

Global Gender Gap Report 2023



INSIGHT REPORT

JUNE 2023



Terms of use and disclaimer

The analysis presented in the *Global Gender Gap Report 2023* (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.

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).

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

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: 978-2-940631-97-1

The report and an interactive data platform are available at <http://reports.weforum.org/global-gender-gap-report-2023>.

Contents

Preface	4
Key Findings	5
1 Benchmarking gender gaps, 2023	9
1.1 Country coverage	9
1.2 Global results	10
1.3 Performance by subindex	12
1.4 Progress over time	15
1.5 Performance by region	19
1.6 In-focus country performances: Top 10 and 15 most populous	27
Endnotes	32
2 Gender gaps in the workforce	33
2.1 Evolving gender gaps in the global labour market	33
2.2 Workforce representation across industries	37
2.3 Representation of women in senior leadership	38
2.4 Gender gaps in the labour markets of the future	44
2.5 Gender gaps in the skills of the future	47
2.6 Gender gaps in political leadership	53
2.7 DEI programmes to close gender gaps	55
2.8 Putting gender parity at the heart of economic recovery and transformation	57
Endnotes	59
References	60
Appendix A	61
Appendix B	62
Endnotes	75
References	76
User's Guide	77
Contributors and Acknowledgements	373

Preface



Saadia Zahidi
Managing Director

Recent years have been marked by major setbacks for gender parity globally, with previous progress disrupted by the COVID-19 pandemic's impact on women and girls in education and the workforce, followed by economic and geopolitical crises. Today, some parts of the world are seeing partial recoveries while others are experiencing deteriorations as new crises unfold. Global gender gaps in health and education have narrowed over the past year, yet progress on political empowerment is effectively at a standstill, and women's economic participation has regressed rather than recovered.

The tepid progress on persistently large gaps documented in this seventeenth edition of the *Global Gender Gap Report* creates an urgent case for renewed and concerted action. Accelerating progress towards gender parity will not only improve outcomes for women and girls but benefit economies and societies more widely, reviving growth, boosting innovation and increasing resilience. The report provides a tool for consistent tracking of gender gaps across the economic, political, health and education spheres, and is designed for leaders to identify areas for individual and collective action.

At the World Economic Forum, the Centre for the New Economy and Society complements measurement of gender gaps with a set of initiatives and coalitions dedicated to advancing progress. The Gender Parity Accelerators are working towards gender parity in economic participation – scaling policies and strategies to improve women's representation in the workforce and in leadership – as well as pay equity. Accelerators are currently present in 14 countries in Latin America and the Caribbean, the Middle East and North Africa, Central Asia, East Asia and the Pacific, and Sub-Saharan Africa. The Global Learning Network linked to the Accelerators surfaces successful policies and practices and promotes knowledge exchange

between participating countries and a wider network of leaders. Focusing on corporate action, the Diversity, Equity and Inclusion (DEI) Lighthouse Programme brings together a cross-industry group of organizations taking action to drive better and faster DEI outcomes through CEO leadership, and knowledge-sharing on initiatives that have achieved significant, quantifiable and sustained impact for underrepresented groups.

This year's edition of the *Global Gender Gap Report* also analyses new data on labour market outcomes for women, at both the macro-economic and industry level. We are grateful to LinkedIn and Coursera for their continued collaboration in providing unique data and new measures to track gender gaps in workforce participation, senior leadership and online skilling. We also thank the members of the Centre for the New Economy and Society Advisory Board for their leadership, the over 150 partners of the Centre, and the Global Future Council on the Future of the Care Economy and Community of Chief Diversity and Inclusion Officers for expert guidance, as well as a network of national ministries of economy, education and labour for their commitment to advancing gender parity.

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

We hope the data and analysis provided in this report can further accelerate the speed of travel towards parity by catalysing and informing action by public- and private-sector leaders in their efforts to close the global gender gap. With the myriad challenges the world faces, we need the full power of human creativity and collaboration to find pathways to shared prosperity.

Key Findings

The Global Gender Gap Index annually 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 tracking the progress of numerous countries' efforts towards closing these gaps over time, since its inception in 2006.

This year, the 17th edition of the Global Gender Gap Index benchmarks gender parity across 146 countries, providing a basis for robust cross-country analysis. Further, examining a subset of 102 countries that have been included in every edition of the index since 2006 provides 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). Cross-country comparisons support the identification of the most effective policies to close gender gaps.

Key findings include the index results in 2023, trend analysis of the trajectory towards parity and data deep dives through new metrics partnerships and contextual data.

Global results and time to parity

The global gender gap score in 2023 for all 146 countries included in this edition stands at 68.4% closed. Considering the constant sample of 145 countries covered in both the 2022 and 2023 editions, the overall score changed from 68.1% to 68.4%, an improvement of 0.3 percentage points compared to last year's edition.

When considering the 102 countries covered continuously from 2006 to 2023, the gap is 68.6% closed in 2023, recovering to the level reported in the 2020 edition and advancing by a modest 4.1 percentage points since the first edition of the report in 2006. At the current rate of progress, it will take 131 years to reach full parity. While the global parity score has recovered to pre-pandemic

levels, the overall rate of change has slowed down significantly. Even reverting back to the time horizon of 100 years to parity projected in the 2020 edition would require a significant acceleration of progress.

- According to the 2023 Global Gender Gap Index no country has yet achieved full gender parity, although the top nine countries (Iceland, Norway, Finland, New Zealand, Sweden, Germany, Nicaragua, Namibia and Lithuania) have closed at least 80% of their gap. For the 14th year running, Iceland (91.2%) takes the top position. It also continues to be the only country to have closed more than 90% of its gender gap.
- The global top five is completed by three other Nordic countries – Norway (87.9%, 2nd), Finland (86.3%, 3rd) and Sweden (81.5%, 5th) – with one country from East Asia and the Pacific – New Zealand (85.6%, 4th) – ranked 4th. Additionally, from Europe, Germany (81.5%) moves up to 6th place (from 10th), Lithuania (80.0%) returns to the top 10 economies, taking 9th place, and Belgium (79.6%) joins the top 10 for the first time in 10th place. One country from Latin America (Nicaragua, 81.1%) and one from Sub-Saharan Africa (Namibia, 80.2%) – complete this year's top 10, taking the 7th and 8th positions, respectively. The two countries that drop out of the top 10 in 2023 are Ireland (79.5%, 11th, down from 9th in 2022) and Rwanda (79.4%, 12th, down from 6th).
- For the 146 countries covered in the 2023 index, the Health and Survival gender gap has closed by 96%, the Educational Attainment gap by 95.2%, Economic Participation and Opportunity gap by 60.1%, and Political Empowerment gap by 22.1%.
- Based on the constant sample of 102 countries covered in all editions since 2006, there is an advancement from 95.3% to 96.1% on Educational Attainment between 2022 and 2023, moving beyond pre-pandemic levels, and an improvement from 95.7% to 95.9% for the Health and Survival dimension. The Political

Empowerment score edges up from 22.4% to 22.5% and Economic Participation and Opportunity regresses from 60.0% in 2022 to 59.8% in 2023.

- At the current rate of progress over the 2006-2023 span, it will take 162 years to close the Political Empowerment gender gap, 169 years for the Economic Participation and Opportunity gender gap, and 16 years for the Educational Attainment gender gap. The time to close the Health and Survival gender gap remains undefined.

Regional results and time to parity

Gender parity in Europe (76.3%) surpasses the parity level in North America (75%) this year to rank first of eight geographic regions. Closely behind Europe and North America is Latin America and the Caribbean, with 74.3% parity. Trailing more than 5 percentage points behind Latin America and the Caribbean are Eurasia and Central Asia (69%) as well as East Asia and the Pacific (68.8%). Sub-Saharan Africa ranks 6th (68.2%), slightly below the global weighted average score (68.3%). Southern Asia (63.4%) overtakes the Middle East and North Africa (62.6%), which is, in 2023, the region furthest away from parity.

- Across all subindexes, **Europe** has the highest gender parity of all regions at 76.3%, with one-third of countries in the region ranking in the top 20 and 20 out of 36 countries with at least 75% parity. Iceland, Norway and Finland are the best-performing countries, both in the region and in the world, while Hungary, Czech Republic and Cyprus rank at the bottom of the region. Overall, there is a decline of 0.2 percentage points in the regional score based on the constant sample of countries. At the current rate of progress, Europe is projected to attain gender parity in 67 years.
- Just behind Europe, **North America** ranks second, having closed 75% of the gap, which is 1.9 percentage points lower than the previous edition. While Canada has registered a 0.2 percentage-point decline in the overall parity score since the last edition, the United States has seen a reduction of 2.1 percentage points. At the current rate of progress, 95 years will be needed to close the gender gap for the region.
- With incremental progress towards gender parity since 2017, **Latin America and the Caribbean** has bridged 74.3% of its overall gender gap, a 1.7 percentage-point increase in overall gender parity since last year. After Europe and North America, the region has the third-highest level of parity. Nicaragua, Costa Rica and Jamaica register the highest parity scores in this region and Belize, Paraguay and Guatemala the lowest. At the current rate of

progress, Latin America and the Caribbean will take 53 years to attain full gender parity.

- At 69% parity, **Eurasia and Central Asia** ranks 4th out of the eight regions on the overall Gender Gap Index. Based on the aggregated scores of the constant sample of countries included since 2006, the parity score since the 2020 edition has stagnated, although there has been an improvement of 3.2 percentage points since 2006. Moldova, Belarus and Armenia are the highest-ranking countries in the region, while Azerbaijan, Tajikistan and Türkiye rank the lowest. The difference in parity between the highest and the lowest ranked country is 14.9 percentage points. At the current rate of progress, it will take 167 years for the Eurasia and Central Asia region to reach gender parity.
- **East Asia and the Pacific** is at 68.8% parity, marking the fifth-highest score out of the eight regions. Progress towards parity has been stagnating for over a decade and the region registers a 0.2 percentage-point decline since the last edition. New Zealand, the Philippines and Australia have the highest parity at the regional level, with Australia and New Zealand also being the two most-improved economies in the region. On the other hand, Fiji, Myanmar and Japan are at the bottom of the list, with Fiji, Myanmar and Timor-Leste registering the largest declines. At the current rate of progress, it will take 189 years for the region to reach gender parity.
- **Sub-Saharan Africa**'s parity score is the sixth-highest among the eight regions at 68.2%, ranking above Southern Asia and the Middle East and North Africa. Progress in the region has been uneven. Namibia, Rwanda and South Africa, along with 13 other countries, have closed more than 70% of the overall gender gap. The Democratic Republic of the Congo, Mali and Chad are the lowest-performing countries, with scores below 62%. Based on the constant sample, this marks a marginal improvement of 0.1 percentage points. At the current rate of progress, it will take 102 years to close the gender gap in Sub-Saharan Africa.
- **Southern Asia** has achieved 63.4% gender parity, the second-lowest score of the eight regions. The score has risen by 1.1 percentage points since the last edition on the basis of the constant sample of countries covered since 2006, which can be partially attributed to the rise in scores of populous countries such as India, Pakistan and Bangladesh. Along with Bhutan, these are the countries in Southern Asia that have seen an improvement of 0.5 percentage points or more in their scores since the last edition. Bangladesh, Bhutan and Sri Lanka are the best-performing countries in the region, while Pakistan, Iran and Afghanistan are at the bottom of both the regional and global ranking tables. At the current rate of progress,

full parity in the region will be achieved in 149 years.

- In comparison to other regions, the **Middle East and North Africa** remains the furthest away from parity, with a 62.6% parity score. This is a 0.9 percentage-point decline in parity since the last edition for this region, based on the constant sample of countries covered since 2006. The United Arab Emirates, Israel and Bahrain have achieved the highest parity in the region, while Morocco, Oman and Algeria rank the lowest. The region's three most populous countries – Egypt, Algeria and Morocco – register declines in their parity scores since the last edition. At the current rate of progress, full regional parity will be attained in 152 years.

Evolving gender gaps in the global labour market

The state of gender parity in the labour market remains a major challenge. Not only has women's participation in the labour market globally slipped in recent years, but other markers of economic opportunity have been showing substantive disparities between women and men. While women have (re-)entered the labour force at higher rates than men globally, leading to a small recovery in gender parity in the labour-force participation rate since the 2022 edition, gaps remain wide overall and are apparent in several specific dimensions.

