0.638	125th

Economic Participation and Opportunity

Economic Participation and Opportunity	0.637	99th
--	-------	------

Educational Attainment

Educational Attainment	0.693	142nd
------------------------	-------	-------

Health and Survival

Health and Survival	0.976	50th
---------------------	-------	------

Political Empowerment

Political Empowerment	0.246	59th
-----------------------	-------	------

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male	Min Max
Economic Participation and Opportunity	99th	0.637		-	Min - Max	-
Labour-force participation rate %	10th	0.935		-5.10	73.97 vs 79.07	0-100
Wage equality for similar work 1-7 (best)	90th	0.616		-	-	-
Estimated earned income int'l \$ 1,000	36th	0.721		-1.99k	5.13k vs 7.11k	0-150k
Legislators, senior officials and managers %	116th	0.246		-60.55	19.73 vs 80.27	0-100
Professional and technical workers %	115th	0.529		-30.80	34.60 vs 65.40	0-100
Educational Attainment	142nd	0.693		-	-	-
Literacy rate %	134th	0.668		-	-	-
Enrolment in primary education %	-	-		-	-	-
Enrolment in secondary education %	134th	0.643		-22.03	39.74 vs 61.77	0-200
Enrolment in tertiary education %	112th	0.826		-1.78	8.45 vs 10.24	0-200
Health and Survival	50th	0.976		-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-
Healthy life expectancy** years	56th	1.050		-	-	-
Political Empowerment	59th	0.246		-	-	-
Women in parliament %	53rd	0.420		-40.80	29.60 vs 70.40	0-100
Women in ministerial positions %	40th	0.467		-36.36	31.82 vs 68.18	0-100
Years with female/male head of state (last 50)	78th	0.000		-50.00	0 vs 50.00	0-50

Complementary Targets and Contextual Indicators

2022

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	58.38		
GDP per capita	constant '17, intl. \$ 1000	6.11		
Population sex ratio	female/male	1.02		
Population growth rate	%	3.22		
Indicator	Million people	Female	Male	Value
Total population		16.61	16.26	32.87
Work participation and leadership				
Indicator	Unit	Value		
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	84.30		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		3.75		
Indicator	1 Million people	Female	Male	Value
Labour-force		6.92	7.05	0.50
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	8.85	7.73	8.29
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		Near-equal rights		
Inheritance rights for widows and daughters		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	1975		
Number of female heads of state to date	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 rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit	Value		
Public spending on family benefits	% GDP	n. a.		
Unmet family planning	% women 15-49	38.00		
Early marriage	%	24.70		
Mean age of women at birth of first child	years	28.79		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Uneven rights		
Indicator	Days	Female	Male	Value
Length of parental leave		90.00	1.00	n. a.
Education and skills				
Graduates	Attainment %	Female	Male	Value
STEM Graduates		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		28.21	71.79	0.39
Arts & Humanities		36.43	63.57	0.57
Business, Admin. & Law		48.29	51.71	0.93
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		66.83	33.17	2.02
Information & Comm. Technologies		37.96	62.04	0.61
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	34.80		
Births attended by skilled personnel	% live births	46.60		
Maternal mortality	deaths per 100,000 live births	241.00		
Total fertility rate	births per woman	5.44		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Equal rights		

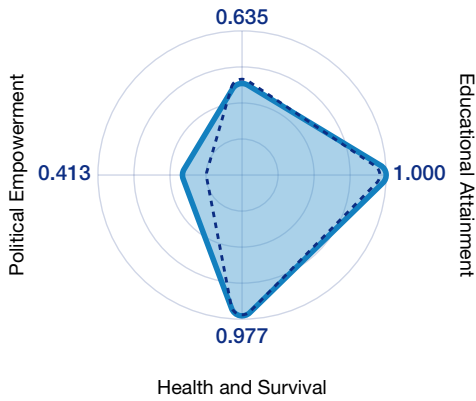
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

■ Argentina score ▤ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.756	33rd	0.752	35th
Economic Participation and Opportunity	0.635	102nd	0.639	103rd
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.977	46th	0.977	48th
Political Empowerment	0.413	28th	0.390	25th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	102nd	0.635		-	Min	Max	-
Labour-force participation rate %	96th	0.698		-21.59	50.01	71.60	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
Legislators, senior officials and managers %	78th	0.492		-34.05	32.97	67.03	0-100
Professional and technical workers %	1st	1.000		9.62	45.19	54.81	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
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		48.94	71.35	120.28	0-200
Health and Survival	46th	0.977		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	52nd	1.051		-	-	-	-
Political Empowerment	28th	0.413		-	-	-	-
Women in parliament %	13th	0.812		-10.40	44.80	55.20	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)	16th	0.242		-30.53	9.74	40.26	0-50

Complementary Targets and Contextual Indicators

2022

General indicators					Family and care				
Indicator	Unit	Value			Indicator	Unit	Value		
GDP	US\$ billions	389.29			Public spending on family benefits	% GDP	n. a.		
GDP per capita	constant '17, intl. \$ 1000	19.69			Unmet family planning	% women 15-49	n. a.		
Population sex ratio	female/male	1.05			Early marriage	%	12.90		
Population growth rate	%	0.97			Mean age of women at birth of first child	years	28.22		
Indicator	Million people	Female	Male	Value	Indicator 0-1 (Equal rights)				
Total population		23.24	22.14	45.38	Right to divorce	Equal rights			
Indicator	Unit	Value			Education and skills				
Gender pay gap (OECD only)	%	n. a.			Indicator	Days	Female	Male	Value
Share of women's membership in boards	% (OECD countries only)	n. a.			Length of parental leave		90.00	2.00	n. a.
Firms with female majority ownership	% firms	7.90			Graduates Attainment %				
Firms with female top managers	% firms	8.00			STEM Graduates		n. a.	n. a.	n. a.
Share of workers in informal sector	% workers	46.80			Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Indicator	1-7 (best)	Value			Arts & Humanities		n. a.	n. a.	n. a.
Advancement of women to leadership roles		4.27			Business, Admin. & Law		n. a.	n. a.	n. a.
Indicator	1 Million people	Female	Male	Value	Education		n. a.	n. a.	n. a.
Labour-force		8.96	11.90	0.43	Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Indicator	Unit	Female	Male	Value	Health & Welfare		n. a.	n. a.	n. a.
Unemployed adults (15-64)	% of labour force	12.84	8.87	10.58	Information & Comm. Technologies		n. a.	n. a.	n. a.
Workers employed part-time	% of employed people	0.60	0.39	0.48	Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Proportion of time spent on unpaid domestic and care work	%	9.69	3.89	n. a.	Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Access to finance					Vocational training		n. a.	n. a.	n. a.
Indicator	0-1 (Equal rights)	Value			PhD graduates		n. a.	n. a.	n. a.
Access to financial services		Equal rights			Graduates %				
Inheritance rights for widows and daughters		Equal rights			Graduates from tertiary education		26.72	12.06	19.30
Access to land assets		Near-equal rights			Health				
Access to non-land assets		Equal rights			Indicator	Unit	Value		
Civil and political freedom					Prevalence of gender violence in lifetime	% women	n. a.		
Indicator	Unit	Value			Births attended by skilled personnel	% live births	93.90		
Year women received right to vote	year	1947			Maternal mortality	deaths per 100,000 live births	39.00		
Number of female heads of state to date	number	2.00			Total fertility rate	births per woman	2.25		
Seats held in upper house	% total seats	43.10			Indicator 0-1 (Equal rights)				
Indicator	Yes/No	Value			Reproductive autonomy	Uneven rights			
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							

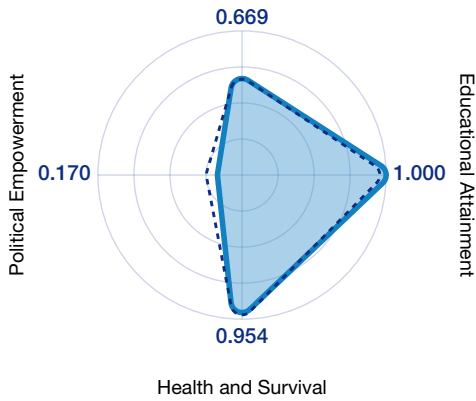
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

■ Armenia score ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.698	89th	0.673	114th
Economic Participation and Opportunity	0.669	84th	0.655	96th
Educational Attainment	1.000	28th	0.998	46th
Health and Survival	0.954	139th	0.950	150th
Political Empowerment	0.170	89th	0.091	132nd

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	84th	0.669		-	Min	Max	-
Labour-force participation rate %	101st	0.677		-20.34	42.66	63.00	0-100
Wage equality for similar work 1-7 (best)	15th	0.759		-	-	-	-
Estimated earned income int'l \$ 1,000	118th	0.506		-8.45k	8.64k	17.10k	0-150k
Legislators, senior officials and managers %	87th	0.446		-38.28	30.86	69.14	0-100
Professional and technical workers %	1st	1.000		30.97	34.52	65.48	0-100
Educational Attainment	28th	1.000		-	-	-	-
Literacy rate %	53rd	0.999		-	-	-	-
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		18.54	42.18	60.72	0-200
Health and Survival	139th	0.954		-	-	-	-
Sex ratio at birth** %	143rd	0.907		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	89th	0.170		-	-	-	-
Women in parliament %	39th	0.550		-29.00	35.50	64.50	0-100
Women in ministerial positions %	140th	0.000		-100.00	0	100.00	0-100
Years with female/male head of state (last 50)	78th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2022

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 boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	18.10		
Firms with female top managers	% firms	19.10		
Share of workers in informal sector	% workers	49.30		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		5.11		
Indicator	1 Million people	Female	Male	Value
Labour-force		0.55	0.67	0.45
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	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 daughters		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	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 rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit	Value		
Public spending on family benefits	% GDP	n. a.		
Unmet family planning	% women 15-49	12.50		
Early marriage	%	4.80		
Mean age of women at birth of first child	years	27.12		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Near-equal rights		
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
Agri., Forestry, Fisheries & Veterinary		24.45	75.55	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
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	8.20		
Births attended by skilled personnel	% live births	99.80		
Maternal mortality	deaths per 100,000 live births	26.00		
Total fertility rate	births per woman	1.76		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Equal rights		

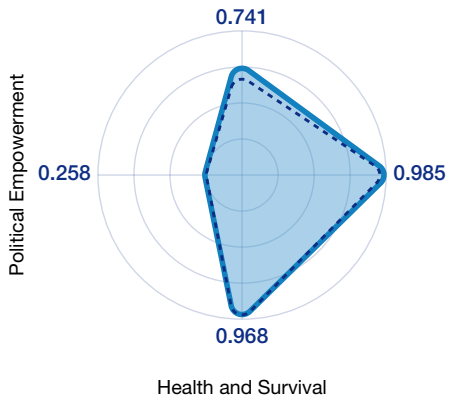
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

Australia score average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.738	43rd	0.731	50th
Economic Participation and Opportunity	0.741	38th	0.700	70th
Educational Attainment	0.985	87th	1.000	1st
Health and Survival	0.968	90th	0.968	99th
Political Empowerment	0.258	50th	0.258	54th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male	Min Max
Economic Participation and Opportunity	38th	0.741		-	Min - Max	-
Labour-force participation rate %	36th	0.865		-9.49	61.06 vs 70.55	0-100
Wage equality for similar work 1-7 (best)	57th	0.683		-	-	-
Estimated earned income int'l \$ 1,000	85th	0.617		-23.11k	37.17k vs 60.28k	0-150k
Legislators, senior officials and managers %	37th	0.665		-20.09	39.95 vs 60.05	0-100
Professional and technical workers %	1st	1.000		9.21	45.39 vs 54.61	0-100
Educational Attainment	87th	0.985		-	-	-
Literacy rate %	1st	1.000		-	-	-
Enrolment in primary education %	67th	1.000		-0.02	99.31 vs 99.32	0-100
Enrolment in secondary education %	117th	0.934		-9.62	135.71 vs 145.34	0-200
Enrolment in tertiary education %	1st	1.000		37.25	95.91 vs 133.16	0-200
Health and Survival	90th	0.968		-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-
Healthy life expectancy** years	98th	1.023		-	-	-
Political Empowerment	50th	0.258		-	-	-
Women in parliament %	48th	0.451		-37.80	31.10 vs 68.90	0-100
Women in ministerial positions %	62nd	0.364		-46.67	26.67 vs 73.33	0-100
Years with female/male head of state (last 50)	44th	0.064		-43.98	3.01 vs 46.99	0-50