- **Evolving gender gaps in the global labour market:** Women have been (re-)entering the workforce at a slightly higher rate than men, resulting in a modest recovery from last year's low. Between the 2022 and 2023 edition, parity in the labour-force participation rate increased from 63% to 64%. However, the recovery in women's labour-force participation remains unfinished, as parity is still at the second-lowest point since the first edition of the index in 2006 and significantly below its 2009 peak of 69%. Compounding these patterns, women continue to face higher unemployment rates than men, with a global unemployment rate at around 4.5% for women and 4.3% for men. Even when women secure employment, they often face substandard working conditions: a significant portion of the recovery in employment since 2020 can be attributed to informal employment, whereby out of every five jobs created for women, four are within the informal economy; for men, the ratio is two out of every three jobs.
- **Workforce representation across industries:** Global data provided by LinkedIn shows persistent skewing in women's representation in the workforce and leadership across industries. In LinkedIn's sample, which covers 163 countries, women account for 41.9% of the workforce in 2023, yet the share of women in senior leadership positions (Director, Vice-President (VP) or C-Suite) is at 32.2% in 2023,

nearly 10 percentage points lower. Women's representation drops to 25% in C-Suite positions on average, which is just more than half of the representation in entry-level positions, at 46%. Different industries display different intensities and patterns when it comes to this "drop to the top". Women fare relatively better in industries such as Consumer Services, Retail, and Education, which register ratios of C-suite vs entry level representation between 64% and 68%. Construction, Financial Services, and Real Estate present the toughest conditions for aspiring female leaders, with a ratio of C-Suite to entry-level representation of less than 50%. For the past eight years, the proportion of women hired into leadership positions has been steadily increasing by about 1% per year globally. However, this trend shows a clear reversal starting in 2022, which brings the 2023 rate back to 2021 levels.

- **Gender gaps in the labour markets of the future:** Science, technology, engineering and mathematics (STEM) occupations are an important set of jobs that are well remunerated and expected to grow in significance and scope in the future. LinkedIn data on members' job profiles show that women remain significantly underrepresented in the STEM workforce. Women make up almost half (49.3%) of total employment across non-STEM occupations, but just 29.2% of all STEM workers. While the percentage of female STEM graduates entering into STEM employment is increasing with every cohort, the numbers on the integration of STEM university graduates into the labour market show that the retention of women in STEM even one year after graduating sees a significant drop. Women currently account for 29.4% of entry-level workers; yet for high-level leadership roles such as VP and C-suite, representation drops to 17.8% and 12.4%, respectively. When it comes to artificial intelligence (AI) specifically, talent availability overall has surged, increasing six times between 2016 and 2022, yet female representation in AI is progressing very slowly. The percentage of women working in AI today is approximately 30%, roughly 4 percentage points higher than it was in 2016.
- **Gender gaps in the skills of the future:** Online learning offers flexibility, accessibility and customization, enabling learners to acquire knowledge in a manner that suits their specific needs and circumstances. However, women and men currently do not have equal opportunities and access to these online platforms, given the persistent digital divide. Even when they do use these platforms, there are gender gaps in skilling, especially those skills that are projected to grow in importance and demand. Data from Coursera suggests that as of 2022, except for teaching and mentoring courses, there is disparity in enrolment in every skill category. For enrolment in technology skills such as

technological literacy (43.7% parity) and AI and big data (33.7%), which are among the top 10 skills projected to grow, there is less than 50% parity and progress has been sluggish. Across all skill categories, the gender gaps tend to widen as proficiency levels increase. However, when women do enrol, they tend to attain most proficiency levels across skill categories studied in less time compared to men.

- **Gender gaps in political leadership:** Much like in the case of representation of women in business leadership, gender gaps in political leadership continue to persist. Although there has been an increase in the number of women holding political decision-making posts worldwide, achieving gender parity remains a distant goal and regional disparities are significant. As of 31 December 2022, approximately 27.9% of the global population, equivalent to 2.12 billion people, live in countries with a female head of state. While this indicator experienced stagnation between 2013 and 2021, 2022 witnessed a significant increase. Another recent positive trend is observed for the share of women in parliaments. In 2013, only 18.7% of parliament members globally were women among the 76 countries with consistent data. By 2022, this number had risen steadily to 22.9%. Significant strides have also been made in terms of women's representation in local government globally. Out of the 117 countries with available data since 2017, 18 countries, including Bolivia (50.4%), India (44.4%) and France (42.3%), have achieved representation of women of over 40% in local governance.

- **DEI programmes to close gender gaps:** In the private sector, the scope of gender parity action by pioneering firms has begun to broaden from a focus on the workforce to whole-of-business approaches encompassing inclusive design, inclusive supply chains and community impact. The World Economic Forum's 2023 Future of Jobs Survey suggests that more than two-thirds of the organizations surveyed have implemented a Diversity, Equity and Inclusion (DEI) programme. The majority (79%) of companies surveyed are implementing DEI programmes with a focus on women.

Increasing women's economic participation and achieving gender parity in leadership, in both business and government, are two key levers for addressing broader gender gaps in households, societies and economies. Collective, coordinated and bold action by private- and public- sector leaders will be instrumental in accelerating progress towards gender parity and igniting renewed growth and greater resilience. Recent years have seen major setbacks and the state of gender parity still varies widely by company, industry and economy. Yet, a growing number of actors have recognized the importance and urgency of taking action, and evidence on effective gender parity initiatives is solidifying. We hope the data and analysis provided in this report can further accelerate the speed of travel towards parity by catalysing and informing action by public- and private-sector leaders in their efforts to close the global gender gap.

1

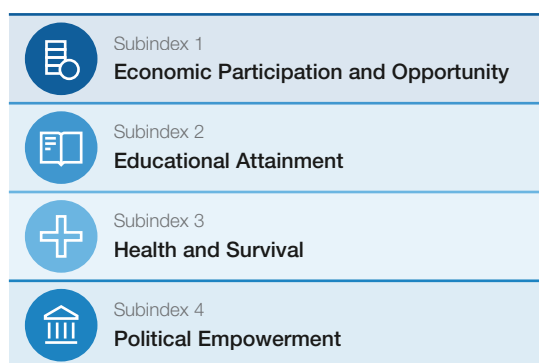
Benchmarking gender gaps, 2023

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.

FIGURE 1.1

The Global Gender Gap Index Framework



The level of progress toward gender parity (the parity score) for each indicator is calculated as the ratio of the value of each indicator for women to the value for men. A parity score of 1 indicates full parity. The gender gap is the distance from full parity.

The analysis in this report is focused on assessing gender gaps between women and men across economic, educational, health and political outcomes based on the data available (Figure 1.1).

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

Source
World Economic Forum, Global Gender Gap Index, 2023.

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. In this edition, Croatia rejoins the index, whereas Guyana drops out.

Among the 146 countries included this year are a set of 102 countries that 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 processes across the organizations from which the data is sourced, and that all results should be interpreted within a range of global, regional and national contextual factors. The Economy Profiles at the end of the report provide a large range of additional data.

1.2 Global results

The Global Gender Gap score in 2023 for all 146 countries included in this edition stands at 68.4% closed. Considering the constant sample of 145 countries covered in the 2022 and 2023 editions, the overall score changed from 68.1% to 68.4%, an improvement of 0.3 percentage points compared to last year's edition. When considering the 102 countries covered continuously from 2006 to 2023, the gap is 68.6% closed.

Compared to last year, progress towards narrowing the gender gap has been more widespread: 42 of the 145 economies covered in both the 2022 and 2023 editions improved their gender parity score by at least 1 percentage point since the previous edition and 40 other countries registered gains of less than 1 percentage point. The economies with the greatest increase in score (gains of 4 percentage points or more) are Liberia (score: 76%, +5.1 percentage points since the previous edition), Estonia (78.2%, +4.8 percentage points), Bhutan (68.2%, +4.5 percentage points), Malawi (67.6%, +4.4 percentage points), Colombia (75.1%, +4.1 percentage points) and Chile (77.7%, +4.1 percentage points).

While there is an increase in the number of countries registering at least a marginal improvement, such progress is mitigated by an increase in the number of countries with declining scores steeper than 1 percentage point (from 12 in 2022 to 35 in 2023).

Table 1.1 shows the 2023 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 nine countries (Iceland, Norway, Finland, New Zealand, Sweden, Germany, Nicaragua, Namibia and Lithuania) have closed at least 80% of their gap. For the 14th year running, Iceland (91.2%) takes the top position. It also continues to be the only country to have closed more than 90% of its gender gap. The global top five is completed by three other Nordic countries – Norway (87.9%, 2nd), Finland (86.3%, 3rd) and Sweden (81.5%, 5th) – and one country from East Asia and the Pacific – New Zealand (85.6%, 4th). Additionally, from Europe, Germany (81.5%) moves up to 6th place (from 10th), Lithuania (80.0%) returns to the top 10 economies, taking 9th place, and Belgium (79.6%) joins the top 10 for the first time in 10th place. One country from Latin America (Nicaragua, 81.1%) and one from Sub-Saharan Africa (Namibia, 80.2%) – complete this year's top 10, taking the 7th and 8th positions, respectively. The two countries that drop out of the top 10 in 2023 are Ireland (79.5%, 11th, down from 9th place) and Rwanda (79.4%, 12th, down from 6th place in 2022).

TABLE 1.1 | The Global Gender Gap Index 2023 rankings

Rank	Country	Score		Score change	Rank change	Rank	Country	Score		Score change	Rank change
		0-1	2022	2022	0-1			2022	2022		
1	Iceland	0.912		+0.004	-	74	Thailand	0.711		+0.002	+5
2	Norway	0.879		+0.034	+1	75	Ethiopia	0.711		+0.001	-1
3	Finland	0.863		+0.003	-1	76	Georgia	0.708		-0.022	-21
4	New Zealand	0.856		+0.014	-	77	Kenya	0.708		-0.021	-20
5	Sweden	0.815		-0.007	-	78	Uganda	0.706		-0.017	-17
6	Germany	0.815		+0.014	+4	79	Italy	0.705		-0.015	-16
7	Nicaragua	0.811		+0.001	-	80	Mongolia	0.704		-0.010	-10
8	Namibia	0.802		-0.005	-	81	Dominican Republic	0.704		+0.001	+3
9	Lithuania	0.800		+0.001	+2	82	Lesotho	0.702		+0.002	+5
10	Belgium	0.796		+0.003	+4	83	Israel	0.701		-0.026	-23
11	Ireland	0.795		-0.010	-2	84	Kyrgyzstan	0.700		-	+2
12	Rwanda	0.794		-0.017	-6	85	Zambia	0.699		-0.025	-23
13	Latvia	0.794		+0.023	+13	86	Bosnia and Herzegovina	0.698		-0.012	-13
14	Costa Rica	0.793		-0.003	-2	87	Indonesia	0.697		+0.001	+5
15	United Kingdom	0.792		+0.012	+7	88	Romania	0.697		-0.001	+2
16	Philippines	0.791		+0.009	+3	89	Belize	0.696		+0.002	+6
17	Albania	0.791		+0.004	+1	90	Togo	0.696		-0.001	+1
18	Spain	0.791		+0.002	-1	91	Paraguay	0.695		-0.012	-11
19	Moldova, Republic of	0.788		-0.001	-3	92	Cambodia	0.695		+0.005	+6
20	South Africa	0.787		+0.005	-	93	Greece	0.693		+0.005	+7
21	Switzerland	0.783		-0.012	-8	94	Cameroon	0.693		+0.002	+3
22	Estonia	0.782		+0.048	+30	95	Timor-Leste	0.693		-0.037	-39
23	Denmark	0.780		+0.017	+9	96	Brunei Darussalam	0.693		+0.013	+8
24	Jamaica	0.779		+0.031	+14	97	Azerbaijan	0.692		+0.005	+4
25	Mozambique	0.778		+0.025	+9	98	Mauritius	0.689		+0.011	+7
26	Australia	0.778		+0.040	+17	99	Hungary	0.689		-0.010	-11
27	Chile	0.777		+0.041	+20	100	Ghana	0.688		+0.016	+8
28	Netherlands	0.777		+0.009	-	101	Czech Republic	0.685		-0.024	-25
29	Slovenia	0.773		+0.029	+10	102	Malaysia	0.682		+0.001	+1
30	Canada	0.770		-0.002	-5	103	Bhutan	0.682		+0.045	+23
31	Barbados	0.769		+0.005	-1	104	Senegal	0.680		+0.012	+8
32	Portugal	0.765		-0.001	-3	105	Korea, Republic of	0.680		-0.010	-6
33	Mexico	0.765		+0.001	-2	106	Cyprus	0.678		-0.018	-13
34	Peru	0.764		+0.015	+3	107	China	0.678		-0.004	-5
35	Burundi	0.763		-0.013	-11	108	Vanuatu	0.678		+0.008	+3
36	Argentina	0.762		+0.006	-3	109	Burkina Faso	0.676		+0.017	+6
37	Cabo Verde	0.761		+0.024	+8	110	Malawi	0.676		+0.044	+22
38	Serbia	0.760		-0.019	-15	111	Tajikistan	0.672		+0.009	+3
39	Liberia	0.760		+0.051	+39	112	Sierra Leone	0.667		-0.005	-3
40	France	0.756		-0.035	-25	113	Bahrain	0.666		+0.034	+18
41	Belarus	0.752		+0.002	-5	114	Comoros	0.664		+0.033	+20
42	Colombia	0.751		+0.041	+33	115	Sri Lanka	0.663		-0.007	-5
43	United States of America	0.748		-0.021	-16	116	Nepal	0.659		-0.033	-20
44	Luxembourg	0.747		+0.011	+2	117	Guatemala	0.659		-0.006	-4
45	Zimbabwe	0.746		+0.012	+5	118	Angola	0.656		+0.018	+7
46	Eswatini	0.745		+0.017	+12	119	Gambia	0.651		+0.010	+2
47	Austria	0.740		-0.041	-26	120	Kuwait	0.651		+0.018	+10
48	Tanzania, United Republic of	0.740		+0.020	+16	121	Fiji	0.650		-0.026	-14
49	Singapore	0.739		+0.005	-	122	Côte d'Ivoire	0.650		+0.018	+11
50	Ecuador	0.737		-0.005	-9	123	Myanmar	0.650		-0.027	-17
51	Madagascar	0.737		+0.002	-3	124	Maldives	0.649		+0.001	-7
52	Suriname	0.736		-0.002	-8	125	Japan	0.647		-0.002	-9
53	Honduras	0.735		+0.030	+29	126	Jordan	0.646		+0.007	-4
54	Lao People's Democratic Republic	0.733		-	-1	127	India	0.643		+0.014	+8
55	Croatia*	0.730		n/a	n/a	128	Tunisia	0.642		-0.001	-8
56	Bolivia (Plurinational State of)	0.730		-0.004	-5	129	Türkiye	0.638		-0.001	-5
57	Brazil	0.726		+0.030	+37	130	Nigeria	0.637		-0.002	-7
58	Panama	0.724		-0.019	-18	131	Saudi Arabia	0.637		+0.001	-4
59	Bangladesh	0.722		+0.008	+12	132	Lebanon	0.628		-0.015	-13
60	Poland	0.722		+0.012	+17	133	Qatar	0.627		+0.011	+4
61	Armenia	0.721		+0.023	+28	134	Egypt	0.626		-0.008	-5
62	Kazakhstan	0.721		+0.003	+3	135	Niger	0.622		-0.013	-7
63	Slovakia	0.720		+0.003	+4	136	Morocco	0.621		-0.003	-
64	Botswana	0.719		-	+2	137	Guinea	0.617		-0.030	-19
65	Bulgaria	0.715		-0.025	-23	138	Benin	0.616		+0.004	-
66	Ukraine	0.714		+0.007	+15	139	Oman	0.614		+0.006	-
67	Uruguay	0.714		+0.004	+5	140	Congo, Democratic Republic of the	0.612		+0.036	+4
68	El Salvador	0.714		-0.013	-9	141	Mali	0.605		+0.003	-
69	Montenegro	0.714		-0.018	-15	142	Pakistan	0.575		+0.011	+3
70	Malta	0.713		+0.010	+15	143	Iran (Islamic Republic of)	0.575		-0.002	-
71	United Arab Emirates	0.712		-0.004	-3	144	Algeria	0.573		-0.030	-4
72	Viet Nam	0.711		+0.006	+11	145	Chad	0.570		-0.008	-3
73	North Macedonia	0.711		-0.005	-4	146	Afghanistan	0.405		-0.030	-

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

Source

World Economic Forum, Global Gender Gap Index, 2023.

Note

“-” indicates score or rank is unchanged from the previous year.

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

* New to index in 2023

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 illuminate and explore the factors that are driving the overall average global gender gap score.

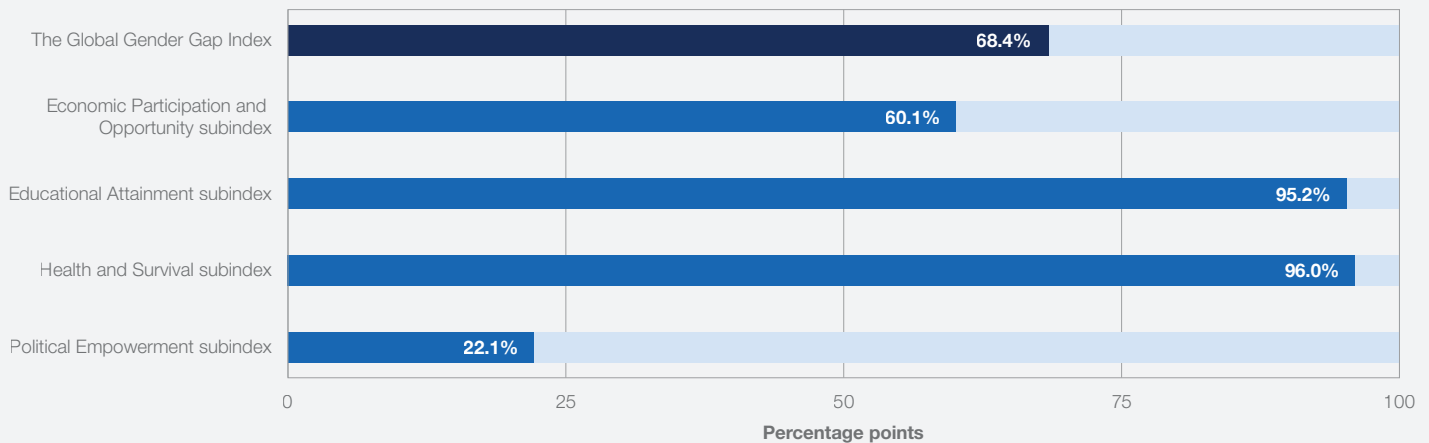
Summarized in Figure 1.2, this year's results show that across the 146 countries covered by the 2023 index, the Health and Survival gender gap has closed by 96%, Educational Attainment by 95.2%, Economic Participation and Opportunity by 60.1% and Political Empowerment by 22.1%.

When looking at the sample of 145 countries included in both the 2022 and 2023 editions, results show that this year's progress is mainly caused by a significant improvement on the Educational Attainment gap and more modest increases for the Health and Survival and Political Empowerment subindexes. The Economic Participation and Opportunity gender parity score has, however, receded since last year.

The score distributions across each subindex offer a more detailed picture of the disparities in country-specific gender gaps across the four dimensions. Figure 1.3 marks the distribution of individual country scores attained both overall and by subindex.

FIGURE 1.2 The state of gender gaps, by subindex

Percentage of the gender gap closed to date, 2023



Source

World Economic Forum, Global Gender Gap Index, 2023.

Note

Population-weighted averages, 146 countries.

More than two-thirds (69.2%) of countries score above the 2023 population-weighted average Gender Gap Index score (68.4%). Similar to 2022, Afghanistan (40.5%) ranks last, at the lower end of the distribution, with a difference of 27.8 percentage points compared to the mean. In fact, Afghanistan registers the lowest performance across all subindexes, with the exception of the Health and Survival subindex, where it takes the 141st position, ranking below the bottom 5th percentile. The country scoring penultimate in the global ranking is Chad (57.0%), which deviates from the average score by 11.3 percentage points.

Health and Survival, followed by Educational Attainment, continue to display the least amount of variation of scores, whereas the Economic Participation and Opportunity and Political Empowerment subindexes continue to show the widest dispersion of scores. The range of scores in this year's gender gap in Economic Participation

and Opportunity has not changed since last year: the difference between the highest scores (89.5%) and the country with the lowest scores (18.8%) remains extensive (70.8%).

Countries that report relatively even access for men and women when it comes to **Economic Participation and Opportunity** include economies as varied as Liberia (89.5%), Jamaica (89.4%), Moldova (86.3%), Lao PDR (85.1%), Belarus (81.9%), Burundi (81.0%) and Norway (80%). At the bottom of the distribution, apart from Afghanistan, the countries that attained less than 40% parity include Algeria (31.7%), Iran (34.4%), Pakistan (36.2%) and India (36.7%).

A closer look at performance across the five indicators composing this subindex reveals that an important source of gender inequality stems from the overall underrepresentation of women in the labour market. The global population-weighted

score indicates that, on average, only 64.9% of the gender gap in labour-force participation has been closed. Comparing the 102-country constant sample scores of 63.8% for 2023 and 62.9% for 2022, this marks a partial recovery. Chapter 2 examines recent dynamics in labour-force participation and related labour-market outcomes in more detail.

Though stark income gaps continue to hinder economic gender parity, with almost half (48.1%) of the overall earned income gap yet to close, results indicate that many countries experienced improvements since last year. Ninety-six countries (out of the 145 included in 2022 and 2023) progressed in bridging income gaps. The highest-scoring countries on this dimension include Liberia, followed by Zimbabwe (97.6%), Tanzania (90.3%), Burundi (88.3%), Barbados (88.1%) and Norway (85.1%), which all stand at above 85% parity. At the bottom of the distribution, Iran (17.1%), Algeria (19.2%) and Egypt (19.7%) display some of the largest inequalities between the incomes of men and women, scoring less than 20% parity.

When it comes to wages for similar work, the only countries in which the gender gap is perceived as more than 80% closed are Albania (85.8%) and Burundi (84.1%). Merely a quarter of the 146 economies included in this year's edition score between 70%-80% on this indicator. These include some of the most advanced economies, such as Iceland (78.4% of gap closed), Singapore (78.3%), United Arab Emirates (77.6%), United States (77.3%), Finland (76.3%), Qatar (74.5%), Saudi Arabia (74.1%), Lithuania (74.1%), Slovenia (73.5%), Bahrain (72.8%), Estonia (71.4%), Barbados (71.2%), Luxembourg (70.4%), New Zealand (70.4%), Switzerland (70.3%), and Latvia (70.1%). The lowest-ranking countries on this dimension are Croatia (49.7% of the gap closed) and Lesotho (49.4%). Compared to last year's performance, Bolivia, El Salvador and South Africa registered the largest improvements in score, of 5 percentage points or more.

Cross-country disparities are more pronounced in terms of the gender gap in senior, managerial and legislative roles, which globally stands at 42.9%. Ten countries assessed this year – six of which located in Sub-Saharan Africa – report parity on this indicator. Afghanistan, Pakistan and Algeria rank at the bottom, with less than 5% of professionals in senior positions being women. When it comes to professional and technical positions, 71% of the gender gap has been closed globally. Whereas women's representation in managerial roles relative to men's has improved by at least 1 percentage points for 38 countries, gender parity in professional and technical roles has improved for only 20 countries by the same measure (at least 1 percentage points).

Educational Attainment is the subindex with the second-highest global parity score, with only 4.8% of the gender gap left to close. When looking

at the subset of 145 countries included in both 2022 and 2023, the number of economies with full gender parity in Educational Attainment has increased from 21 to 25. Cross-country scores on this dimension are less dispersed than for the Economic Participation or Political Empowerment subindices, with the majority (80.1%, or 117 out of 146) of participating countries having closed at least 95% of their educational gender gap. Similar to last year, Afghanistan is the only country where the educational gender parity score is below the 50% mark, at 48.2%. At the bottom of the distribution, we also encounter the Sub-Saharan countries of Chad, the Democratic Republic of the Congo, Guinea, Angola, Niger and Mali – all with scores above 60%, but below 80% in educational parity (between 63.7%-77.9%).

Across indicators of the subindex, gender parity is lowest for literacy rate: globally, 94% of the gender gap in the proportion of those over 15 years of age who are literate has closed. Fifty-six countries have achieved full parity in literacy rate, whereas Afghanistan and Sub-Saharan countries such as Mali, Liberia, Chad and Guinea all register parity scores below 55%. When it comes to enrolment in primary education, full parity scores are more widespread: 65 countries register equivalent rates of enrolment in primary education for boys and for girls. The rest of the countries included this year display at least 90% parity, apart from the Sub-Saharan countries of Mali, Guinea and Chad, which score within the 80.4%-89.9% range.

Cross-national variation is wider for both secondary and tertiary enrolment. Whereas most countries (135) included in this edition closed at least 80% of their gender gap in secondary enrolment, a handful of countries remain below this threshold, with Congo (64% of the gap closed), Chad (58.3%) and Afghanistan (57.1) ranking last. Geographical disparities are even starker for tertiary education. While 101 countries display full parity on this indicator, including Cambodia as the most recent to reach the 1 parity mark this year, 18 more countries stand within the 80.2%-99.5% range, while several countries from Sub-Saharan Africa (such as Burkina Faso, Mali and Côte d'Ivoire), Southern Asia (Afghanistan), and Eurasia and Central Asia (Tajikistan) still have between 21.7% (Côte d'Ivoire) and 71% (Afghanistan) of their gaps left to close.

The **Health and Survival** subindex displays the highest level of gender parity globally (at 96%) as well as the most clustered distribution of scores. The majority of countries (91.1%) register at most 2 percentage points above the average, and only a handful of others (13 out of 146) register at most 2.4 percentage points below the average. Twenty-six countries – most from Europe, Latin America and the Caribbean, and Sub-Saharan Africa – display the top score of 98% parity,¹ whereas Qatar, Viet Nam and populous countries such as Azerbaijan, India and China all score below the 95% mark.

Qatar's lower overall ranking is driven by relatively lower parity in terms of healthy life expectancy. Though in most countries women tend to outlive men, in five Middle Eastern and North African countries (Morocco, 99.9%; Bahrain, 99.3%; Algeria, 99%; Jordan, 98.7%; Qatar, 95.5%), one from Sub-Saharan Africa (Mali, 99.3%) and two from Southern Asia (Pakistan, 99.9%, and Afghanistan, 97.1%), the reverse is true.