Complementary Targets and Contextual Indicators

2022

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			1,327.84
GDP per capita	constant '17, intl. \$ 1000			48.69
Population sex ratio	female/male			1.01
Population growth rate	%			1.28
Indicator	Million people	Female	Male	Value
Total population		12.90	12.79	25.69
Work participation and leadership				
Indicator	Unit			Value
Gender pay gap (OECD only)	%			12.27
Share of women's membership in boards	% (OECD countries only)			34.80
Firms with female majority ownership	% firms			n. a.
Firms with female top managers	% firms			n. a.
Share of workers in informal sector	% workers			25.50
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				5.26
Indicator	1 Million people	Female	Male	Value
Labour-force		6.42	7.26	0.47
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	4.67	5.22	4.96
Workers employed part-time	% of employed people	0.59	0.36	0.47
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
Access to non-land assets				Equal rights
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1901
Number of female heads of state to date	number			1.00
Seats held in upper house	% total seats			53.30
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				Equal rights
Family and care				
Indicator	Unit			Value
Public spending on family benefits	% GDP			2.03
Unmet family planning	% women 15-49			n. a.
Early marriage	%			0.60
Mean age of women at birth of first child	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	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 from tertiary education		79.08	54.17	66.42
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			16.90
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
Reproductive autonomy				Equal rights

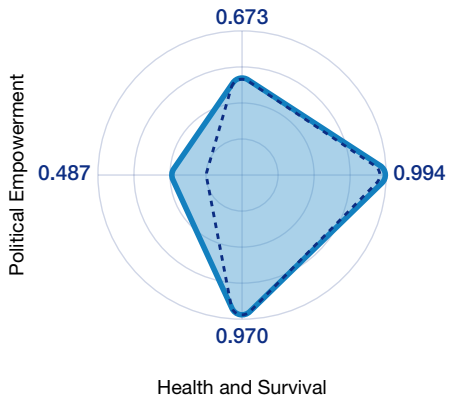
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

Austria score average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.781	21st	0.777	21st
Economic Participation and Opportunity	0.673	81st	0.665	88th
Educational Attainment	0.994	61st	1.000	1st
Health and Survival	0.970	82nd	0.970	83rd
Political Empowerment	0.487	16th	0.473	17th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male	Min Max
Economic Participation and Opportunity	81st	0.673		-	Min - Max	-
Labour-force participation rate %	52nd	0.838		-10.77	55.51 vs 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 vs 66.99k	0-150k
Legislators, senior officials and managers %	79th	0.488		-34.40	32.80 vs 67.20	0-100
Professional and technical workers %	69th	0.994		-0.30	49.85 vs 50.15	0-100
Educational Attainment	61st	0.994		-	-	-
Literacy rate %	1st	1.000		-	-	-
Enrolment in primary education %	1st	1.000		0.17	99.71 vs 99.88	0-100
Enrolment in secondary education %	97th	0.975		-2.55	98.88 vs 101.43	0-200
Enrolment in tertiary education %	1st	1.000		17.13	78.18 vs 95.32	0-200
Health and Survival	82nd	0.970		-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-
Healthy life expectancy** years	90th	1.028		-	-	-
Political Empowerment	16th	0.487		-	-	-
Women in parliament %	21st	0.709		-17.00	41.50 vs 58.50	0-100
Women in ministerial positions %	1st	1.000		14.29	42.86 vs 57.14	0-100
Years with female/male head of state (last 50)	51st	0.046		-45.64	2.18 vs 47.82	0-50

Complementary Targets and Contextual Indicators

2022

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 boards	% (OECD countries only)	34.60		
Firms with female majority ownership	% firms	16.20		
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		4.97		
Indicator	1 Million people	Female	Male	Value
Labour-force		2.19	2.51	0.47
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	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		Equal rights		
Inheritance rights for widows and daughters		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	1918		
Number of female heads of state to date	number	1.00		
Seats held in upper house	% total seats	41.00		
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		Equal rights		
Family and care				
Indicator	Unit	Value		
Public spending on family benefits	% GDP	2.62		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	2.80		
Mean age of women at birth of first child	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
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
Education		82.18	17.82	4.61
Engineering, Manuf. & Construction		21.54	78.46	0.27
Health & Welfare		69.31	30.69	2.26
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		26.24	29.24	27.79
PhD graduates		0.81	1.25	1.02
Graduates	%	Female	Male	Value
Graduates from tertiary education		44.15	29.40	36.52
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	13.00		
Births attended by skilled personnel	% live births	98.40		
Maternal mortality	deaths per 100,000 live births	5.00		
Total fertility rate	births per woman	1.46		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Equal rights		

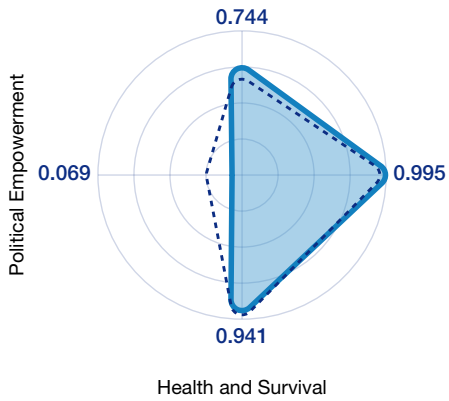
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

Azerbaijan score average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.687	101st	0.688	100th
Economic Participation and Opportunity	0.744	36th	0.748	36th
Educational Attainment	0.995	55th	0.996	62nd
Health and Survival	0.941	144th	0.939	154th
Political Empowerment	0.069	135th	0.069	141st

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	36th	0.744		-	Min	Max	-
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
Legislators, senior officials and managers %	63rd	0.550		-29.04	35.48	64.52	0-100
Professional and technical workers %	1st	1.000		16.71	41.65	58.35	0-100
Educational Attainment	55th	0.995		-	-	-	-
Literacy rate %	55th	0.999		-	-	-	-
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		6.12	32.37	38.48	0-200
Health and Survival	144th	0.941		-	-	-	-
Sex ratio at birth** %	146th	0.892		-	-	-	-
Healthy life expectancy** years	53rd	1.051		-	-	-	-
Political Empowerment	135th	0.069		-	-	-	-
Women in parliament %	107th	0.224		-63.40	18.30	81.70	0-100
Women in ministerial positions %	140th	0.000		-100.00	0	100.00	0-100
Years with female/male head of state (last 50)	78th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2022

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	42.61		
GDP per capita	constant '17, intl. \$ 1000	13.73		
Population sex ratio	female/male	1.00		
Population growth rate	%	0.68		
Indicator	Million people	Female	Male	Value
Total population		5.05	5.04	10.09
Work participation and leadership				
Indicator	Unit	Value		
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	10.50		
Firms with female top managers	% firms	16.50		
Share of workers in informal sector	% 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		2.41	2.58	0.48
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	7.72	5.45	6.55
Workers employed part-time	% of employed people	0.24	0.15	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 daughters		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 date	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		n. a.		
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	% GDP	n. a.		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	9.00		
Mean age of women at birth of first child	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
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		39.55	60.45	0.65
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		65.34	34.66	1.88
Social Sci., Journalism & Information		57.08	42.92	1.33
Vocational training		14.48	14.21	14.34
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 lifetime	% 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		

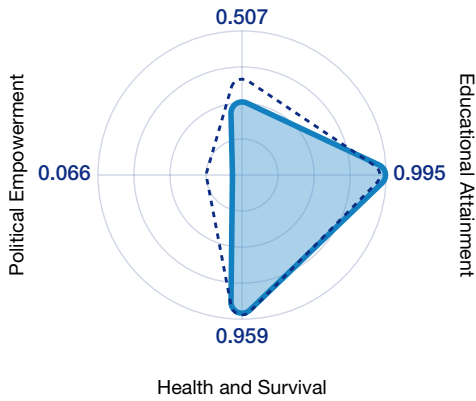
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

■ Bahrain score ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

Indicator	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.632	131st	0.632	137th
Economic Participation and Opportunity	0.507	131st	0.518	134th
Educational Attainment	0.995	54th	0.985	90th
Health and Survival	0.959	134th	0.959	143rd
Political Empowerment	0.066	137th	0.066	143rd

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	131st	0.507	0 1	-	Min	Max	-
Labour-force participation rate %	129th	0.507		-41.17	42.36	83.53	0-100
Wage equality for similar work 1-7 (best)	20th	0.751		-	-	-	-
Estimated earned income int'l \$ 1,000	134th	0.336		-35.92k	18.18k	54.10k	0-150k
Legislators, senior officials and managers %	112th	0.275		-56.88	21.56	78.44	0-100
Professional and technical workers %	121st	0.483		-34.84	32.58	67.42	0-100
Educational Attainment	54th	0.995		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	92nd	0.990		-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		33.25	45.26	78.51	0-200
Health and Survival	134th	0.959		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	142nd	0.993		-	-	-	-
Political Empowerment	137th	0.066		-	-	-	-
Women in parliament %	116th	0.176		-70.00	15.00	85.00	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	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2022

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	34.73		
GDP per capita	constant '17, intl. \$ 1000	41.48		
Population sex ratio	female/male	0.55		
Population growth rate	%	3.62		
Indicator	Million people	Female	Male	Value
Total population		0.60	1.10	1.70
Work participation and leadership				
Indicator	Unit	Value		
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		5.56		
Indicator	1 Million people	Female	Male	Value
Labour-force		0.20	0.81	0.19
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	5.38	0.88	1.76
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		Near-equal rights		
Inheritance rights for widows and daughters		Unequal 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	2002		
Number of female heads of state to date	number	0		
Seats held in upper house	% total seats	22.50		
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		Restricted rights		
Family and care				
Indicator	Unit	Value		
Public spending on family benefits	% GDP	n. a.		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	5.50		
Mean age of women at birth of first child	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
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	n. a.		
Births attended by skilled personnel	% live births	99.90		
Maternal mortality	deaths per 100,000 live births	14.00		
Total fertility rate	births per woman	1.96		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Equal rights		

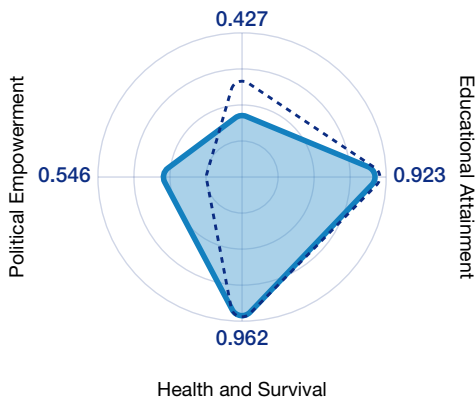
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

■ Bangladesh score ▤ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.714	71st	0.719	65th
Economic Participation and Opportunity	0.427	141st	0.418	147th
Educational Attainment	0.923	123rd	0.951	121st
Health and Survival	0.962	129th	0.962	134th
Political Empowerment	0.546	9th	0.546	7th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆	◆	
Economic Participation and Opportunity	141st	0.427		-	Min	Max	-
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	0-150k
Legislators, senior officials and managers %	133rd	0.120		-78.52	10.74	89.26	0-100
Professional and technical workers %	124th	0.421		-40.70	29.65	70.35	0-100
Educational Attainment	123rd	0.923		-	-	-	-
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	0.772		-5.86	19.84	25.70	0-200
Health and Survival	129th	0.962		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	136th	1.002		-	-	-	-
Political Empowerment	9th	0.546		-	-	-	-
Women in parliament %	92nd	0.264		-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

Complementary Targets and Contextual Indicators

2022

General indicators				
Indicator	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 boards	% (OECD countries 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	% workers	94.70		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.02		
Indicator	1 Million people	Female	Male	Value
Labour-force		21.22	48.59	0.30
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	7.58	3.89	5.02
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.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Near-equal rights		
Inheritance rights for widows and daughters		Unequal 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	1971		
Number of female heads of state to date	number	2.00		
Seats held in upper house	% total seats	n. a.		
Indicator	Yes/No	Value		
Election list quotas for women, national		No		
Party membership quotas, voluntary		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	% GDP	n. a.		
Unmet family planning	% women 15-49	12.00		
Early marriage	%	45.20		
Mean age of women at birth of first child	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
Business, Admin. & Law		26.16	73.84	0.35
Education		22.03	77.97	0.28
Engineering, Manuf. & Construction		46.05	53.95	0.85
Health & Welfare		25.26	74.74	0.34
Information & Comm. Technologies		27.25	72.75	0.37
Natural Sci., Mathematics & Statistics		14.92	85.08	0.18
Social Sci., Journalism & Information		27.78	72.22	0.38
Vocational training		1.82	4.73	3.30
PhD graduates		0.17	0.32	0.24
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	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		