For Viet Nam, Azerbaijan, India and China, the relatively low overall rankings on the Health and Survival subindex is explained by skewed sex ratios at birth. Compared to top scoring countries that register a 94.4% gender parity at birth, the indicator stands at 92.7% for India (albeit an improvement over last edition) and below 90% for Viet Nam, China and Azerbaijan.

Finally, the **Political Empowerment** subindex registers once again the largest gender gap, at only 22.1% of the gap closed and the greatest spread of scores across countries. Iceland stands out as best performer, with a 90.1% parity score, which is 13.6 percentage points greater than the country ranking second (Norway) and 69 percentage points above the median global score (21.1%). In addition to the first two ranked, only 10 other countries out of the 146 included this year score above the 50% parity score: New Zealand (72.5%), Finland (70%), Germany (63.4%), Nicaragua (62.6%), Bangladesh (55.2%), Mozambique (54.2%), Rwanda (54.1%), Costa

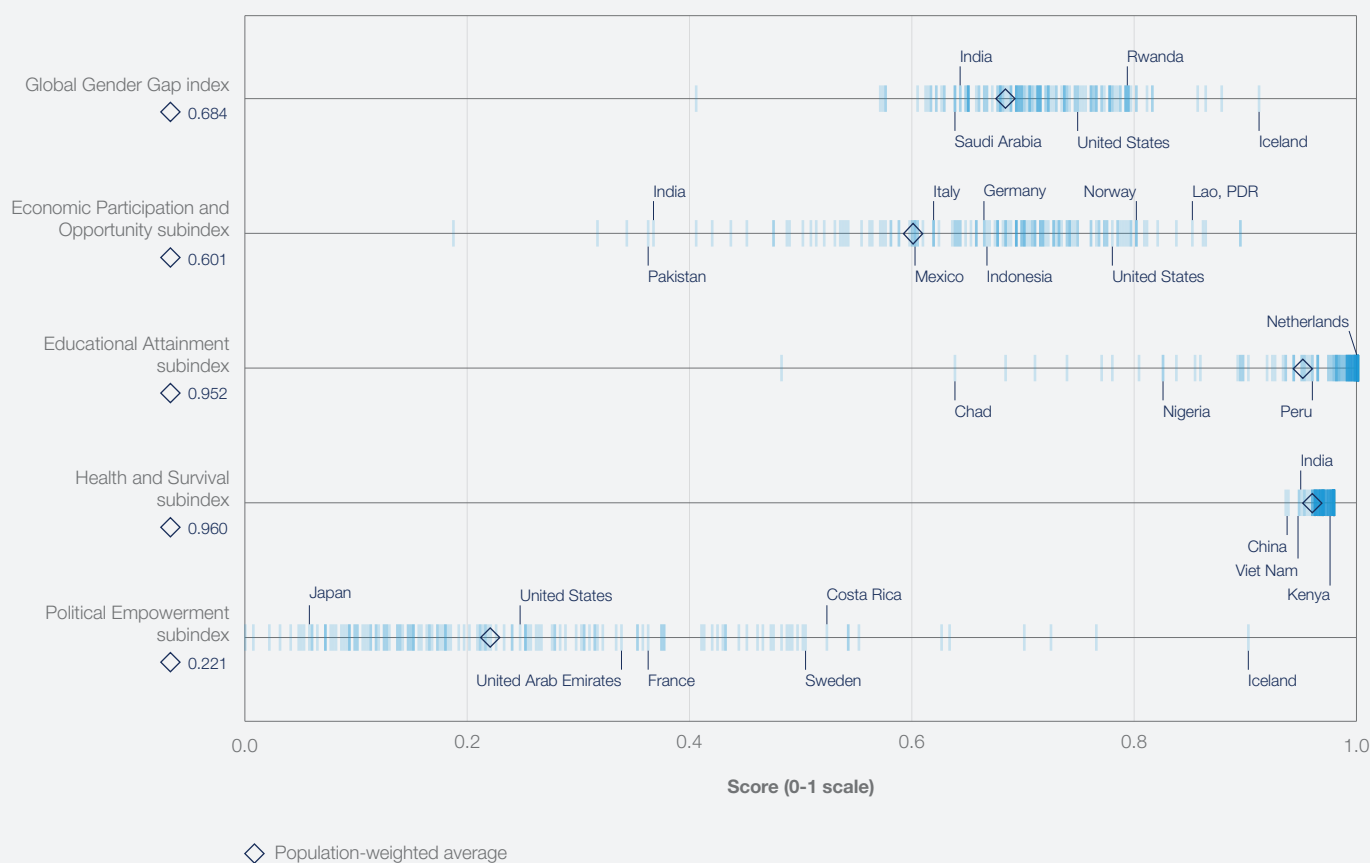
Rica (52.4%), Sweden (51.2%) and Chile (50.2%). The lowest parity scores are found for: Myanmar (4.7%), Nigeria (4.1%), Iran (3.1%), Lebanon (2.1%), Vanuatu (0.6%) and Afghanistan (0%).

Iceland and Bangladesh are the only countries where women have held the highest political position in a country for a higher number of years than men. In 67 other countries, women have never served as head of state in the past 50 years.

In terms of the share of women in ministerial positions, 11 out of 146 countries, led by Albania, Finland and Spain, have 50% or more ministers who are women. However, 75 countries have 20% or less female ministers. Further, populous countries such as India, Türkiye and China have less than 7% ministers who are women and countries like Azerbaijan, Saudi Arabia and Lebanon have none.

As regards to parity in the number of seats in national parliaments, five countries stand at full parity: Mexico, Nicaragua, Rwanda, the United Arab Emirates and (as of this year's edition) New Zealand. The countries with the least representation of women in parliament (less than 5%) are Maldives (4.8% of the gender gap closed), Qatar (4.6%), Nigeria (3.7%), Oman (2.4%) and Vanuatu (1.9%). Though still below the 40% parity threshold, Benin and Malta saw the largest improvements for this indicator, experiencing a rise of 26.6 and 23.2 percentage points, respectively.

FIGURE 1.3 | Range of scores, Global Gender Gap Index and subindexes, 2023



Source

World Economic Forum, Global Gender Gap Index, 2023.

Note

Blue diamonds correspond to population-weighted averages.

1.4 Progress over time

By calculating how much the gap has, on average, 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 for each of the dimensions tracked. The 17-year trajectory of global gender gaps is charted accordingly in Figure 1.4.

This year's results leave the total progress made towards gender parity at an overall 4.1 percentage-point gain since 2006. Hence, on average, over the past 17 years, the gap has been reduced by only 0.24 percentage points per year. If progress towards gender parity proceeds at the same average speed observed between the 2006 and 2023 editions, the overall global gender gap is projected to close in 131 years, compared to a projection of 132 years in 2022. This suggests that the year in which the gender gap is expected to close remains 2154, as progress is moving at the same rate as last year.

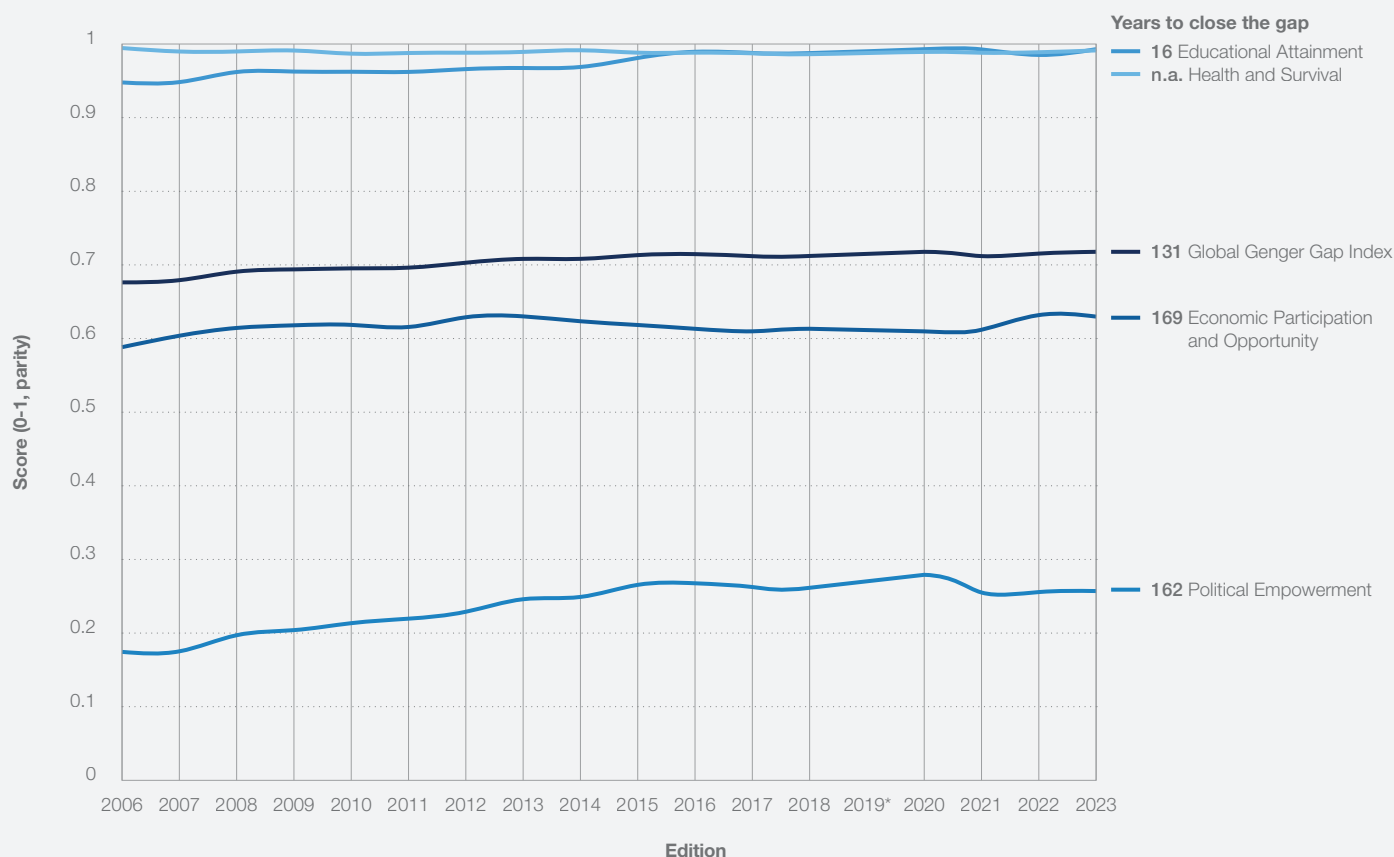
The **Economic Participation and Opportunity subindex now stands at 59.8%** based on the 102 countries in the constant sample (non-constant score 60.1%). This subindex is the only one that receded compared to 2022. There is a drop of 0.2 percentage points since 2022, but an improvement of 4.1 percentage points since 2006. The ebbing of the upward trend seen in last year's edition can be partially attributed to the drop in the subindex scores for 66 economies including highly populated economies such as China, Indonesia, Nigeria, etc. As a result, it will take another 169 years to close the economic gender gap.

The **Educational Attainment** subindex displays the highest gender parity score (96.1%) on the basis of 102 countries in the constant sample (non-constant score 95.2%). The 0.8 percentage-point increase since last year places it from second to top-ranked across all subindexes. While the development has not been unflinching over time – accelerating then plateauing at various points in time and dropping

FIGURE 1.4

Evolution of the Global Gender Gap Index and subindexes over time

Evolution in scores, 2006-2023



Source

World Economic Forum, Global Gender Gap Index, 2023.

Note

Population-weighted averages for the 102 economies featured in all editions of the index, from 2006–2023. 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.

in 2017-2018 and 2022 – the time-series analysis shows a definitive upward trend overall. Its improved performance as well as a steady pace of progress on average over the 2006-2023 period leads to an estimation of 16 years to close the gap.

The **Health and Survival** gender parity score stands at 95.9% based on the constant sample of 102 countries (non-constant score 96%). It is a modest improvement compared to last year (+0.2 percentage points) and an actual drop of 0.3 percentage points compared to 2006. Despite this slight long-term drop, the index has consistently stayed above the 95% mark since the inception of the index in 2006.

Based on the constant sample of 102 countries included in each edition from 2006 to 2023, the global **Political Empowerment** gender gap this year is 22.5% (non-constant score 22.1%), which is a slight improvement of 0.1 percentage points over 2022. A slower pace of improvement, however, means that it will now take another 162 years to completely close this gap, a significant step backwards compared to the 2022 edition. Yet, the 2023 score is the highest absolute increase of all four subindexes since 2006: 8.2 percentage points compared to 4.4 percentage points for Educational Attainment, which is the subindex with the second-greatest improvement.