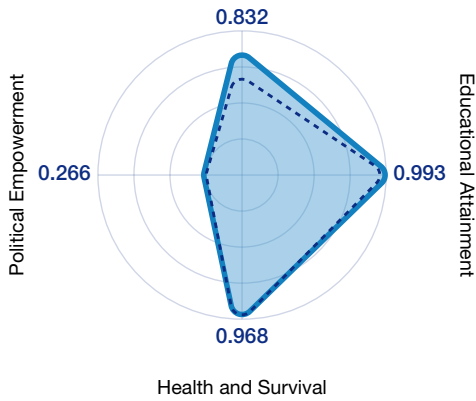
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

Barbados score average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.765	30th	0.769	27th
Economic Participation and Opportunity	0.832	3rd	0.837	7th
Educational Attainment	0.993	67th	0.991	83rd
Health and Survival	0.968	92nd	0.968	97th
Political Empowerment	0.266	49th	0.278	50th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male	Min Max
Economic Participation and Opportunity	3rd	0.832		-	Min - Max	-
Labour-force participation rate %	25th	0.880		-7.67	56.06 vs 63.73	0-100
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 vs 13.74k	0-150k
Legislators, senior officials and managers %	22nd	0.848		-8.20	45.90 vs 54.10	0-100
Professional and technical workers %	1st	1.000		12.91	43.54 vs 56.46	0-100
Educational Attainment	67th	0.993		-	-	-
Literacy rate %	1st	1.000		-	-	-
Enrolment in primary education %	98th	0.986		-1.37	96.65 vs 98.02	0-100
Enrolment in secondary education %	1st	1.000		3.26	102.43 vs 105.69	0-200
Enrolment in tertiary education %	-	-	-	-	-	-
Health and Survival	92nd	0.968		-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-
Healthy life expectancy** years	102nd	1.022		-	-	-
Political Empowerment	49th	0.266		-	-	-
Women in parliament %	72nd	0.364		-46.60	26.70 vs 73.30	0-100
Women in ministerial positions %	42nd	0.462		-36.84	31.58 vs 68.42	0-100
Years with female/male head of state (last 50)	35th	0.087		-41.96	4.02 vs 45.98	0-50

Complementary Targets and Contextual Indicators

2022

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 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	62.00		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		5.31		
Indicator	1 Million people	Female	Male	Value
Labour-force		0.07	0.07	0.49
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	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 daughters		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	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		
Access to justice		Equal rights		
Freedom of movement		Restricted rights		
Family and care				
Indicator	Unit	Value		
Public spending on family benefits	% GDP	n. a.		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	0		
Mean age of women at birth of first child	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 lifetime	% 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		

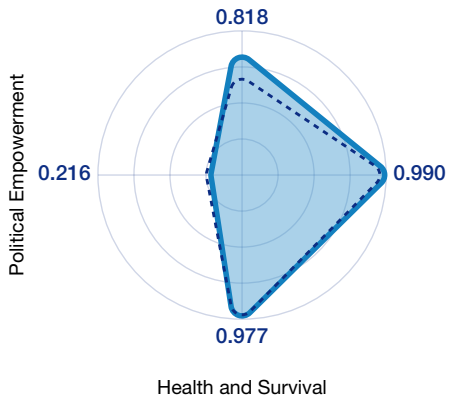
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

■ Belarus score ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.750	36th	0.758	33rd
Economic Participation and Opportunity	0.818	4th	0.840	5th
Educational Attainment	0.990	77th	0.999	41st
Health and Survival	0.977	44th	0.977	47th
Political Empowerment	0.216	69th	0.216	66th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male	Min Max
Economic Participation and Opportunity	4th	0.818		-	Min - Max	-
Labour-force participation rate %	63rd	0.803		-14.08	57.31 vs 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 vs 24.25k	0-150k
Legislators, senior officials and managers %	1st	1.000		1.01	49.49 vs 50.51	0-100
Professional and technical workers %	1st	1.000		39.44	30.28 vs 69.72	0-100
Educational Attainment	77th	0.990		-	-	-
Literacy rate %	1st	1.000		-	-	-
Enrolment in primary education %	101st	0.984		-1.55	97.90 vs 99.45	0-100
Enrolment in secondary education %	87th	0.986		-1.46	101.69 vs 103.15	0-200
Enrolment in tertiary education %	1st	1.000		11.15	81.18 vs 92.33	0-200
Health and Survival	44th	0.977		-	-	-
Sex ratio at birth** %	126th	0.941		-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-
Political Empowerment	69th	0.216		-	-	-
Women in parliament %	25th	0.667		-20.00	40.00 vs 60.00	0-100
Women in ministerial positions %	138th	0.037		-92.86	3.57 vs 96.43	0-100
Years with female/male head of state (last 50)	78th	0.000		-50.00	0 vs 50.00	0-50

Complementary Targets and Contextual Indicators

2022

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 boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	19.20		
Firms with female top managers	% firms	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 (15-64)	% of labour force	3.64	5.55	4.61
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		Equal rights		
Inheritance rights for widows and daughters		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 date	number	0		
Seats held in upper house	% total seats	25.00		
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		Near-equal rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit	Value		
Public spending on family benefits	% GDP	n. a.		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	8.40		
Mean age of women at birth of first child	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
Arts & Humanities		76.06	23.94	3.18
Business, Admin. & Law		71.05	28.95	2.45
Education		75.84	24.16	3.14
Engineering, Manuf. & Construction		23.21	76.79	0.30
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		23.04	76.96	0.30
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		78.94	21.06	3.75
Vocational training		7.64	12.15	9.96
PhD graduates		0.26	0.35	0.30
Graduates	%	Female	Male	Value
Graduates from tertiary education		84.34	63.01	73.36
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	25.00		
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	1.38		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Equal rights		

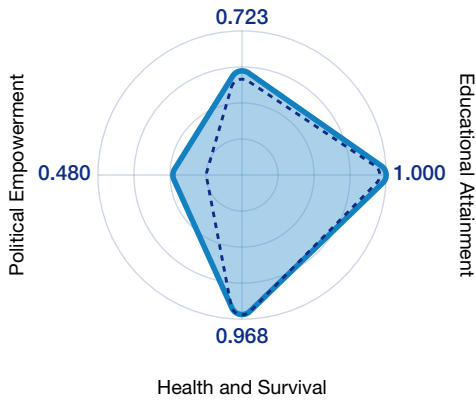
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

■ Belgium score ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index



Economic Participation and Opportunity



Educational Attainment



Health and Survival



Political Empowerment



Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	52nd	0.723		-	Min	Max	-
Labour-force participation rate %	46th	0.847		-8.97	49.84	58.81	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
Legislators, senior officials and managers %	70th	0.526		-31.09	34.46	65.54	0-100
Professional and technical workers %	1st	1.000		4.45	47.78	52.22	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
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		23.60	68.64	92.23	0-200
Health and Survival	91st	0.968		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	101st	1.022		-	-	-	-
Political Empowerment	18th	0.480		-	-	-	-
Women in parliament %	19th	0.724		-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

Complementary Targets and Contextual Indicators

2022

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 boards	% (OECD countries only)			37.90
Firms with female majority ownership	% firms			11.80
Firms with female top managers	% firms			17.90
Share of workers in informal sector	% workers			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 (15-64)	% of labour force	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 daughters				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	number			1.00
Seats held in upper house	% total seats			48.30
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				Equal rights
Family and care				
Indicator	Unit			Value
Public spending on family benefits	% GDP			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				
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			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
Reproductive autonomy				Equal rights

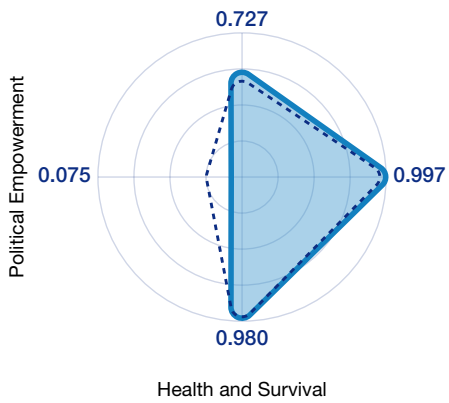
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

■ Belize score ··· average score

Economic Participation and Opportunity



Overview

Index and Subindex	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.695	95th	0.699	90th
Economic Participation and Opportunity	0.727	48th	0.749	34th
Educational Attainment	0.997	45th	0.991	81st
Health and Survival	0.980	1st	0.980	31st
Political Empowerment	0.075	133rd	0.075	140th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	48th	0.727	0	-	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	7.93k	0-150k
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		-	-	-	-
Literacy rate %	-	-	-	-	-	-	-
Enrolment in primary education %	86th	0.995		-0.54	98.80	99.34	0-100
Enrolment in secondary education %	1st	1.000		3.17	83.68	86.85	0-200
Enrolment in tertiary education %	1st	1.000		13.25	18.98	32.23	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	133rd	0.075		-	-	-	-
Women in parliament %	126th	0.143		-75.00	12.50	87.50	0-100
Women in ministerial positions %	113th	0.125		-77.78	11.11	88.89	0-100
Years with female/male head of state (last 50)	78th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2022

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			1.64
GDP per capita	constant '17, intl. \$ 1000			6.12
Population sex ratio	female/male			1.01
Population growth rate	%			1.84
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 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				4.30
Indicator	1 Million people	Female	Male	Value
Labour-force		0.07	0.11	0.39
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	11.40	5.49	7.79
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 daughters				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 date	number			0
Seats held in upper house	% total seats			35.70
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				Equal rights
Freedom of movement				Restricted rights
Family and care				
Indicator	Unit			Value
Public spending on family benefits	% GDP			n. a.
Unmet family planning	% women 15-49			n. a.
Early marriage	%			17.50
Mean age of women at birth of first child	years			27.03
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	% women			n. a.
Births attended by skilled personnel	% live 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

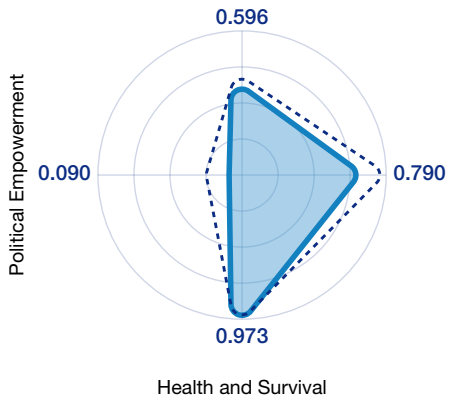
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

Benin score average score

Economic Participation and Opportunity



Overview

Index and Subindex	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.612	138th	0.653	123rd
Economic Participation and Opportunity	0.596	114th	0.814	9th
Educational Attainment	0.790	138th	0.733	150th
Health and Survival	0.973	65th	0.973	70th
Political Empowerment	0.090	126th	0.093	131st

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆	◆	
Economic Participation and Opportunity	114th	0.596		-	Min	Max	-
Labour-force participation rate %	8th	0.955		-3.27	69.33	72.60	0-100
Wage equality for similar work 1-7 (best)	44th	0.706		-	-	-	-
Estimated earned income int'l \$ 1,000	88th	0.610		-1.61k	2.52k	4.13k	0-150k
Legislators, senior officials and managers %	128th	0.159		-72.51	13.75	86.25	0-100
Professional and technical workers %	137th	0.235		-61.97	19.02	80.98	0-100
Educational Attainment	138th	0.790		-	-	-	-
Literacy rate %	138th	0.576		-	-	-	-
Enrolment in primary education %	107th	0.940		-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		-7.09	7.51	14.60	0-200
Health and Survival	65th	0.973		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	71st	1.039		-	-	-	-
Political Empowerment	126th	0.090		-	-	-	-
Women in parliament %	136th	0.080		-85.20	7.40	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	0	50.00	0-50

Complementary Targets and Contextual Indicators

2022

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 boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	21.30		
Firms with female top managers	% firms	25.90		
Share of workers in informal sector	% workers	96.90		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.87		
Indicator	1 Million people	Female	Male	Value
Labour-force		2.55	2.60	0.49
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	1.73	1.20	1.46
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 rights		
Inheritance rights for widows and daughters		Uneven 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	1960		
Number of female heads of state to date	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		
Freedom of movement		Restricted rights		
Family and care				
Indicator	Unit	Value		
Public spending on family benefits	% GDP	n. a.		
Unmet family planning	% women 15-49	32.30		
Early marriage	%	16.60		
Mean age of women at birth of first child	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
Agri., Forestry, Fisheries & Veterinary		60.51	39.49	1.53
Arts & Humanities		56.09	43.91	1.28
Business, Admin. & Law		61.35	38.65	1.59
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		54.64	45.36	1.20
Health & Welfare		63.67	36.33	1.75
Information & Comm. Technologies		55.07	44.93	1.23
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		61.49	38.51	1.60
Vocational training		0.84	1.76	1.31
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	68.60		
Births attended by skilled personnel	% live births	78.10		
Maternal mortality	deaths per 100,000 live births	397.00		
Total fertility rate	births per woman	4.77		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Uneven rights		

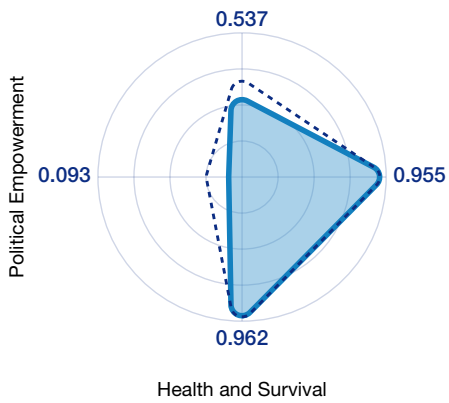
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

■ Bhutan score ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.637	126th	0.639	130th
Economic Participation and Opportunity	0.537	126th	0.556	130th
Educational Attainment	0.955	111th	0.954	117th
Health and Survival	0.962	125th	0.963	131st
Political Empowerment	0.093	125th	0.082	137th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	126th	0.537	0 1	-	Min	Max	-
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	13.24k	0-150k
Legislators, senior officials and managers %	119th	0.227		-63.06	18.48	81.54	0-100
Professional and technical workers %	119th	0.487		-34.50	32.75	67.25	0-100
Educational Attainment	111th	0.955		-	-	-	-
Literacy rate %	124th	0.761		-	-	-	-
Enrolment in primary education %	1st	1.000		2.85	94.94	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		0.99	15.98	16.97	0-200
Health and Survival	125th	0.962		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	132nd	1.004		-	-	-	-
Political Empowerment	125th	0.093		-	-	-	-
Women in parliament %	109th	0.211		-65.20	17.40	82.60	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		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2022

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 boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			32.80
Firms with female top managers	% firms			26.30
Share of workers in informal sector	% 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		0.14	0.21	0.40
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	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 daughters				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 date	number			0
Seats held in upper house	% total seats			12.50
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				Equal rights
Freedom of movement				Equal rights
Family and care				
Indicator	Unit			Value
Public spending on family benefits	% GDP			n. a.
Unmet family planning	% women 15-49			n. a.
Early marriage	%			16.30
Mean age of women at birth of first child	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 lifetime	% women			26.50
Births attended by skilled personnel	% live births			96.20
Maternal mortality	deaths per 100,000 live births			183.00
Total fertility rate	births per woman			1.95
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy				Uneven rights

*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.

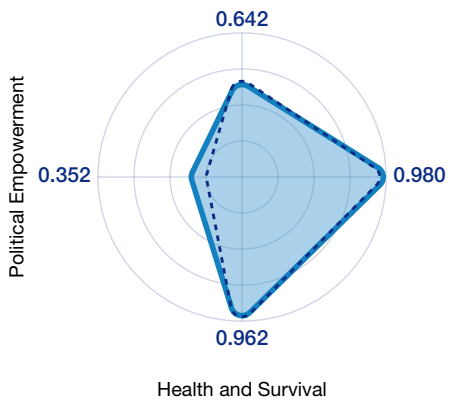
**For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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

Global Gender Gap Index 2022 Edition

Overview

Bolivia (Plurinational State of) score average score

Economic Participation and Opportunity



Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.734	51st	0.722	61st
Economic Participation and Opportunity	0.642	97th	0.595	121st
Educational Attainment	0.980	91st	0.981	96th
Health and Survival	0.962	128th	0.962	137th
Political Empowerment	0.352	36th	0.352	34th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	97th	0.642		-	Min	Max	-
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	0.733		-2.42k	6.63k	9.05k	0-150k
Legislators, senior officials and managers %	91st	0.430		-39.84	30.08	69.92	0-100
Professional and technical workers %	88th	0.852		-7.98	46.01	53.99	0-100
Educational Attainment	91st	0.980		-	-	-	-
Literacy rate %	101st	0.929		-	-	-	-
Enrolment in primary education %	72nd	0.999		-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 %	-	-	-	-	-	-	-
Health and Survival	128th	0.962		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	135th	1.002		-	-	-	-
Political Empowerment	36th	0.352		-	-	-	-
Women in parliament %	9th	0.859		-7.60	46.20	53.80	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	0.034		-46.68	1.66	48.34	0-50

Complementary Targets and Contextual Indicators

2022

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 boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			41.60
Firms with female top managers	% firms			26.30
Share of workers in informal sector	% workers			84.90
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				3.37
Indicator	1 Million people	Female	Male	Value
Labour-force		2.85	3.46	0.45
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	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 daughters				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 date	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				Equal rights
Family and care				
Indicator	Unit			Value
Public spending on family benefits	% GDP			n. a.
Unmet family planning	% women 15-49			n. a.
Early marriage	%			12.00
Mean age of women at birth of first child	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

*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.

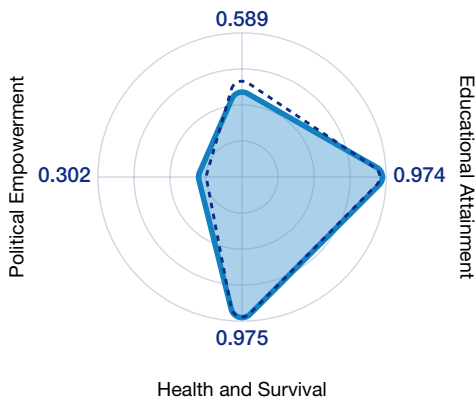
**For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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

Global Gender Gap Index 2022 Edition

Overview

■ Bosnia and Herzegovina score ⋮ average score

Economic Participation and Opportunity



Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.710	73rd	0.713	76th
Economic Participation and Opportunity	0.589	116th	0.608	115th
Educational Attainment	0.974	100th	0.967	110th
Health and Survival	0.975	53rd	0.974	64th
Political Empowerment	0.302	44th	0.302	45th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	116th	0.589	0 1	-	Min	Max	-
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	0-150k
Legislators, senior officials and managers %	105th	0.336		-49.75	25.12	74.88	0-100
Professional and technical workers %	1st	1.000		6.21	46.90	53.10	0-100
Educational Attainment	100th	0.974		-	-	-	-
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		15.99	30.18	46.17	0-200
Health and Survival	53rd	0.975		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	59th	1.046		-	-	-	-
Political Empowerment	44th	0.302		-	-	-	-
Women in parliament %	75th	0.355		-47.60	26.20	73.80	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)	13th	0.304		-26.67	11.67	38.33	0-50

Complementary Targets and Contextual Indicators

2022

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 boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			13.00
Firms with female top managers	% firms			16.60
Share of workers in informal sector	% workers			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 (15-64)	% of labour force	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 daughters				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 date	number			0
Seats held in upper house	% total seats			20.00
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	% GDP			n. a.
Unmet family planning	% women 15-49			n. a.
Early marriage	%			0.70
Mean age of women at birth of first child	years			29.26
Indicator	0-1 (Equal rights)			Value
Right to divorce				Equal rights
Indicator	Days	Female	Male	Value
Length of parental leave		365.00	9.00	n. a.
Education and skills				
Graduates	Attainment %	Female	Male	Value
STEM Graduates		44.50	55.50	0.80
Agri., Forestry, Fisheries & Veterinary		57.02	42.98	1.33
Arts & Humanities		68.76	31.24	2.20
Business, Admin. & Law		57.17	42.83	1.33
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		39.37	60.63	0.65
Health & Welfare		73.35	26.65	2.75
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		71.91	28.09	2.56
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Vocational training		21.15	23.39	22.30
PhD graduates		0.13	0.24	0.18
Graduates	%	Female	Male	Value
Graduates from tertiary education		35.11	22.44	28.56
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			13.10
Births attended by skilled personnel	% live births			99.90
Maternal mortality	deaths per 100,000 live births			10.00
Total fertility rate	births per woman			1.25
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy				Equal rights

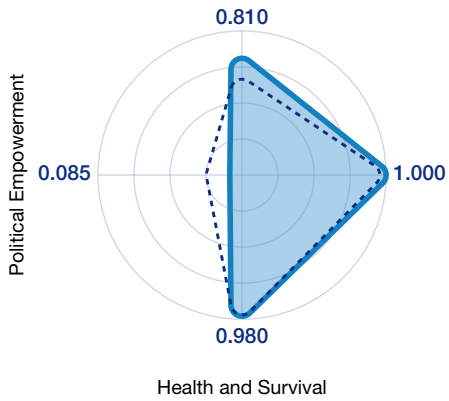
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

■ Botswana score ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.719	66th	0.716	71st
Economic Participation and Opportunity	0.810	7th	0.799	16th
Educational Attainment	1.000	22nd	1.000	1st
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.085	129th	0.084	135th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	7th	0.810		-	Min	Max	-
Labour-force participation rate %	39th	0.864		-8.87	56.28	65.15	0-100
Wage equality for similar work 1-7 (best)	62nd	0.676		-	-	-	-
Estimated earned income int'l \$ 1,000	39th	0.718		-4.83k	12.30k	17.14k	0-150k
Legislators, senior officials and managers %	1st	1.000		10.44	44.78	55.22	0-100
Professional and technical workers %	1st	1.000		9.22	45.39	54.61	0-100
Educational Attainment	22nd	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		1.16	88.38	89.54	0-100
Enrolment in secondary education %	-	-	-	-	-	-	-
Enrolment in tertiary education %	1st	1.000		11.61	20.34	31.95	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	129th	0.085		-	-	-	-
Women in parliament %	130th	0.125		-77.80	11.10	88.90	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		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2022

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
Total population		1.21	1.14
Work participation and leadership			
Indicator	Unit	Value	
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	72.00	
Indicator	1-7 (best)	Value	
Advancement of women to leadership roles		4.69	
Indicator	1 Million people	Female	Male
Labour-force		0.47	0.50
Indicator	Unit	Female	Male
Unemployed adults (15-64)	% of labour force	24.86	22.67
Workers employed part-time	% of employed people	0.19	0.12
Proportion of time spent on unpaid domestic and care work	%	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 daughters		Near-equal 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	1966	
Number of female heads of state to date	number	0	
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	
Freedom of movement		Restricted rights	
Family and care			
Indicator	Unit	Value	
Public spending on family benefits	% GDP	n. a.	
Unmet family planning	% women 15-49	n. a.	
Early marriage	%	7.10	
Mean age of women at birth of first child	years	28.06	
Indicator	0-1 (Equal rights)	Value	
Right to divorce		Uneven rights	
Indicator	Days	Female	Male
Length of parental leave		84.00	0
Education and skills			
Graduates	Attainment %	Female	Male
STEM Graduates		n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		57.96	42.04
Arts & Humanities		56.00	44.00
Business, Admin. & Law		n. a.	n. a.
Education		70.59	29.41
Engineering, Manuf. & Construction		n. a.	n. a.
Health & Welfare		70.04	29.96
Information & Comm. Technologies		n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.
Vocational training		n. a.	n. a.
PhD graduates		n. a.	n. a.
Graduates	%	Female	Male
Graduates from tertiary education		n. a.	n. a.
Health			
Indicator	Unit	Value	
Prevalence of gender violence in lifetime	% 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-equal rights	

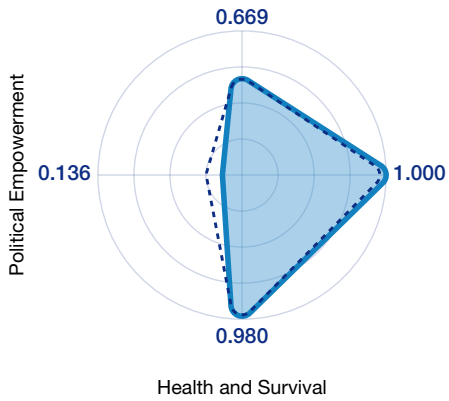
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

■ Brazil score ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.696	94th	0.695	93rd
Economic Participation and Opportunity	0.669	85th	0.665	89th
Educational Attainment	1.000	1st	1.000	37th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.136	104th	0.138	108th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
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	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		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		18.09	46.26	64.35	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	104th	0.136		-	-	-	-
Women in parliament %	119th	0.174		-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		-39.28	5.36	44.64	0-50

Complementary Targets and Contextual Indicators

2022

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	1,444.73		
GDP per capita	constant '17, intl. \$ 1000	14.06		
Population sex ratio	female/male	1.04		
Population growth rate	%	0.71		
Indicator	Million people	Female	Male	Value
Total population		108.12	104.44	212.56
Work participation and leadership				
Indicator	Unit	Value		
Gender pay gap (OECD only)	%	n. a.		
Share of women's membership in boards	% (OECD countries only)	16.90		
Firms with female majority ownership	% firms	n. a.		
Firms with female top managers	% firms	n. a.		
Share of workers in informal sector	% workers	39.40		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.13		
Indicator	1 Million people	Female	Male	Value
Labour-force		42.97	56.46	0.43
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	16.75	11.25	13.65
Workers employed part-time	% of employed people	0.34	0.19	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 daughters		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	1985		
Number of female heads of state to date	number	1.00		
Seats held in upper house	% total seats	17.30		
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		Equal rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit	Value		
Public spending on family benefits	% GDP	n. a.		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	15.40		
Mean age of women at birth of first child	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
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	% women	33.50		
Births attended by skilled personnel	% live births	99.10		
Maternal mortality	deaths per 100,000 live births	60.00		
Total fertility rate	births per woman	1.72		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Uneven rights		

*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.