TABLE 1.2 | The Global Gender Gap Index 2023, results by subindex

Economic Participation and Opportunity

Rank	Country	Score (0–1)	Rank	Country	Score (0–1)
1	Liberia	0.895	74	Austria	0.692
2	Jamaica	0.894	75	Israel	0.688
3	Moldova, Republic of	0.863	76	Paraguay	0.685
4	Barbados	0.860	77	Netherlands	0.684
5	Lao PDR	0.851	78	Sierra Leone	0.684
6	Eswatini	0.838	79	Peru	0.683
7	Belarus	0.819	80	Ghana	0.682
8	Burundi	0.810	81	South Africa	0.676
9	Botswana	0.807	82	Greece	0.676
10	Zimbabwe	0.801	83	Congo, Dem. Rep. of the	0.676
11	Norway	0.800	84	Costa Rica	0.676
12	Madagascar	0.800	85	Panama	0.674
13	Togo	0.796	86	Brazil	0.670
14	Iceland	0.796	87	Indonesia	0.666
15	Sweden	0.795	88	Germany	0.665
16	Kenya	0.791	89	Malaysia	0.664
17	Philippines	0.789	90	Bolivia (Plurinational State of)	0.658
18	Albania	0.786	91	Comoros	0.657
19	Namibia	0.784	92	Colombia	0.657
20	Finland	0.783	93	Cyprus	0.652
21	United States of America	0.780	94	Lesotho	0.648
22	Latvia	0.775	95	Argentina	0.644
23	Singapore	0.774	96	Chile	0.642
24	Thailand	0.772	97	Malta	0.641
25	Estonia	0.771	98	Nicaragua	0.640
26	Lithuania	0.767	99	Croatia*	0.639
27	Azerbaijan	0.766	100	Mauritius	0.637
28	Kazakhstan	0.765	101	Czech Republic	0.636
29	Brunei Darussalam	0.760	102	Uganda	0.623
30	Slovenia	0.760	103	El Salvador	0.619
31	Viet Nam	0.749	104	Italy	0.618
32	Cabo Verde	0.747	105	Tajikistan	0.618
33	Mongolia	0.745	106	Gambia	0.609
34	Portugal	0.745	107	Angola	0.605
35	Vanuatu	0.742	108	North Macedonia	0.605
36	Canada	0.740	109	Malawi	0.602
37	Suriname	0.740	110	Mexico	0.601
38	Australia	0.740	111	Côte d'Ivoire	0.601
39	Bulgaria	0.738	112	Bosnia and Herzegovina	0.601
40	Zambia	0.734	113	Myanmar	0.600
41	Ireland	0.732	114	Korea, Republic of	0.597
42	New Zealand	0.732	115	Fiji	0.588
43	United Kingdom	0.731	116	Ethiopia	0.587
44	Belgium	0.728	117	Guatemala	0.580
45	China	0.727	118	Kuwait	0.579
46	Denmark	0.727	119	Guinea	0.576
47	Uruguay	0.726	120	Timor-Leste	0.574
48	Spain	0.722	121	Niger	0.570
49	Belize	0.720	122	Bahrain	0.564
50	Slovakia	0.718	123	Japan	0.561
51	France	0.717	124	Sri Lanka	0.555
52	Armenia	0.716	125	Jordan	0.542
53	Tanzania, United Republic of	0.715	126	Chad	0.538
54	Nigeria	0.715	127	Lebanon	0.538
55	Ukraine	0.714	128	United Arab Emirates	0.536
56	Montenegro	0.710	129	Benin	0.530
57	Luxembourg	0.710	130	Saudi Arabia	0.521
58	Cambodia	0.710	131	Maldives	0.512
59	Bhutan	0.708	132	Qatar	0.508
60	Burkina Faso	0.708	133	Türkiye	0.500
61	Ecuador	0.705	134	Mali	0.489
62	Hungary	0.701	135	Oman	0.488
63	Switzerland	0.700	136	Nepal	0.476
64	Poland	0.699	137	Senegal	0.475
65	Dominican Republic	0.699	138	Tunisia	0.451
66	Honduras	0.699	139	Bangladesh	0.438
67	Rwanda	0.699	140	Egypt	0.420
68	Georgia	0.697	141	Morocco	0.404
69	Serbia	0.697	142	India	0.367
70	Cameroon	0.694	143	Pakistan	0.362
71	Kyrgyzstan	0.694	144	Iran (Islamic Republic of)	0.344
72	Romania	0.693	145	Algeria	0.317
73	Mozambique	0.692	146	Afghanistan	0.188

Educational Attainment

Rank	Country	Score (0–1)	Rank	Country	Score (0–1)
1	Argentina	1.000	74	Vanuatu	0.991
1	Belgium	1.000	75	Belarus	0.991
1	Botswana	1.000	76	Portugal	0.991
1	Canada	1.000	77	Zimbabwe	0.991
1	Colombia	1.000	78	Australia	0.991
1	Czech Republic	1.000	79	Iceland	0.991
1	Dominican Republic	1.000	80	Cyprus	0.990
1	Estonia	1.000	81	Greece	0.990
1	Finland	1.000	82	Germany	0.989
1	France	1.000	83	Lithuania	0.989
1	Honduras	1.000	84	Norway	0.989
1	Ireland	1.000	85	Sri Lanka	0.988
1	Israel	1.000	86	United Arab Emirates	0.988
1	Latvia	1.000	87	Saudi Arabia	0.986
1	Lesotho	1.000	88	Eswatini	0.985
1	Malaysia	1.000	89	Viet Nam	0.985
1	Malta	1.000	90	Lebanon	0.984
1	Namibia	1.000	91	Maldives	0.984
1	Netherlands	1.000	92	Bolivia (Plurinational State of)	0.984
1	New Zealand	1.000	93	Qatar	0.982
1	Nicaragua	1.000	94	Guatemala	0.982
1	Slovakia	1.000	95	Cabo Verde	0.981
1	Slovenia	1.000	96	Cambodia	0.981
1	Sweden	1.000	97	Timor-Leste	0.980
1	Uruguay	1.000	98	Bosnia and Herzegovina	0.980
26	India	1.000	99	Türkiye	0.980
27	Kazakhstan	1.000	100	Madagascar	0.979
28	Georgia	1.000	101	Zambia	0.979
29	Kyrgyzstan	1.000	102	Switzerland	0.978
30	Luxembourg	1.000	103	Myanmar	0.977
31	Costa Rica	0.999	104	Korea, Republic of	0.977
32	Philippines	0.999	105	Ghana	0.974
33	Albania	0.999	106	Indonesia	0.972
34	United Kingdom	0.999	107	Lao PDR	0.964
35	Armenia	0.999	108	Tanzania, United Republic of	0.964
36	Romania	0.999	109	Bhutan	0.963
37	Serbia	0.999	110	Rwanda	0.963
38	Croatia*	0.998	111	Peru	0.960
39	Spain	0.998	112	Iran (Islamic Republic of)	0.960
40	Denmark	0.998	113	Oman	0.957
41	Montenegro	0.998	114	Gambia	0.954
42	Ecuador	0.998	115	Morocco	0.953
43	South Africa	0.998	116	Algeria	0.951
44	Brunei Darussalam	0.997	117	Tunisia	0.950
45	Paraguay	0.997	118	Comoros	0.949
46	Fiji	0.997	119	Egypt	0.943
47	Japan	0.997	120	Burundi	0.942
48	North Macedonia	0.997	121	Tajikistan	0.942
49	Panama	0.997	122	Bangladesh	0.936
50	Poland	0.997	123	China	0.935
51	Kuwait	0.997	124	Sierra Leone	0.932
52	Belize	0.996	125	Senegal	0.926
53	Moldova, Republic of	0.996	126	Uganda	0.924
54	Azerbaijan	0.996	127	Nepal	0.918
55	Austria	0.996	128	Côte d'Ivoire	0.902
56	Ukraine	0.996	129	Malawi	0.897
57	Bahrain	0.995	130	Mozambique	0.896
58	Hungary	0.995	131	Liberia	0.896
59	United States of America	0.995	132	Cameroon	0.895
60	Italy	0.995	133	Burkina Faso	0.893
61	Thailand	0.995	134	Kenya	0.858
62	Mexico	0.994	135	Ethiopia	0.854
63	Bulgaria	0.994	136	Togo	0.837
64	Chile	0.994	137	Nigeria	0.826
65	Barbados	0.994	138	Pakistan	0.825
66	Jordan	0.994	139	Benin	0.802
67	Mongolia	0.994	140	Mali	0.779
68	Jamaica	0.993	141	Niger	0.769
69	El Salvador	0.993	142	Angola	0.738
70	Suriname	0.993	143	Guinea	0.710
71	Mauritius	0.993	144	Congo, Dem. Rep. of the	0.683
72	Singapore	0.993	145	Chad	0.637
73	Brazil	0.992	146	Afghanistan	0.482

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

Source

World Economic Forum, Global Gender Gap Index, 2023.

Note

* New to index in 2023

TABLE 1.2 | The Global Gender Gap Index 2023, results by subindex

Health and Survival

Rank	Country	Score (0–1)	Rank	Country	Score (0–1)
1	Belarus	0.980	74	Bosnia and Herzegovina	0.970
1	Belize	0.980	75	Tanzania, United Republic of	0.970
1	Botswana	0.980	76	France	0.970
1	Brazil	0.980	77	Austria	0.970
1	Cabo Verde	0.980	78	United States of America	0.970
1	Dominican Republic	0.980	79	Serbia	0.969
1	El Salvador	0.980	80	Malaysia	0.969
1	Eswatini	0.980	81	Tunisia	0.969
1	Guatemala	0.980	82	Nepal	0.969
1	Hungary	0.980	83	Gambia	0.968
1	Kyrgyzstan	0.980	84	Comoros	0.968
1	Lesotho	0.980	85	Ecuador	0.968
1	Lithuania	0.980	86	Philippines	0.968
1	Malawi	0.980	87	Kuwait	0.968
1	Mauritius	0.980	88	Montenegro	0.968
1	Mongolia	0.980	89	Australia	0.968
1	Mozambique	0.980	90	Egypt	0.968
1	Namibia	0.980	91	Belgium	0.968
1	Poland	0.980	92	Barbados	0.968
1	Romania	0.980	93	Canada	0.968
1	Slovakia	0.980	94	Jamaica	0.967
1	Sri Lanka	0.980	95	Italy	0.967
1	Uganda	0.980	96	Greece	0.967
1	Uruguay	0.980	97	Senegal	0.967
1	Zambia	0.980	98	Spain	0.967
1	Zimbabwe	0.980	99	Nigeria	0.967
27	Burundi	0.979	100	Türkiye	0.966
28	Bulgaria	0.979	101	New Zealand	0.966
29	South Africa	0.979	102	Guinea	0.966
30	Togo	0.979	103	Madagascar	0.966
31	Suriname	0.979	104	Sierra Leone	0.966
32	Estonia	0.979	105	United Kingdom	0.965
33	Côte d'Ivoire	0.978	106	Timor-Leste	0.965
34	Nicaragua	0.978	107	Fiji	0.965
35	Croatia*	0.978	108	Luxembourg	0.965
36	Ghana	0.978	109	Israel	0.964
37	Czech Republic	0.978	110	Honduras	0.964
38	Cambodia	0.978	111	Ireland	0.964
39	Burkina Faso	0.978	112	Denmark	0.964
40	Moldova, Republic of	0.977	113	Niger	0.964
41	Argentina	0.977	114	Saudi Arabia	0.964
42	Thailand	0.977	115	Switzerland	0.964
43	Congo, Dem. Rep. of the	0.976	116	Iran (Islamic Republic of)	0.964
44	Angola	0.976	117	Peru	0.964
45	Ukraine	0.976	118	Sweden	0.963
46	Korea, Republic of	0.976	119	United Arab Emirates	0.963
47	Kazakhstan	0.975	120	Cyprus	0.963
47	Myanmar	0.975	121	Maldives	0.962
49	Mexico	0.975	122	Bhutan	0.962
50	Lao PDR	0.975	123	Liberia	0.962
51	Colombia	0.975	124	Netherlands	0.962
52	Latvia	0.975	125	Bolivia (Plurinational State of)	0.962
53	Kenya	0.975	126	Bangladesh	0.962
54	Paraguay	0.975	127	Norway	0.961
55	Rwanda	0.974	128	Iceland	0.961
56	Georgia	0.974	129	Oman	0.961
57	Cameroon	0.973	130	Morocco	0.961
58	Panama	0.973	131	Malta	0.961
59	Japan	0.973	132	Pakistan	0.961
60	Costa Rica	0.973	133	Albania	0.960
61	Benin	0.973	134	North Macedonia	0.960
62	Portugal	0.973	135	Mali	0.959
63	Slovenia	0.972	136	Bahrain	0.959
64	Germany	0.972	137	Algeria	0.958
65	Vanuatu	0.971	138	Jordan	0.957
66	Singapore	0.971	139	Armenia	0.955
67	Ethiopia	0.971	140	Brunei Darussalam	0.953
68	Lebanon	0.971	141	Afghanistan	0.952
69	Chile	0.970	142	India	0.950
70	Tajikistan	0.970	143	Qatar	0.947
71	Finland	0.970	144	Viet Nam	0.946
72	Chad	0.970	145	China	0.937
73	Indonesia	0.970	146	Azerbaijan	0.936

Political Empowerment

Rank	Country	Score (0–1)	Rank	Country	Score (0–1)
1	Iceland	0.901	74	Cameroon	0.210
2	Norway	0.765	75	Kenya	0.209
3	New Zealand	0.725	76	Madagascar	0.201
4	Finland	0.700	77	Tunisia	0.197
5	Germany	0.634	78	Mali	0.192
6	Nicaragua	0.626	79	Niger	0.185
7	Bangladesh	0.552	80	Slovakia	0.183
8	Mozambique	0.542	81	Indonesia	0.181
9	Rwanda	0.541	82	Montenegro	0.180
10	Costa Rica	0.524	83	Lesotho	0.179
11	Sweden	0.503	84	Eswatini	0.178
12	Chile	0.502	85	Egypt	0.175
13	South Africa	0.497	86	Togo	0.173
14	Switzerland	0.491	87	Ukraine	0.172
15	Mexico	0.490	88	Korea, Republic of	0.169
16	Belgium	0.486	89	Viet Nam	0.166
17	Ireland	0.482	90	Morocco	0.165
18	Spain	0.475	91	Georgia	0.163
19	United Kingdom	0.472	92	Benin	0.159
20	Lithuania	0.466	93	Tajikistan	0.156
21	Netherlands	0.460	94	Uruguay	0.152
22	Peru	0.450	95	Pakistan	0.152
23	Namibia	0.443	96	Israel	0.150
24	Denmark	0.432	97	Mauritius	0.148
25	Ethiopia	0.431	98	Bulgaria	0.148
26	Argentina	0.429	99	Bahrain	0.146
27	Latvia	0.424	100	Kazakhstan	0.146
28	Albania	0.419	101	Lao PDR	0.140
29	Australia	0.412	102	Greece	0.140
30	Philippines	0.409	103	Maldives	0.139
31	Estonia	0.377	104	Dominican Republic	0.138
32	Serbia	0.376	105	Chad	0.137
33	Canada	0.374	106	Sri Lanka	0.130
34	Colombia	0.373	107	Kyrgyzstan	0.128
35	United Arab Emirates	0.363	108	Czech Republic	0.128
36	Slovenia	0.358	109	Burkina Faso	0.125
37	Senegal	0.353	110	Paraguay	0.125
38	Portugal	0.352	111	Ghana	0.119
39	France	0.338	112	Côte d'Ivoire	0.118
40	Cabo Verde	0.334	113	Romania	0.117
41	Burundi	0.320	114	China	0.114
42	Bolivia (Plurinational State of)	0.317	115	Cambodia	0.112
43	Luxembourg	0.315	116	Congo, Dem. Rep. of the	0.111
44	Moldova, Republic of	0.314	117	Cyprus	0.109
45	Tanzania, United Republic of	0.309	118	Türkiye	0.106
46	Angola	0.305	119	Zambia	0.102
47	Croatia	0.305	120	Thailand	0.101
48	Austria	0.303	121	Mongolia	0.099
49	Uganda	0.297	122	Malaysia	0.098
50	Liberia	0.287	123	Guatemala	0.094
51	North Macedonia	0.283	124	Jordan	0.093
52	Honduras	0.278	125	Bhutan	0.093
53	Ecuador	0.278	126	Belize	0.090
54	Nepal	0.276	127	Botswana	0.088
55	El Salvador	0.265	128	Sierra Leone	0.087
56	Brazil	0.263	129	Comoros	0.083
57	Jamaica	0.263	130	Hungary	0.079
58	Barbados	0.256	131	Saudi Arabia	0.077
59	India	0.253	132	Gambia	0.073
60	Timor-Leste	0.253	133	Qatar	0.071
61	Panama	0.252	134	Azerbaijan	0.071
62	Malta	0.251	135	Algeria	0.065
63	United States of America	0.248	136	Brunei Darussalam	0.061
64	Italy	0.241	137	Kuwait	0.059
65	Bosnia and Herzegovina	0.240	138	Japan	0.057
66	Suriname	0.232	139	Fiji	0.052
67	Malawi	0.224	140	Oman	0.051
68	Singapore	0.220	141	Myanmar	0.047
69	Belarus	0.217	142	Nigeria	0.041
70	Guinea	0.217	143	Iran (Islamic Republic of)	0.031
71	Armenia	0.215	144	Lebanon	0.021
72	Zimbabwe	0.214	145	Vanuatu	0.006
73	Poland	0.211	146	Afghanistan	0.000

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

Source

World Economic Forum, Global Gender Gap Index, 2023.

Note

* New to index in 2023

1.5 Performance by region

The *Global Gender Gap Report 2023* categorizes countries into eight regions: Eurasia and Central Asia, East Asia and the Pacific, Europe, Latin America and the Caribbean, Middle East and North Africa, North America, Southern Asia, and Sub-Saharan Africa. Countries in each regional group are listed in Appendix A.

Gender parity in Europe (76.3%) surpasses the parity level in North America (75%) this year to rank first among regions. Closely behind Europe and North America is Latin America and the Caribbean, with 74.3% parity. Trailing more than 5 percentage points behind Latin America and the Caribbean are Eurasia and Central Asia (69%) as well as East Asia and the Pacific (68.8%). Sub-Saharan Africa ranks 6th (68.2%), slightly below the global weighted average score (68.3%). Southern Asia (63.4%) overtakes the Middle East and North Africa (62.6%), which is, in 2023, the region furthest away from parity.

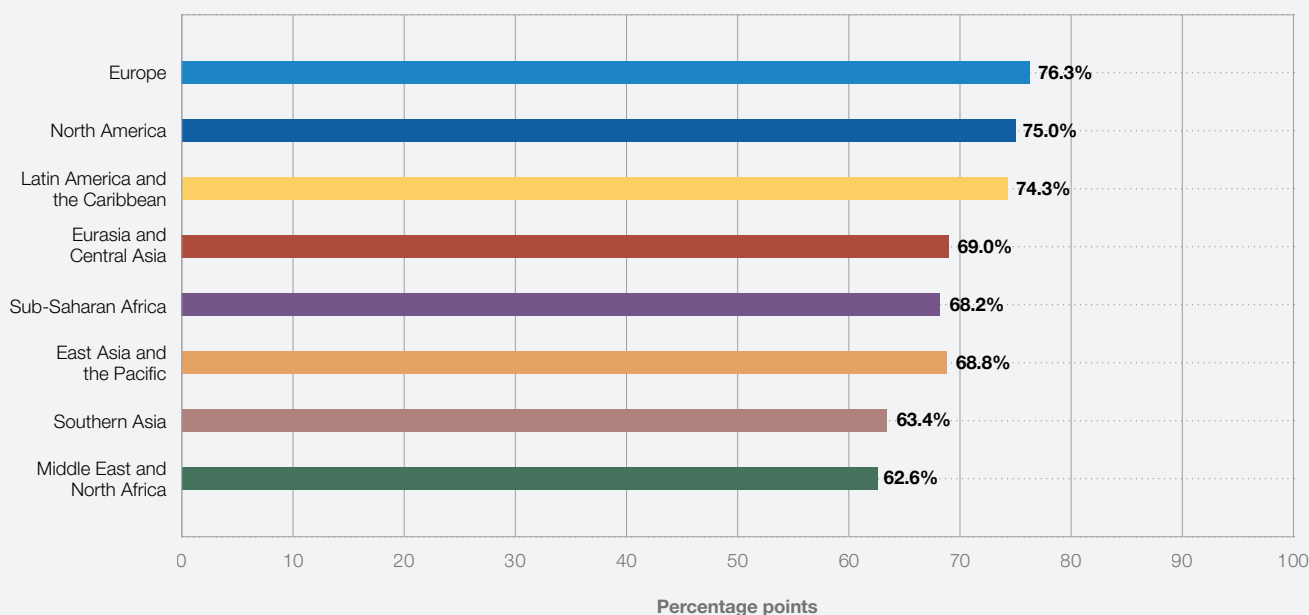
Using the 102-country constant sample to assess trends over time suggests that Southern Asia as well as Latin America and the Caribbean experienced an improvement of 1.1 percentage points and 1.7 percentage points, respectively, since the last edition. Sub-Saharan Africa improves marginally (+0.1 percentage points) while Eurasia and Central Asia (-0.01 percentage points), East Asia and the Pacific (-0.02 percentage points), and Europe (-0.02 percentage points) show a slight

decline. North America (-1.9 percentage points) and the Middle East and North Africa (-0.09 percentage points) suffer more significant setbacks in overall gender parity.

The longer-term trends offer further insights into progress in the regional gender parity profiles. In comparison to the inaugural edition in 2006, the Latin America and the Caribbean region has improved the most, with an increase of 8.4 percentage points over the past 17 years. Europe (+6.1 percentage points) and Sub-Saharan Africa (+5.2 percentage points) are the other two regions that have improved by more than 5 percentage points. North America (+4.5 percentage points), the Middle East and North Africa (+4.2 percentage points) and Southern Asia (+4.1 percentage points) have improved by more than 4 percentage points, though parity scores in all three regions have backslid in recent editions. Eurasia and Central Asia (+ 3.2 percentage points) and East Asia and the Pacific (+ 2.8 percentage points) have seen the slowest to progress since 2006.

A more nuanced picture emerges from the heat map in Figure 1.6, which disaggregates regional scores by subindex and represents higher levels of parity using a darker colour. Most regions have achieved relatively higher parity in Educational Attainment and Health and Survival. The advancement in Economic Participation and Opportunity is more uneven, with Southern

FIGURE 1.5 Gender gap closed to date, by region



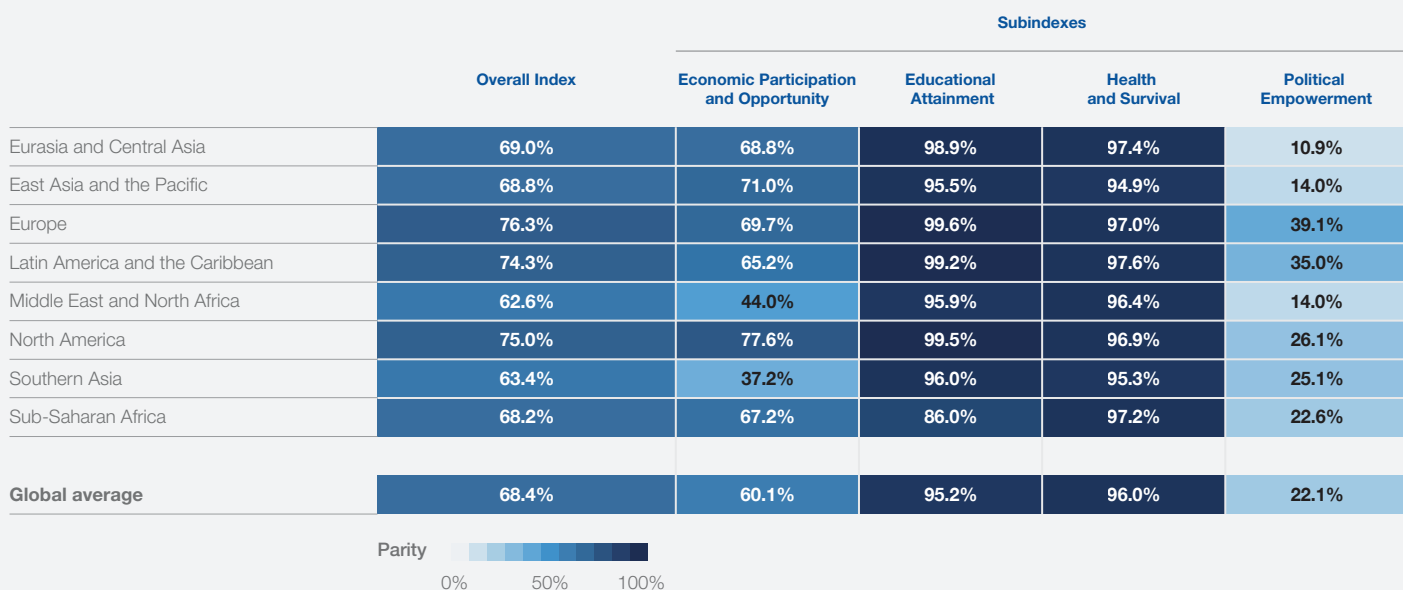
Source

World Economic Forum, Global Gender Gap Index, 2023.

Note

Population-weighted averages for the economies featured in the Global Gender Gap Index 2023.