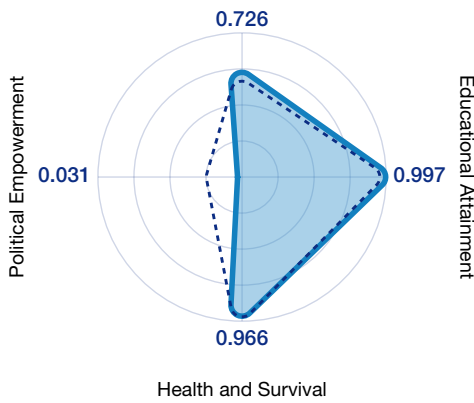
**For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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

Global Gender Gap Index 2022 Edition

Overview

■ Brunei Darussalam score ⋮ average score

Economic Participation and Opportunity



Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.680	104th	0.678	111th
Economic Participation and Opportunity	0.726	49th	0.722	51st
Educational Attainment	0.997	48th	0.992	75th
Health and Survival	0.966	104th	0.965	112th
Political Empowerment	0.031	144th	0.031	152nd

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	49th	0.726		-	Min	Max	-
Labour-force participation rate %	86th	0.747		-18.27	54.07	72.34	0-100
Wage equality for similar work 1-7 (best)	17th	0.756		-	-	-	-
Estimated earned income int'l \$ 1,000	66th	0.663		-25.00k	49.25k	74.25k	0-150k
Legislators, senior officials and managers %	54th	0.574		-27.10	36.45	63.55	0-100
Professional and technical workers %	79th	0.919		-4.24	47.88	52.12	0-100
Educational Attainment	48th	0.997		-	-	-	-
Literacy rate %	76th	0.982		-	-	-	-
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
Health and Survival	104th	0.966		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	115th	1.014		-	-	-	-
Political Empowerment	144th	0.031		-	-	-	-
Women in parliament %	134th	0.100		-81.80	9.10	90.90	0-100
Women in ministerial positions %	140th	0.000		-100.00	0	100.00	0-100
Years with female/male head of state (last 50)	78th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2022

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 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	30.30		
Indicator	1-7 (best)	Value		
Advancement of women to leadership 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 (15-64)	% of labour force	8.93	6.34	7.40
Workers employed part-time	% of employed people	0.18	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		Equal rights		
Inheritance rights for widows and daughters		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 date	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		n. a.		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Restricted rights		
Freedom of movement		Restricted rights		
Family and care				
Indicator	Unit	Value		
Public spending on family benefits	% GDP	n. a.		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	3.20		
Mean age of women at birth of first child	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
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		61.32	38.68	1.59
Business, Admin. & Law		68.31	31.69	2.16
Education		72.97	27.03	2.70
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
Vocational training		7.61	7.62	7.61
PhD graduates		n. a.	n. a.	n. a.
Graduates	%	Female	Male	Value
Graduates from tertiary education		30.07	16.52	22.95
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	n. a.		
Births attended by skilled personnel	% live births	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		

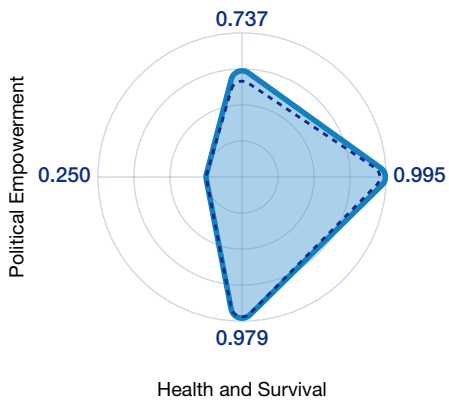
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

■ Bulgaria score ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.740	42nd	0.746	38th
Economic Participation and Opportunity	0.737	42nd	0.738	41st
Educational Attainment	0.995	58th	0.991	82nd
Health and Survival	0.979	30th	0.979	34th
Political Empowerment	0.250	56th	0.275	52nd

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	42nd	0.737		-	Min	Max	-
Labour-force participation rate %	69th	0.785		-13.49	49.14	62.64	0-100
Wage equality for similar work 1-7 (best)	55th	0.687		-	-	-	-
Estimated earned income int'l \$ 1,000	73rd	0.641		-9.86k	17.59k	27.46k	0-150k
Legislators, senior officials and managers %	30th	0.705		-17.32	41.34	58.66	0-100
Professional and technical workers %	1st	1.000		16.79	41.61	58.39	0-100
Educational Attainment	58th	0.995		-	-	-	-
Literacy rate %	-	-		-	-	-	-
Enrolment in primary education %	66th	1.000		-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		16.62	65.34	81.96	0-200
Health and Survival	30th	0.979		-	-	-	-
Sex ratio at birth** %	111th	0.943		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	56th	0.250		-	-	-	-
Women in parliament %	85th	0.290		-55.00	22.50	77.50	0-100
Women in ministerial positions %	29th	0.636		-22.22	38.89	61.11	0-100
Years with female/male head of state (last 50)	70th	0.006		-49.45	0.27	49.73	0-50

Complementary Targets and Contextual Indicators

2022

General 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	Male	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 boards	% (OECD countries 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	% workers	n. a.		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		5.00		
Indicator	1 Million people	Female	Male	Value
Labour-force		1.50	1.77	0.46
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	4.78	4.98	4.89
Workers employed part-time	% of employed people	0.16	0.12	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		Near-equal rights		
Inheritance rights for widows and daughters		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	1945		
Number of female heads of state to date	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		n. a.		
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	% GDP	n. a.		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	1.50		
Mean age of women at birth of first child	years	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	Value		
Prevalence of gender violence in lifetime	% women	23.00		
Births attended by skilled personnel	% live births	99.80		
Maternal mortality	deaths per 100,000 live births	10.00		
Total fertility rate	births per woman	1.58		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Equal rights		

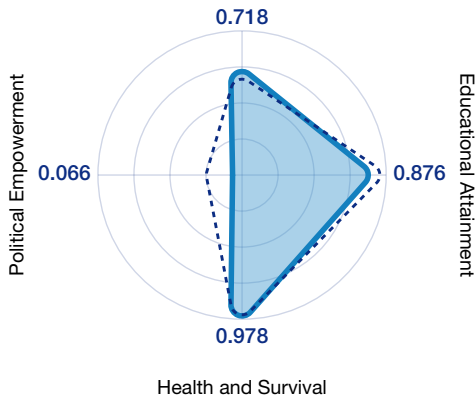
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

■ Burkina Faso score ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.659	115th	0.651	124th
Economic Participation and Opportunity	0.718	57th	0.689	77th
Educational Attainment	0.876	131st	0.873	139th
Health and Survival	0.978	43rd	0.978	43rd
Political Empowerment	0.066	138th	0.066	145th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	57th	0.718		-	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		-0.10	75.45	75.54	0-100
Enrolment in secondary education %	1st	1.000		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		-	-	-	-
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		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2022

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			17.93
GDP per capita	constant '17, intl. \$ 1000			2.16
Population sex ratio	female/male			1.00
Population growth rate	%			2.82
Indicator	Million people	Female	Male	Value
Total population		10.46	10.44	20.90
Work participation and leadership				
Indicator	Unit			Value
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			95.70
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				3.45
Indicator	1 Million people	Female	Male	Value
Labour-force		3.49	4.31	0.45
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	4.68	4.66	4.67
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		Near-equal rights		◆
Inheritance rights for widows and daughters		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			1960
Number of female heads of state to date	number			0
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national		Yes		Yes
Party membership quotas, voluntary		No		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	% GDP			n. a.
Unmet family planning	% women 15-49			n. a.
Early marriage	%			32.40
Mean age of women at birth of first child	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
Business, Admin. & Law		48.66	51.34	0.95
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		21.58	78.42	0.28
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
Social Sci., Journalism & Information		45.35	54.65	0.83
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				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			11.50
Births attended by skilled personnel	% live births			79.80
Maternal mortality	deaths per 100,000 live births			320.00
Total fertility rate	births per woman			5.11
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Uneven rights		◆

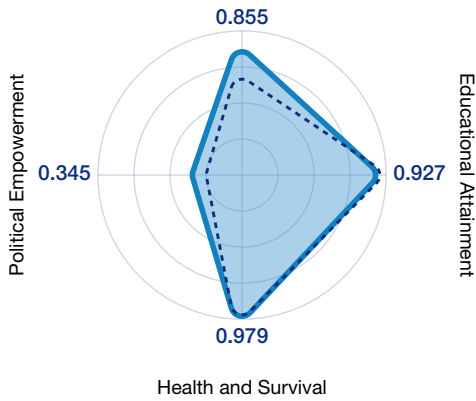
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

■ Burundi score ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.777	24th	0.769	26th
Economic Participation and Opportunity	0.855	2nd	0.855	3rd
Educational Attainment	0.927	121st	0.896	132nd
Health and Survival	0.979	29th	0.979	33rd
Political Empowerment	0.345	37th	0.345	36th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆	◆	
Economic Participation and Opportunity	2nd	0.855		-	Min	Max	-
Labour-force participation rate %	1st	1.000		1.61	77.38	78.99	0-100
Wage equality for similar work 1-7 (best)	2nd	0.841		-	-	-	-
Estimated earned income int'l \$ 1,000	1st	1.000		206.00	627.25	833.25	0-150k
Legislators, senior officials and managers %	81st	0.478		-35.28	32.36	67.64	0-100
Professional and technical workers %	89th	0.852		-7.99	46.00	53.99	0-100
Educational Attainment	121st	0.927		-	-	-	-
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	52.25	0-200
Enrolment in tertiary education %	124th	0.704		-1.73	4.11	5.84	0-200
Health and Survival	29th	0.979		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	40th	1.060		-	-	-	-
Political Empowerment	37th	0.345		-	-	-	-
Women in parliament %	33rd	0.618		-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	0.58	49.42	0-50

Complementary Targets and Contextual Indicators

2022

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 boards	% (OECD countries 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	% workers			98.30
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				4.73
Indicator	1 Million people	Female	Male	Value
Labour-force		2.71	2.55	0.51
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	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 rights		◆
Inheritance rights for widows and daughters				n. a.
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			1962
Number of female heads of state to date	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	% GDP			n. a.
Unmet family planning	% women 15-49			29.70
Early marriage	%			9.90
Mean age of women at birth of first child	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 lifetime	% 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		◆

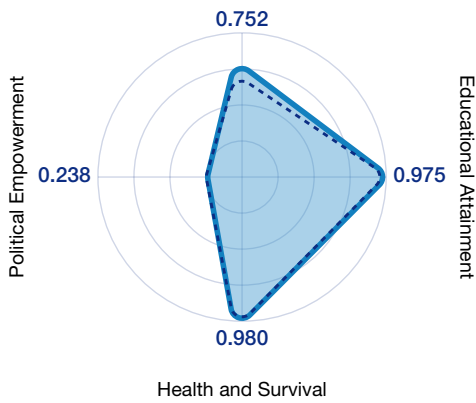
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