FIGURE 1.6 | Regional performance 2023, by subindex

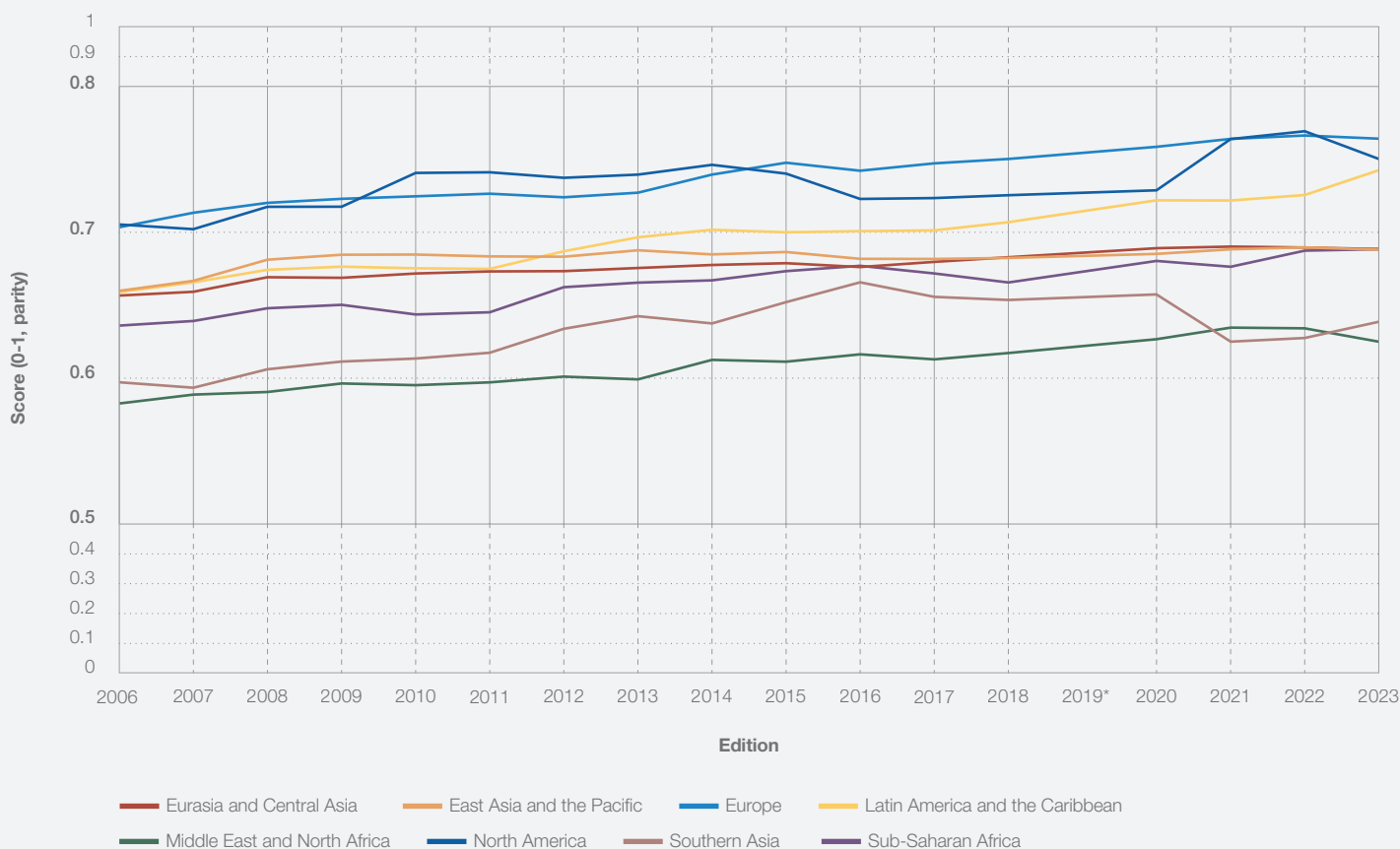


Source
World Economic Forum, Global Gender Gap Index, 2023.

Note
Population-weighted averages for the 146 economies featured in the Global Gender Gap Index 2023. The percentages are indicative of the gender gap that has been closed.

FIGURE 1.7 | Regional gender gaps

Evolution in scores, 2006–2023



Source
World Economic Forum, Global Gender Gap Index, 2023.

Note
Population-weighted averages for the 102 economies featured in all editions of the Global Gender Gap Index, from 2006–2023. 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.

Asia closing 37.2% of the gender gap and North America closing more than double. Regions continue to have the most significant gaps in the Political Empowerment subindex, with only Latin America and the Caribbean as well as Europe recording more than 35% parity.

Eurasia and Central Asia

At 69% parity, Eurasia and Central Asia ranks 4th out of the eight regions on the overall Gender Gap Index. Based on the aggregated scores of the constant sample of countries included since 2006, the parity score since the 2020 edition has stagnated, although there has been an improvement of 3.2 percentage points since 2006. Moldova, Belarus and Armenia are the highest-ranking countries in the region, while Azerbaijan, Tajikistan and Türkiye rank the lowest. The difference in parity between the highest- and the lowest-ranked country is 14.9 percentage points. At the current rate of progress, it will take 167 years for the Eurasia and Central Asia region to reach gender parity.

Regional gender parity on Economic Participation and Opportunity has been steadily increasing. Overall, 68.8% of the gender gap has closed, which is a 0.5 percentage-point improvement since the last edition. Six out of 10 countries, led by Moldova, Belarus and Azerbaijan, have at least 70% parity on this subindex. All countries in the region except Kyrgyzstan have made varying degrees of progress since the 2022 edition, with Moldova and Armenia making the most progress. Furthermore, all countries in the region have advanced towards parity in estimated earned income. Türkiye and Tajikistan demonstrate the least parity on Economic Participation and Opportunity, with Türkiye being the only country that has closed less than 60% of the gap on this subindex.

Eight out of 10 countries have more than 99% parity on the Educational Attainment subindex, resulting in 98.9% parity for the region. Türkiye and Ukraine, the region's two most populous countries, have a persistent disparity in secondary enrolment. Barring Türkiye and Tajikistan, all countries have attained parity in enrolment in tertiary education.

At 97.4% parity, Eurasia and Central Asia has only three out of 10 countries that have less than 97% parity for the Health and Survival subindex. Azerbaijan and Armenia, home to more than 13 million people combined, have some of the lowest sex ratios at birth in the world. Finally, seven out of the 10 countries have reached parity in healthy life expectancy.

Compared to other regions, Eurasia and Central Asia has the lowest gender parity in Political Empowerment and suffers a 1 percentage-point setback since 2022. Its score of 10.9% is barely half the global score of 22.1%. Only Armenia, Ukraine

and Tajikistan have made at least a 1 percentage-point improvement. While more than one-fifth of ministers in Moldova and Ukraine are women, Azerbaijan continues to be one of the handful countries with a male-only cabinet. Further, five of the 10 countries in the region have more than 25% women parliamentarians. With female presidents in Georgia and Moldova, there has been some improvement in female head-of-state representation in the last 50 years.

East Asia and the Pacific

East Asia and Pacific is at 68.8% parity, marking the fifth-highest score out of the eight regions. Progress towards parity has been stagnating for over a decade and the region registers a 0.2 percentage-point decline since the last edition. While 11 out of 19 countries improve, one stays the same and eight (including China, the world's second-most populous country) recede on the overall index. New Zealand, the Philippines and Australia have the highest parity at the regional level, with Australia and New Zealand also being the two most-improved economies in the region. On the other hand, Fiji, Myanmar and Japan are at the bottom of the list, with Fiji, Myanmar and Timor-Leste registering the highest declines. At the current rate of progress, it will take 189 years for the region to reach gender parity.

Compared to the last edition, six out of 19 countries improved on the Economic Participation and Opportunity subindex, depleting the regional parity score by 1.1% to 71.1%. Nine out of 17 countries that have the data have shown drops in the share of women in senior official positions. However, 13 out of 19 countries improved parity in estimated earned income since the last edition. Overall, Lao PDR, the Philippines and Singapore register the highest parity for the subindex and Fiji, Timor-Leste and Japan register the lowest.

At 95.5%, East Asia and the Pacific has the second-lowest score on the Educational Attainment subindex compared to other regions. Malaysia and New Zealand are at full parity, along with nine other countries in the region, with more than 99% scores. China, Lao PDR and Indonesia, with more than 1.7 billion people, have the lowest parity. Cambodia and Thailand are the only countries in this region with more than 1 percentage-point increase in parity over 2022. Thailand improves parity in enrolment in secondary education while Cambodia improves on literacy rate and enrolment in primary and tertiary education.

On the Health and Survival subindex, Singapore attains gender parity in sex ratio at birth, joining seven other countries across the world with the same achievement. However, 11 out of 19 countries saw declining parity in sex ratio. This contributes to the region's slight depletion of parity on this subindex, by 0.02% to 94.9%.

Parity in Political Empowerment sees a partial recovery of 0.7 percentage points to 14.1% since the last edition. However, this is still below the 2018 edition score of 17.1%. Seven countries – including the populous countries such as China, Japan and Indonesia – have regressed on this subindex since 2017. Compared to the previous edition, 13 countries have improved, led by Australia, New Zealand and Philippines. Australia and New Zealand had a considerable increase in the share of women ministers. Fiji, Myanmar and Korea have regressed the most among the six other countries where progress on Political Empowerment has reversed.

Europe

Across all subindexes, Europe has the highest gender parity of all regions at 76.3%, with one-third of countries in the region ranking in the top 20 and 20 out of 36 countries with at least 75% parity. Iceland, Norway and Finland are the best-performing countries, both in the region and in the world, while Hungary, Czech Republic and Cyprus rank at the bottom of the region. Overall, there is a decline of 0.2 percentage points in the regional score based on the constant sample of countries. Out of the 35 countries covered in the previous and the current edition, 10 countries, led by Estonia, Norway and Slovenia, have made at least a 1 percentage-point improvement since the last edition. Ten countries show a decline of at least 1 percentage point, with Austria, France and Bulgaria receding the most. At the current rate of progress, Europe is projected to attain gender parity in 67 years.

At 69.7% parity in Economic Participation and Opportunity, Europe stands third behind North America and East Asia and Pacific on this dimension. Gender parity has receded by 0.5 percentage points compared to last year based on the constant sample of 102 countries. Norway, Iceland and Sweden have the highest parity on Economic Participation and Opportunity, while Italy, North Macedonia and Bosnia and Herzegovina have the lowest. In comparison to the last edition, 13 countries (including populous France and Germany) have declined by at least 1% and eight countries have improved by at least 1 percentage point. The shares of senior officer positions held by women have reduced in 17 out of 35 countries that have data. Only 10 countries have at least 60% parity in senior officer positions, yet 28 out of 36 countries have full parity in women's share of technical roles.

On Educational Attainment, the region is almost at parity and all countries score more than 97%. There is full parity in enrolment in tertiary education, while 20 out of 35 countries reach parity in secondary education and 21 countries in primary education.

On Health and Survival, 97% parity is achieved. The trend, however, is negative. There has been a 0.6 percentage-point decline since the 2015 edition,

driven by the reduction in gender parity in healthy life expectancy by at least 1 percentage point in 23 out of 36 countries. On sex ratio at birth, 20 out of 36 countries are at full parity and the other countries are close to parity.

Gender parity in Political Empowerment had been consistently increasing in the last decade until last year; currently, it stands at 39.1%. Based on the constant sample of countries, there has been a decline of 0.5 percentage points since the last edition. Overall, Iceland, Norway and Finland have the highest score on the Political Empowerment subindex, while Romania, Cyprus and Hungary are at the bottom of the table. Led by Estonia, Slovenia and Latvia, 15 out of 35 countries have had at least a 1 percentage-point improvement while 13 countries have seen at least 1 percentage-point decline.

Latin America and the Caribbean

With incremental progress towards gender parity since 2017, Latin America and the Caribbean has bridged 74.3% of its overall gender gap. After Europe and North America, the region has the third-highest level of parity. Since the last edition, seven out of 21 countries (including relatively populous countries like Colombia, Chile, Honduras and Brazil) have improved their gender parity scores by at least 0.5 percentage points, while five countries have seen a decline in their parity scores by at least 0.5 percentage points. This has led to a 1.7 percentage-point increase in overall gender parity since last year. Nicaragua, Costa Rica and Jamaica register the highest parity scores in this region and Belize, Paraguay and Guatemala the lowest. At the current rate of progress, Latin America and the Caribbean will take 53 years to attain full gender parity.

Parity in Economic Participation and Opportunity in Latin America and the Caribbean is at 65.2%, the third-lowest regional score, ahead of the Middle East and North Africa as well as Southern Asia. Yet it marks an 0.7 percentage-point improvement since the last edition, with all countries except four improving their scores. Jamaica, Honduras and the Dominican Republic have seen the most progress on this subindex since the last edition. These three countries, along with 14 others have improved their parity scores in estimated earned income since 2022. Further, eight countries have a one-percentage-point higher share of senior positions held by women compared with the last edition.

Latin America and the Caribbean has achieved 99.2% parity on the Educational Attainment subindex: 14 out of 20 countries have more than 99% parity on their literacy rates. In addition, all of the 18 countries that have data on enrolment in tertiary education have attained full parity on this indicator. Further, the number of countries with parity in enrolment in secondary education is

16, while nine countries have attained full parity in enrolment in primary education.

In comparison to other regions, Latin America and the Caribbean has the highest parity on the Health and Survival subindex, at 97.6%. All countries have attained parity in sex ratio at birth and six out of 21 countries have perfect parity in healthy life expectancy.