■ Cabo Verde score ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.736	45th	0.716	68th
Economic Participation and Opportunity	0.752	30th	0.761	29th
Educational Attainment	0.975	99th	0.972	106th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.238	62nd	0.152	99th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	30th	0.752		-	Min	Max	-
Labour-force participation rate %	79th	0.760		-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	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		-	-	-	-
Enrolment in primary education %	94th	0.989		-0.99	91.78	92.77	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	19.04	28.35	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	62nd	0.238		-	-	-	-
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		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2022

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 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	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 (15-64)	% of labour force	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 daughters		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	1975		
Number of female heads of state to date	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 rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit	Value		
Public spending on family benefits	% GDP	n. a.		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	10.60		
Mean age of women at birth of first child	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 lifetime	% women	12.60		
Births attended by skilled personnel	% live births	92.40		
Maternal mortality	deaths per 100,000 live births	58.00		
Total fertility rate	births per woman	2.24		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Equal rights		

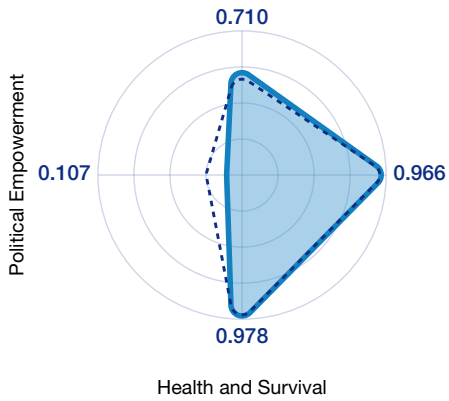
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

■ Cambodia score ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.690	98th	0.684	103rd
Economic Participation and Opportunity	0.710	61st	0.729	46th
Educational Attainment	0.966	105th	0.919	128th
Health and Survival	0.978	42nd	0.978	46th
Political Empowerment	0.107	121st	0.111	126th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	61st	0.710		-	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		-	-	-	-
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		-	-	-	-
Literacy rate %	113th	0.867		-	-	-	-
Enrolment in primary education %	84th	0.995		-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		-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		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2022

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 boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	43.70		
Firms with female top managers	% firms	57.30		
Share of workers in informal sector	% workers	89.40		
Indicator	1-7 (best)	Value		
Advancement of women to leadership 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 (15-64)	% of labour force	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 daughters		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	1956		
Number of female heads of state to date	number	0		
Seats held in upper house	% total seats	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		
Family and care				
Indicator	Unit	Value		
Public spending on family benefits	% GDP	n. a.		
Unmet family planning	% women 15-49	12.50		
Early marriage	%	16.60		
Mean age of women at birth of first child	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
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 lifetime	% 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		

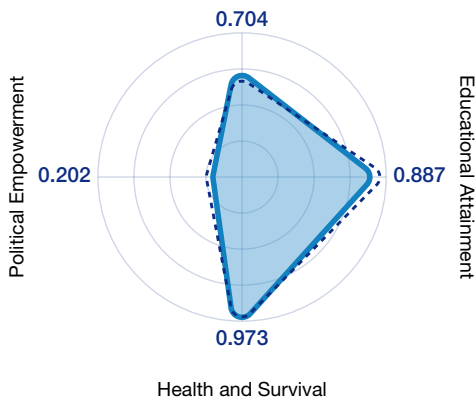
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

Cameroon score average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.692	97th	0.692	96th
Economic Participation and Opportunity	0.704	66th	0.706	61st
Educational Attainment	0.887	129th	0.885	137th
Health and Survival	0.973	60th	0.973	67th
Political Empowerment	0.202	76th	0.202	74th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	66th	0.704		-	Min	Max	-
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
Legislators, senior officials and managers %	14th	0.971		-1.47	49.26	50.74	0-100
Professional and technical workers %	110th	0.563		-27.94	36.03	63.97	0-100
Educational Attainment	129th	0.887		-	-	-	-
Literacy rate %	114th	0.866		-	-	-	-
Enrolment in primary education %	110th	0.909		-8.72	87.28	96.00	0-100
Enrolment in secondary education %	125th	0.858		-9.18	55.44	64.62	0-200
Enrolment in tertiary education %	109th	0.886		-1.72	13.40	15.12	0-200
Health and Survival	60th	0.973		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	67th	1.040		-	-	-	-
Political Empowerment	76th	0.202		-	-	-	-
Women in parliament %	43rd	0.513		-32.20	33.90	66.10	0-100
Women in ministerial positions %	99th	0.175		-70.21	14.89	85.11	0-100
Years with female/male head of state (last 50)	78th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2022

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	Male	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 boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			31.00
Firms with female top managers	% firms			22.90
Share of workers in informal sector	% workers			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 (15-64)	% of labour force	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				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Near-equal rights		◆
Inheritance rights for widows and daughters		Near-equal rights		◆
Access to land assets		Unequal rights		◇
Access to non-land assets		Unequal rights		◇
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1960
Number of female heads of state to date	number			0
Seats held in upper house	% total seats			26.00
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		Near-equal rights		◆
Freedom of movement		Restricted rights		◇
Family and care				
Indicator	Unit			Value
Public spending on family benefits	% GDP			n. a.
Unmet family planning	% women 15-49			23.00
Early marriage	%			22.30
Mean age of women at birth of first child	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	% 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		◇

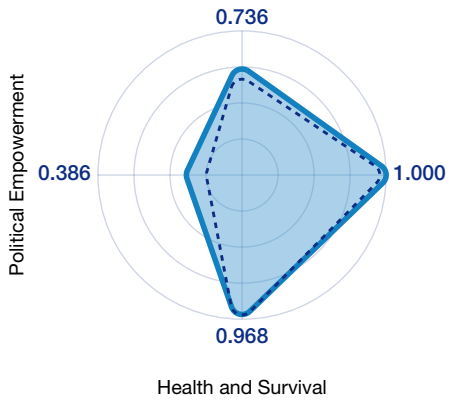
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

Canada score average score

Economic Participation and Opportunity



Overview

Index and Subindex	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.772	25th	0.772	24th
Economic Participation and Opportunity	0.736	43rd	0.741	40th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.968	94th	0.968	100th
Political Empowerment	0.386	31st	0.381	29th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	43rd	0.736		-			
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	0.702		-16.14k	38.05k	54.19k	0-150k
Legislators, senior officials and managers %	62nd	0.551		-28.96	35.52	64.48	0-100
Professional and technical workers %	1st	1.000		15.17	42.41	57.59	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
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		21.10	65.41	86.51	0-200
Health and Survival	94th	0.968		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	103rd	1.021		-	-	-	-
Political Empowerment	31st	0.386		-	-	-	-
Women in parliament %	50th	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

Complementary Targets and Contextual Indicators

2022

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 boards	% (OECD countries only)			32.90
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				4.84
Indicator	1 Million people	Female	Male	Value
Labour-force		9.88	11.04	0.47
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	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				Equal rights
Inheritance rights for widows and daughters				Equal rights
Access to land assets				Uneven 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	number			1.00
Seats held in upper house	% total seats			48.90
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				Equal rights
Family and care				
Indicator	Unit			Value
Public spending on family benefits	% GDP			1.73
Unmet family planning	% women 15-49			n. a.
Early marriage	%			1.70
Mean age of women at birth of first child	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
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
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			1.90
Births attended by skilled personnel	% live births			98.00
Maternal mortality	deaths per 100,000 live births			10.00
Total fertility rate	births per woman			1.47
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy				Equal rights

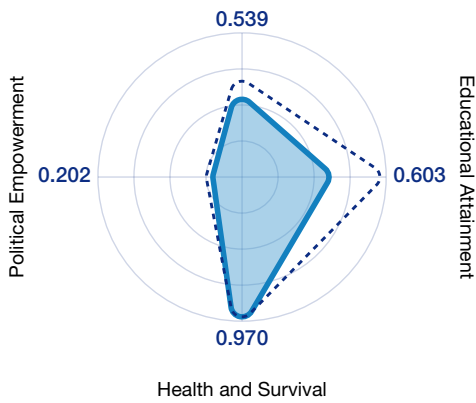
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

Chad score average score

Economic Participation and Opportunity



Overview

Index and Subindex	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.579	142nd	0.593	148th
Economic Participation and Opportunity	0.539	124th	0.693	73rd
Educational Attainment	0.603	145th	0.589	155th
Health and Survival	0.970	79th	0.970	81st
Political Empowerment	0.202	74th	0.118	119th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆	◆	
Economic Participation and Opportunity	124th	0.539		-	Min	Max	-
Labour-force participation rate %	103rd	0.671		-23.01	46.91	69.93	0-100
Wage equality for similar work 1-7 (best)	111th	0.575		-	-	-	-
Estimated earned income int'l \$ 1,000	108th	0.546		-892.13	1.07k	1.97k	0-150k
Legislators, senior officials and managers %	-	-	-	-	-	-	-
Professional and technical workers %	138th	0.217		-64.30	17.85	82.15	0-100
Educational Attainment	145th	0.603		-	-	-	-
Literacy rate %	142nd	0.445		-	-	-	-
Enrolment in primary education %	114th	0.786		-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	0.290		-3.57	1.46	5.03	0-200
Health and Survival	79th	0.970		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	86th	1.029		-	-	-	-
Political Empowerment	74th	0.202		-	-	-	-
Women in parliament %	47th	0.453		-37.60	31.20	68.80	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	0	50.00	0-50

Complementary Targets and Contextual Indicators

2022

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			10.83
GDP per capita	constant '17, intl. \$ 1000			1.52
Population sex ratio	female/male			1.00
Population growth rate	%			2.96
Indicator	Million people	Female	Male	Value
Total population		8.23	8.20	16.43
Work participation and leadership				
Indicator	Unit			Value
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			9.00
Firms with female top managers	% firms			12.00
Share of workers in informal sector	% workers			96.90
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				3.31
Indicator	1 Million people	Female	Male	Value
Labour-force		2.15	3.16	0.40
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	1.32	2.08	1.77
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		Unequal rights		◆
Inheritance rights for widows and daughters		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			1960
Number of female heads of state to date	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				n. a.
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	% GDP			n. a.
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				
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			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	0-1 (Equal rights)			Value
Reproductive autonomy		Near-equal rights		◆

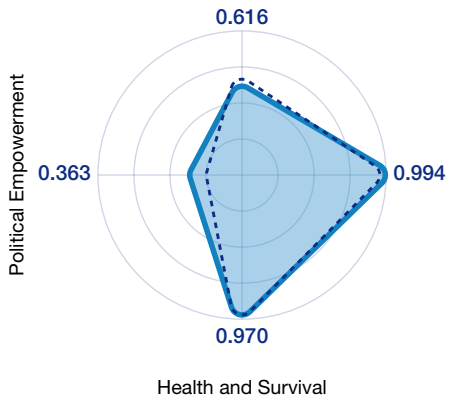
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

■ Chile score ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.736	47th	0.716	70th
Economic Participation and Opportunity	0.616	105th	0.610	113th
Educational Attainment	0.994	62nd	1.000	31st
Health and Survival	0.970	76th	0.970	78th
Political Empowerment	0.363	34th	0.283	49th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆	◆	
Economic Participation and Opportunity	105th	0.616		-	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		-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		-	-	-	-
Enrolment in primary education %	90th	0.992		-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		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	83rd	1.030		-	-	-	-
Political Empowerment	34th	0.363		-	-	-	-
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		-33.99	8.01	41.99	0-50

Complementary Targets and Contextual Indicators

2022

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	252.94		
GDP per capita	constant '17, intl. \$ 1000	23.32		
Population sex ratio	female/male	1.03		
Population growth rate	%	0.86		
Indicator	Million people	Female	Male	Value
Total population		9.69	9.43	19.12
Work participation and leadership				
Indicator	Unit	Value		
Gender pay gap (OECD only)	%	8.60		
Share of women's membership in boards	% (OECD countries only)	15.20		
Firms with female majority ownership	% firms	n. a.		
Firms with female top managers	% firms	n. a.		
Share of workers in informal sector	% workers	27.10		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.29		
Indicator	1 Million people	Female	Male	Value
Labour-force		3.51	4.99	0.41
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	8.64	7.95	8.24
Workers employed part-time	% of employed people	0.38	0.23	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 rights		
Inheritance rights for widows and daughters		Equal rights		
Access to land assets		Restricted rights		
Access to non-land assets		Unequal rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	1970		
Number of female heads of state to date	number	1.00		
Seats held in upper house	% total seats	24.00		
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		Equal rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit	Value		
Public spending on family benefits	% GDP	1.72		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	5.90		
Mean age of women at birth of first child	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
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 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	%	Female	Male	Value
Graduates from tertiary education		13.85	15.07	14.47
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% 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		
Reproductive autonomy		Uneven rights		

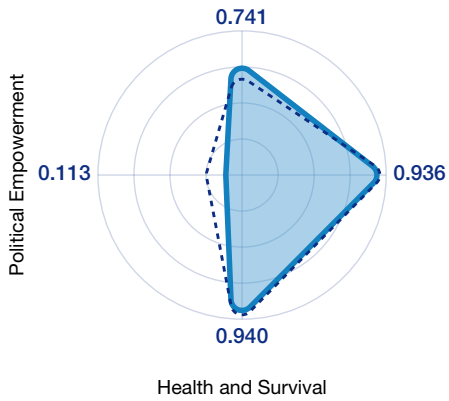
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

China score average score

Economic Participation and Opportunity



Overview

Index and Subindex	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.682	102nd	0.682	107th
Economic Participation and Opportunity	0.741	37th	0.701	69th
Educational Attainment	0.936	120th	0.973	103rd
Health and Survival	0.940	145th	0.935	156th
Political Empowerment	0.113	120th	0.118	118th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	37th	0.741		-	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	19.87k	0-150k
Legislators, senior officials and managers %	-	-	-	-	-	-	-
Professional and technical workers %	-	-	-	-	-	-	-
Educational Attainment	120th	0.936		-	-	-	-
Literacy rate %	89th	0.966		-	-	-	-
Enrolment in primary education %	-	-	-	-	-	-	-
Enrolment in secondary education %	123rd	0.877		-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		-	-	-	-
Sex ratio at birth** %	145th	0.894		-	-	-	-
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		-93.55	3.23	96.77	0-100
Years with female/male head of state (last 50)	71st	0.004		-49.64	0.18	49.82	0-50

Complementary Targets and Contextual Indicators

2022

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	14,722.73		
GDP per capita	constant '17, intl. \$ 1000	16.32		
Population sex ratio	female/male	0.95		
Population growth rate	%	0.23		
Indicator	Million people	Female	Male	Value
Total population		687.25	723.68	1410.93
Work participation and leadership				
Indicator	Unit	Value		
Gender pay gap (OECD only)	%	n. a.		
Share of women's membership in boards	% (OECD countries only)	13.80		
Firms with female majority ownership	% firms	n. a.		
Firms with female top managers	% firms	17.50		
Share of workers in informal sector	% workers	n. a.		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		5.24		
Indicator	1 Million people	Female	Male	Value
Labour-force		360.49	449.45	0.45
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	4.14	5.17	4.71
Workers employed part-time	% of employed people	n. a.	n. a.	n. a.
Proportion of time spent on unpaid domestic and care work	%	5.14	2.08	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		
Access to non-land assets		Equal rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	1947		
Number of female heads of state to date	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		Equal rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit	Value		
Public spending on family benefits	% GDP	n. a.		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	3.20		
Mean age of women at birth of first child	years	27.64		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Equal rights		
Indicator	Days	Female	Male	Value
Length of parental leave		128.00	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.
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		7.65	6.77	7.18
PhD graduates		n. a.	n. a.	n. a.
Graduates	%	Female	Male	Value
Graduates from tertiary education		41.67	29.65	35.29
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	n. a.		
Births attended by skilled personnel	% live births	99.90		
Maternal mortality	deaths per 100,000 live births	29.00		
Total fertility rate	births per woman	1.70		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Equal rights		

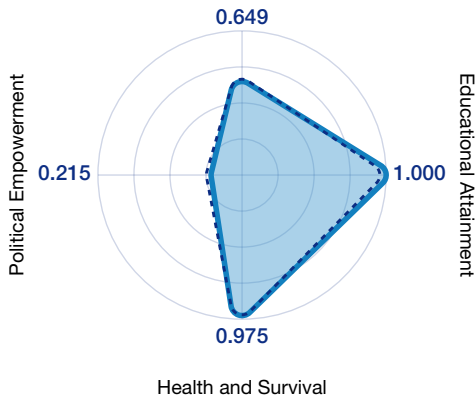
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

Colombia score average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.710	75th	0.725	59th
Economic Participation and Opportunity	0.649	93rd	0.708	60th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.975	56th	0.975	56th
Political Empowerment	0.215	70th	0.216	67th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆	◆	
Economic Participation and Opportunity	93rd	0.649		-	Min	Max	-
Labour-force participation rate %	104th	0.669		-25.82	52.18	78.00	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	16.01k	0-150k
Legislators, senior officials and managers %	-	-	-	-	-	-	-
Professional and technical workers %	-	-	-	-	-	-	-
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		1.22	98.47	99.68	0-100
Enrolment in secondary education %	1st	1.000		4.99	98.37	103.35	0-200
Enrolment in tertiary education %	1st	1.000		8.53	50.05	58.59	0-200
Health and Survival	56th	0.975		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	62nd	1.045		-	-	-	-
Political Empowerment	70th	0.215		-	-	-	-
Women in parliament %	104th	0.229		-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	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2022

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 boards	% (OECD countries only)			12.90
Firms with female majority ownership	% firms			17.30
Firms with female top managers	% firms			18.90
Share of workers in informal sector	% workers			63.20
Indicator	1-7 (best)			Value
Advancement of women to leadership 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 (15-64)	% of labour force	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				Equal rights
Inheritance rights for widows and daughters				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			1957
Number of female heads of state to date	number			0
Seats held in upper house	% total seats			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				Equal rights
Family and care				
Indicator	Unit			Value
Public spending on family benefits	% GDP			1.67
Unmet family planning	% women 15-49			7.00
Early marriage	%			14.50
Mean age of women at birth of first child	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., 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.
Graduates	%	Female	Male	Value
Graduates from tertiary education		32.05	21.22	26.55
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% 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

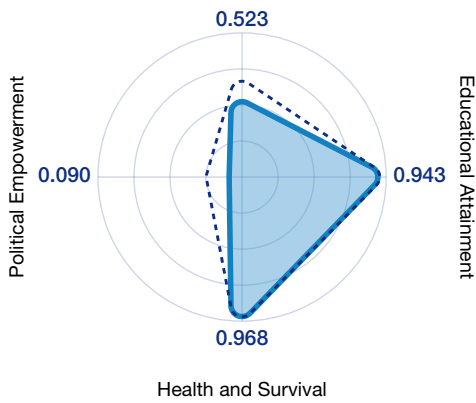
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

Comoros score average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

	2022		2021	
Index and Subindex	Score	Rank	Score	Rank
Global Gender Gap Index	0.631	134th	-	-
Economic Participation and Opportunity	0.523	129th	-	-
Educational Attainment	0.943	116th	-	-
Health and Survival	0.968	87th	-	-
Political Empowerment	0.090	127th	-	-

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male	Min Max
Economic Participation and Opportunity	129th	0.523		-	Min - Max	-
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	0-150k
Legislators, senior officials and managers %	103rd	0.343		-48.89	25.55 - 74.45	0-100
Professional and technical workers %	111th	0.550		-29.07	35.46 - 64.53	0-100
Educational Attainment	116th	0.943		-	-	-
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 - 61.41	0-200
Enrolment in tertiary education %	114th	0.812		-1.86	8.05 - 9.91	0-200
Health and Survival	87th	0.968		-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-
Healthy life expectancy** years	95th	1.023		-	-	-
Political Empowerment	127th	0.090		-	-	-
Women in parliament %	112th	0.200		-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	0.000		-50.00	0 - 50.00	0-50

Complementary Targets and Contextual Indicators

2022

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			1.24
GDP per capita	constant '17, intl. \$ 1000			2.99
Population sex ratio	female/male			0.98
Population growth rate	%			2.17
Indicator	Million people	Female	Male	Value
Total population		0.43	0.44	0.87
Work participation and leadership				
Indicator	Unit			Value
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			94.70
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				n. a.
Indicator	1 Million people	Female	Male	Value
Labour-force		0.09	0.15	0.37
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	11.71	7.62	9.14
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.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Near-equal rights		◆
Inheritance rights for widows and daughters		Unequal 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			1975
Number of female heads of state to date	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				n. a.
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	% GDP			n. a.
Unmet family planning	% women 15-49			32.30
Early marriage	%			19.60
Mean age of women at birth of first child	years			30.05
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		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		45.00	55.00	0.82
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		44.44	55.56	0.80
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			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
Reproductive autonomy		Restricted rights		◇

*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.

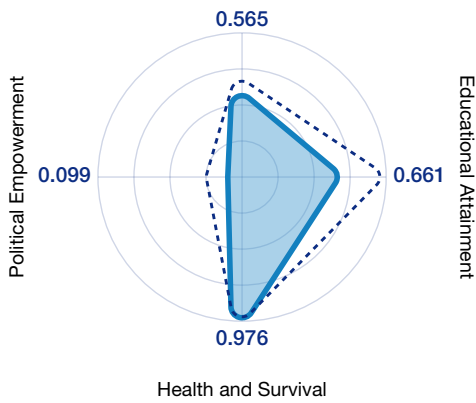
**For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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

Global Gender Gap Index 2022 Edition

Overview

Congo, Democratic Rep. score average score

Economic Participation and Opportunity



Index and Subindex

Global Gender Gap Index

	2022	2021		
	Score	Rank	Score	Rank
Global Gender Gap Index	0.575	144th	0.576	151st

Economic Participation and Opportunity

Economic Participation and Opportunity	0.565	120th	0.571	126th
--	-------	-------	-------	-------

Educational Attainment

Educational Attainment	0.661	144th	0.658	154th
------------------------	-------	-------	-------	-------

Health and Survival

Health and Survival	0.976	49th	0.976	51st
---------------------	-------	------	-------	------

Political Empowerment

Political Empowerment	0.099	124th	0.099	130th
-----------------------	-------	-------	-------	-------

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male	Min Max
Economic Participation and Opportunity	120th	0.565		-	Min - Max	-
Labour-force participation rate %	22nd	0.886		-7.86	61.21 vs 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 vs 1.33k	0-150k
Legislators, senior officials and managers %	115th	0.253		-59.64	20.18 vs 79.82	0-100
Professional and technical workers %	129th	0.322		-51.25	24.38 vs 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 vs 56.26	0-200
Enrolment in tertiary education %	130th	0.559		-3.74	4.73 vs 8.47	0-200
Health and Survival	49th	0.976		-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-
Healthy life expectancy** years	55th	1.050		-	-	-
Political Empowerment	124th	0.099		-	-	-
Women in parliament %	125th	0.147		-74.40	12.80 vs 87.20	0-100
Women in ministerial positions %	85th	0.216		-64.44	17.78 vs 82.22	0-100
Years with female/male head of state (last 50)	78th	0.000		-50.00	0 vs 50.00	0-50

Complementary Targets and Contextual Indicators

2022

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			48.72
GDP per capita	constant '17, intl. \$ 1000			1.08
Population sex ratio	female/male			1.00
Population growth rate	%			3.14
Indicator	Million people	Female	Male	Value
Total population		44.85	44.71	89.56
Work participation and leadership				
Indicator	Unit			Value
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			8.00
Firms with female top managers	% firms			10.80
Share of workers in informal sector	% workers			97.30
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				3.57
Indicator	1 Million people	Female	Male	Value
Labour-force		15.53	17.18	0.47
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	4.65	5.99	5.35
Workers employed part-time	% of employed people	0.46	0.39	0.43
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 daughters		Near-equal 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			1967
Number of female heads of state to date	number			0
Seats held in upper house	% total seats			23.90
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		Near-equal rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit			Value
Public spending on family benefits	% GDP			n. a.
Unmet family planning	% women 15-49			27.70
Early marriage	%			23.90
Mean age of women at birth of first child	years			29.36
Indicator	0-1 (Equal rights)			Value
Right to divorce		Restricted 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		25.10	74.90	0.34
Agri., Forestry, Fisheries & Veterinary		25.85	74.15	0.35
Arts & Humanities		53.45	46.55	1.15
Business, Admin. & Law		38.34	61.66	0.62
Education		24.54	75.46	0.33
Engineering, Manuf. & Construction		9.80	90.20	0.11
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		36.65	63.35	0.58
Natural Sci., Mathematics & Statistics		32.61	67.39	0.48
Social Sci., Journalism & Information		35.35	64.65	0.55
Vocational training		n. a.	n. a.	n. a.
PhD graduates		0.01	0.04	0.02
Graduates	%	Female	Male	Value
Graduates from tertiary education		3.90	6.40	5.15
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			50.70
Births attended by skilled personnel	% live births			80.10
Maternal mortality	deaths per 100,000 live births			473.00
Total fertility rate	births per woman			5.82
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Restricted rights		

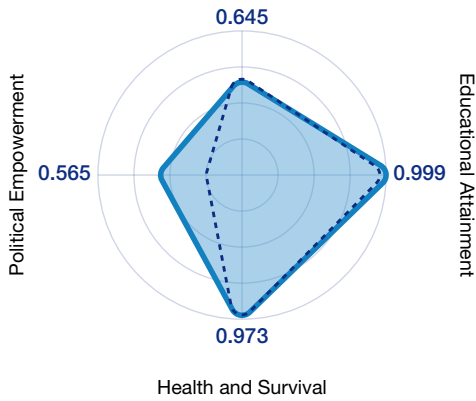
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

Costa Rica score average score

Economic Participation and Opportunity



Overview

Index and Subindex	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.796	12th	0.786	15th
Economic Participation and Opportunity	0.645	94th	0.624	110th
Educational Attainment	0.999	31st	1.000	35th
Health and Survival	0.973	64th	0.973	66th
Political Empowerment	0.565	6th	0.545	8th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	94th	0.645		-	Min	Max	-
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	0-150k
Legislators, senior officials and managers %	-	-	-	-	-	-	-
Professional and technical workers %	-	-	-	-	-	-	-
Educational Attainment	31st	0.999		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
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		11.64	51.98	63.62	0-200
Health and Survival	64th	0.973		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	70th	1.039		-	-	-	-
Political Empowerment	6th	0.565		-	-	-	-
Women in parliament %	7th	0.901		-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	4.00	46.00	0-50

Complementary Targets and Contextual Indicators

2022

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 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			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 (15-64)	% of labour force	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 rights		◆
Inheritance rights for widows and daughters		Uneven 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	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		◆
Freedom of movement		Equal rights		◆
Family and care				
Indicator	Unit			Value
Public spending on family benefits	% GDP			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
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	% live births			99.00
Maternal mortality	deaths per 100,000 live births			27.00
Total fertility rate	births per woman			1.74
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Restricted rights		◆

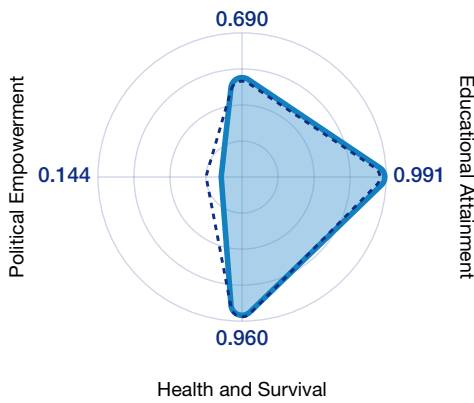
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

Cyprus score average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.696	93rd	0.707	83rd
Economic Participation and Opportunity	0.690	76th	0.694	72nd
Educational Attainment	0.991	74th	0.998	49th
Health and Survival	0.960	132nd	0.960	140th
Political Empowerment	0.144	101st	0.177	86th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male	Min Max
Economic Participation and Opportunity	76th	0.690		-	Min - Max	-
Labour-force participation rate %	57th	0.824		-12.12	56.65 vs 68.77	0-100
Wage equality for similar work 1-7 (best)	75th	0.646		-	-	-
Estimated earned income int'l \$ 1,000	44th	0.709		-13.20k	32.22k vs 45.41k	0-150k
Legislators, senior officials and managers %	109th	0.319		-51.65	24.18 vs 75.82	0-100
Professional and technical workers %	1st	1.000		7.28	46.36 vs 53.64	0-100
Educational Attainment	74th	0.991		-	-	-
Literacy rate %	1st	1.000		-	-	-
Enrolment in primary education %	83rd	0.995		-0.48	99.18 vs 99.66	0-100
Enrolment in secondary education %	101st	0.969		-3.20	99.23 vs 102.43	0-200
Enrolment in tertiary education %	1st	1.000		5.41	85.69 vs 91.10	0-200
Health and Survival	132nd	0.960		-	-	-
Sex ratio at birth** %	137th	0.935		-	-	-
Healthy life expectancy** years	110th	1.016		-	-	-
Political Empowerment	101st	0.144		-	-	-
Women in parliament %	121st	0.167		-71.40	14.30 vs 85.70	0-100
Women in ministerial positions %	60th	0.375		-45.45	27.27 vs 72.73	0-100
Years with female/male head of state (last 50)	78th	0.000		-50.00	0 vs 50.00	0-50

Complementary Targets and Contextual Indicators

2022

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 boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	7.70		
Firms with female top managers	% firms	8.20		
Share of workers in informal sector	% workers	n. a.		
Indicator	1-7 (best)	Value		
Advancement of women to leadership 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 (15-64)	% of labour force	7.68	4.56	5.98
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 daughters		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	1960		
Number of female heads of state to date	number	0		
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		Equal rights		
Freedom of movement		Restricted rights		
Family and care				
Indicator	Unit	Value		
Public spending on family benefits	% GDP	n. a.		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	3.20		
Mean age of women at birth of first child	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
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		55.47	44.53	1.25
Education		86.89	13.11	6.63
Engineering, Manuf. & Construction		32.85	67.15	0.49
Health & Welfare		76.42	23.58	3.24
Information & Comm. Technologies		28.46	71.54	0.40
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
PhD graduates		0.85	1.26	1.05
Graduates	%	Female	Male	Value
Graduates from tertiary education		29.57	24.87	27.38
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% 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		

*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.

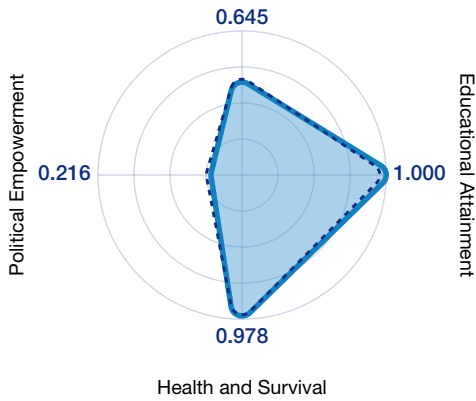
**For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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

Global Gender Gap Index 2022 Edition

Overview

■ Czech Republic score ··· average score

Economic Participation and Opportunity



Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.710	76th	0.711	78th
Economic Participation and Opportunity	0.645	95th	0.662	91st
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.978	41st	0.978	44th
Political Empowerment	0.216	67th	0.203	73rd

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆	◆	
Economic Participation and Opportunity	95th	0.645		-	Min	Max	-
Labour-force participation rate %	80th	0.759		-16.40	51.67	68.06	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
Legislators, senior officials and managers %	96th	0.385		-44.44	27.78	72.22	0-100
Professional and technical workers %	80th	0.917		-4.33	47.83	52.17	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
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		21.47	55.11	76.57	0-200
Health and Survival	41st	0.978		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	48th	1.054		-	-	-	-
Political Empowerment	67th	0.216		-	-	-	-
Women in parliament %	78th	0.342		-49.00	25.50	74.50	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	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2022

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 boards	% (OECD countries only)	23.00		
Firms with female majority ownership	% firms	16.00		
Firms with female top managers	% firms	16.10		
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	Male	Value
Labour-force		2.39	3.00	0.44
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	2.92	1.79	2.29
Workers employed part-time	% of employed people	0.41	0.29	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		Near-equal rights		
Inheritance rights for widows and daughters		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	1920		
Number of female heads of state to date	number	0		
Seats held in upper house	% total seats	14.80		
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		Near-equal rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit	Value		
Public spending on family benefits	% GDP	2.92		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	0.20		
Mean age of women at birth of first child	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
Agri., Forestry, Fisheries & Veterinary		63.18	36.82	1.72
Arts & Humanities		68.76	31.24	2.20
Business, Admin. & Law		64.67	35.33	1.83
Education		83.23	16.77	4.96
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
Natural Sci., Mathematics & Statistics		59.87	40.13	1.49
Social Sci., Journalism & Information		68.64	31.36	2.19
Vocational training		24.63	29.16	26.95
PhD graduates		0.45	0.92	0.68
Graduates	%	Female	Male	Value
Graduates from tertiary education		55.42	31.19	43.02
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	21.00		
Births attended by skilled personnel	% live births	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		

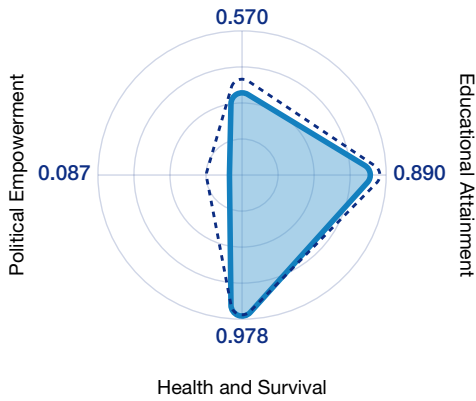
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

■ Côte d'Ivoire score ··· average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.632	133rd	0.637	134th
Economic Participation and Opportunity	0.570	119th	0.664	90th
Educational Attainment	0.890	128th	0.828	143rd
Health and Survival	0.978	35th	0.979	36th
Political Empowerment	0.087	128th	0.076	139th

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
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	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		-	-	-	-
Literacy rate %	100th	0.931		-	-	-	-
Enrolment in primary education %	108th	0.932		-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		-2.41	8.71	11.12	0-200
Health and Survival	35th	0.978		-	-	-	-
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		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2022

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			61.35
GDP per capita	constant '17, intl. \$ 1000			5.18
Population sex ratio	female/male			0.98
Population growth rate	%			2.54
Indicator	Million people	Female	Male	Value
Total population		13.08	13.30	26.38
Work participation and leadership				
Indicator	Unit			Value
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			13.00
Firms with female top managers	% firms			14.30
Share of workers in informal sector	% workers			91.70
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				4.20
Indicator	1 Million people	Female	Male	Value
Labour-force		3.61	5.20	0.41
Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	4.08	2.96	3.42
Workers employed part-time	% of employed people	0.38	0.24	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 daughters		Near-equal rights		◆
Access to land assets		Unequal rights		◇
Access to non-land assets		Unequal rights		◇
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1960
Number of female heads of state to date	number			0
Seats held in upper house	% total seats			19.20
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-equal rights		◆
Freedom of movement		Equal rights		◆
Family and care				
Indicator	Unit			Value
Public spending on family benefits	% GDP			n. a.
Unmet family planning	% women 15-49			27.10
Early marriage	%			22.60
Mean age of women at birth of first child	years			29.08
Indicator	0-1 (Equal rights)			Value
Right to divorce		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		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		1.81	2.10	1.95
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			25.90
Births attended by skilled personnel	% live births			73.60
Maternal mortality	deaths per 100,000 live births			617.00
Total fertility rate	births per woman			4.59
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Restricted rights		◇

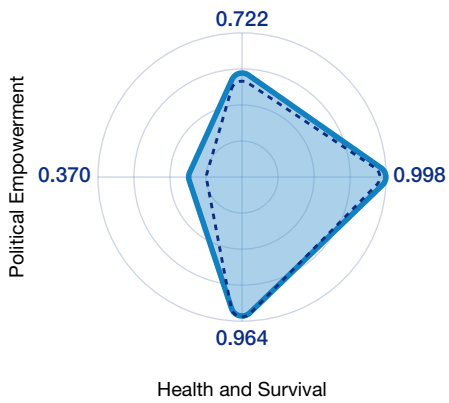
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**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 2022 Edition

■ Denmark score ▤ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

	2022		2021	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.764	32nd	0.768	29th
Economic Participation and Opportunity	0.722	54th	0.736	42nd
Educational Attainment	0.998	40th	1.000	1st
Health and Survival	0.964	114th	0.964	119th
Political Empowerment	0.370	32nd	0.371	32nd

Global Gender Gap Index Indicators

2022

Indicator	Rank	Score*	Compare with Global average	Gap F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	54th	0.722		-	Min	Max	-
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	0.723		-17.96k	46.89k	64.85k	0-150k
Legislators, senior officials and managers %	95th	0.386		-44.28	27.86	72.14	0-100
Professional and technical workers %	1st	1.000		1.31	49.34	50.66	0-100
Educational Attainment	40th	0.998		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
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		26.60	68.91	95.51	0-200
Health and Survival	114th	0.964		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	121st	1.010		-	-	-	-
Political Empowerment	32nd	0.370		-	-	-	-
Women in parliament %	29th	0.658		-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	5.29	44.71	0-50