At 35% parity, the region has the second-highest score, after Europe, on the Political Empowerment subindex. Based on the constant sample of countries there has been a 0.6 percentage-point improvement in parity since 2022. Overall, nine out of 21 countries have experienced at least a 0.5 percentage-point improvement and nine have seen a decline of more than 0.5%. Colombia, Chile and Brazil are not only the region's top-ranked countries; they are also the most improved. Five out of 21 countries in this region have seen at least a 1 percentage-point improvement in the share of parliamentary positions held by women.

Middle East and North Africa

In comparison to other regions, Middle East and North Africa remains the furthest away from parity, with a 62.6% parity score. This is a 0.9 percentage-point decline in parity since the last edition for this region, based on the constant sample of countries covered since 2006. The United Arab Emirates, Israel and Bahrain have achieved the highest parity in the region, while Morocco, Oman and Algeria rank the lowest. The three most populous countries – Egypt, Algeria and Morocco – register declines in their parity scores since the last edition. On the other hand, five countries, led by Bahrain, Kuwait and Qatar, have increased their parity by 0.5% or more. At the current rate of progress, full regional parity will be attained in 152 years.

When it comes to Economic Participation and Opportunity, 44% of the gender gap has been closed, ranking the region 7th out of eight regions, just above Southern Asia. There is highly uneven progress in parity on this subindex among different countries. Algeria's level of parity, 31.7%, is less than half of that of Israel which has closed 68.9% of the gender gap. The United Arab Emirates and Egypt have registered increases in both the share of women senior officer positions and the share of women in technical positions. Further 10 out of 13 countries in the region have advanced towards parity in estimated earned income by at least 0.5 percentage points.

The Middle East and North Africa is at 95.9% parity on the Educational Attainment subindex, and Israel is the only country in the region to have full parity. Kuwait, Bahrain and Jordan come close, with more than 99% gender parity. Relatively more populous countries such as Morocco, Algeria, Tunisia and Egypt have the lowest parity on this subindex, and

they also have the lowest parity in literacy rate. Only four countries (Israel, Bahrain, Qatar and Jordan) have more than 99% parity in literacy rate. Seven countries achieve parity in secondary education and 10 countries in tertiary education.

The region records 96.4% parity in Health and Survival, and all countries except Qatar have achieved more than 95% parity, while all countries have attained perfect parity in sex ratio at birth. However, in five countries healthy life expectancy for women is lower than that of men.

The Middle East and North Africa also has the second-lowest regional parity in political empowerment at 14%. Based on the sample of countries covered continuously since 2006, parity on the Political Empowerment subindex has regressed by 1 percentage point since last year. Parity has declined in seven out of 13 countries, including the region's most populous countries – Egypt, Algeria and Tunisia – and increased in six other countries, led by Bahrain, Qatar and Kuwait. Bahrain, Kuwait and Lebanon have also seen significant increases in the share of parliamentary positions held by women, while Israel and Tunisia have seen a drop on this indicator since 2022. In terms of ministerial positions held by women, only Tunisia, Bahrain and Morocco have more than 20% female ministers, while Saudi Arabia and Lebanon continue to have an all-male cabinet. Apart from Tunisia and Israel, no country in this region has had a female head of state in the last 50 years.

North America

Just behind Europe, North America ranks second, having closed 75% of the gap, which is 1.9 percentage points lower than the previous edition. While Canada has registered a 0.2 percentage-point decline in the overall parity score since the last edition, the United States has seen a reduction of 2.1 percentage points. At the current rate of progress, 95 years will be needed to close the gender gap for the region.

North America has achieved the highest gender parity score among all regions, 77.6%, on the Economic Participation and Opportunity subindex. This marks a 0.2 percentage-point increase in the parity score since the last edition. Canada improved by 0.5 percentage points and the United States by 0.2 percentage points. Parity in wage equality for similar work and estimated earned income increased in both countries.

Regional parity on the Educational Attainment subindex stands at 99.5%. While Canada has achieved full parity, the United States barring enrolment in secondary education, is virtually at parity for literacy rate, enrolment in primary education and enrolment in tertiary education.

With a score of 96.9%, North America ranks 5th

out of eight regions on the Health and Survival subindex. The region has seen a 1 percentage-point decline in parity in health since 2013. For example, parity for healthy life expectancy, at 1.03, is more than just Middle East and North Africa and Southern Asia. Women's healthy life expectancy has declined more than that of men since 2013 in both Canada and the United States, further contributing the reduction in parity on this subindex.

The decline in the overall regional gender parity score can be partially attributed to the 7.7 percentage-point decline on the Political Empowerment subindex, which currently stands at 26.1%. Both the United States and Canada have increased the share of parliamentary positions held by women. However, the measured share of women ministers has dropped significantly – particularly in the United States, where the share declined from 46.2% to 33.3% – which has affected the overall regional score on this subindex. This is partly explained by a stricter definition of what qualifies as a ministerial position being applied in the source database produced by UN Women. See Appendix B for more detail.

Southern Asia

Southern Asia has achieved 63.4% gender parity, the second-lowest score of the eight regions. The score has risen by 1.1 percentage points since the last edition on the basis of the constant sample of countries covered since 2006, which can be partially attributed to the rise in scores of populous countries such as India, Pakistan and Bangladesh. Along with Bhutan, these are the countries in this region that have seen an improvement of 0.5 percentage points or more in their scores since the last edition. On the other hand, parity has backslid by 0.5 percentage points or more in Sri Lanka, Afghanistan and Nepal. Bangladesh, Bhutan and Sri Lanka are the best-performing countries in the region, while Pakistan and Afghanistan are at the bottom of both the regional and global ranking tables. At the current rate of progress, full parity will be achieved in 149 years.

Compared to other regions, Southern Asia remains the furthest away from parity on the Economic Participation and Opportunity subindex, having closed 37.2% of the gap. However, based on the constant sample of countries covered since 2006, there has been an improvement of 1.4 percentage points since the last edition. This can be partially attributed to the progress of Pakistan, India and Bangladesh. All three have advanced towards parity on the labour-force participation rate and estimated earned income indicators. On the other hand, parity has receded in the Maldives and Nepal. Bhutan, Sri Lanka and Maldives have the region's highest parity scores on the Economic Participation and Opportunity subindex, while Pakistan and Afghanistan are the countries that lag the most behind.

Ranking fifth out of eight regions, Southern Asia has closed 96% of the gender gap on the Educational Attainment subindex. India, Sri Lanka and Maldives have the highest regional parity scores, while Bangladesh, Nepal, Pakistan and Afghanistan have achieved less than 95% parity. Afghanistan is a negative outlier, having closed only 48.1% of the gender gap. Bangladesh, Bhutan, Sri Lanka and India are either at parity or close to parity in enrolment in secondary education. On enrolment in tertiary education – barring Afghanistan, Bangladesh and Pakistan – all countries are at full parity, though levels are low for both men and women.

Southern Asia has the second-lowest regional parity score on the Health and Survival subindex, at 95.3%. Based on the constant sample of countries covered by the index since 2006, that is a 1.1 percentage-point improvement since the last edition. Pakistan, India, the Maldives and Nepal have improved by varying degrees. All four countries have bettered their sex ratios at birth, with Pakistan and India making the most improvement. No country except Sri Lanka has attained full parity in healthy life expectancy.

Similar to other regions, the widest gender gap on the index is on the Political Empowerment subindex. Behind Europe, Latin America and the Caribbean, and North America, Southern Asia's is the fourth-highest score among the eight regions, at 25.1% parity. Based on the constant sample of countries, this is the only subindex for this region that has experienced a setback: there has been a 1% reduction in parity since the last edition. Only the Maldives, Bangladesh and Nepal improved their scores. Parity has backslid in Iran, Sri Lanka and Afghanistan, as the share of ministerial positions held by women has dropped in these countries since 2022. Further, Nepal and Afghanistan have seen negative changes in parity in parliamentary positions, while other countries have not seen much change.

Sub-Saharan Africa

Sub-Saharan Africa's parity score is the sixth-highest among the eight regions at 68.2%, ranking above Southern Asia and the Middle East and North Africa. Progress in the region has been uneven. Namibia, Rwanda and South Africa, along with 13 other countries, have closed more than 70% of the overall gender gap. The Democratic Republic of the Congo, Mali and Chad are the lowest-performing countries, with scores below 62%. And while there has been progress of 0.5 percentage points or more in 17 out of 36 countries, scores for 17 countries have seen decline of 0.5 percentage points or more since the last edition. Based on the constant sample, this marks a marginal improvement of 0.1 percentage points. At the current rate of progress, it will take 102 years to close the gender gap in Sub-Saharan Africa.

Sub-Saharan Africa has closed 67.2% of the gender gap on the Economic Participation and Opportunity subindex. Liberia, Eswatini and Burundi are at the top of the ranking table, while Benin, Mali and Senegal have attained the least parity. At the indicator level, there has been an improvement of 0.5 percentage points or more in parity in estimated earned income in 20 out of 36 countries. Further, the share of technical positions assumed by women has increased for more than 1 percentage point in six countries, including populous countries such as the Democratic Republic of Congo and Ethiopia. Seven countries – including the Democratic Republic of the Congo, Tanzania and Rwanda – have seen greater than 1 percentage-point rise in the share of senior officer positions held by women.

Sub-Saharan Africa is the lowest-ranked region in closing the gender gap on Educational Attainment, with a parity score of 86%, and only Botswana, Lesotho and Namibia have achieved full parity. Sixteen countries have achieved less than 90% parity on this subindex, with the Democratic Republic of the Congo and Chad achieving the lowest scores. There has been an improvement of

0.5 percentage points or more in parity in 23 out of 36 countries, with gains in parity in literacy rate in 23 out of 36 countries. However, the number of countries with 90% or more parity decreases with enrolment in successive levels of education. Apart from Mali, Guinea and Chad, all countries have more than 90% parity in enrolment in primary education, and 16 have reached full parity. Ten countries have less than 90% parity in secondary education and 21 countries less than 90% parity in tertiary education.

Sub-Saharan Africa has the third-highest parity score, 97.2%, on the Health and Survival subindex, following Latin America and the Caribbean and Eurasia and Central Asia. Twenty-five countries have more than 97% parity. Niger, Liberia and Mali are lowest-performing countries on this subindex. All countries have attained parity in sex ratio at birth, and 11 out of 36 countries are at parity for healthy life expectancy.

With five countries having less than 10% parity and five countries with more than 40% parity, progress has been highly uneven when it comes

TABLE 1.3 The Global Gender Gap Index rankings by region, 2023

Eurasia and Central Asia

Country	Rank		Score
	Regional	Global	
Moldova, Republic of	1	19	0.788
Belarus	2	41	0.752
Armenia	3	61	0.721
Kazakhstan	4	62	0.721
Ukraine	5	66	0.714
Georgia	6	76	0.708
Kyrgyzstan	7	84	0.700
Azerbaijan	8	97	0.692
Tajikistan	9	111	0.672
Türkiye	10	129	0.638

East Asia and the Pacific

Country	Rank		Score
	Regional	Global	
New Zealand	1	4	0.856
Philippines	2	16	0.791
Australia	3	26	0.778
Singapore	4	49	0.739
Lao PDR	5	54	0.733
Viet Nam	6	72	0.711
Thailand	7	74	0.711
Mongolia	8	80	0.704
Indonesia	9	87	0.697
Cambodia	10	92	0.695
Timor-Leste	11	95	0.693
Brunei Darussalam	12	96	0.693
Malaysia	13	102	0.682
Korea, Republic of	14	105	0.680
China	15	107	0.678
Vanuatu	16	108	0.678
Fiji	17	121	0.650
Myanmar	18	123	0.650
Japan	19	125	0.647

Europe

Country	Rank		Score
	Regional	Global	
Iceland	1	1	0.912
Norway	2	2	0.879
Finland	3	3	0.863
Sweden	4	5	0.815
Germany	5	6	0.815
Lithuania	6	9	0.800
Belgium	7	10	0.796
Ireland	8	11	0.795
Latvia	9	13	0.794
United Kingdom	10	15	0.792
Albania	11	17	0.791
Spain	12	18	0.791
Switzerland	13	21	0.783
Estonia	14	22	0.782
Denmark	15	23	0.780
Netherlands	16	28	0.777
Slovenia	17	29	0.773
Portugal	18	32	0.765
Serbia	19	38	0.760
France	20	40	0.756
Luxembourg	21	44	0.747
Austria	22	47	0.740
Croatia	23	55	0.730
Poland	24	60	0.722
Slovakia	25	63	0.720
Bulgaria	26	65	0.715
Montenegro	27	69	0.714
Malta	28	70	0.713
North Macedonia	29	73	0.711
Italy	30	79	0.705
Bosnia and Herzegovina	31	86	0.698
Romania	32	88	0.697
Greece	33	93	0.693
Hungary	34	99	0.689
Czech Republic	35	101	0.685
Cyprus	36	106	0.678

TABLE 1.3 | The Global Gender Gap Index rankings by region, 2023

Latin America and the Caribbean

Country	Rank		Score
	Regional	Global	
Nicaragua	1	7	0.811
Costa Rica	2	14	0.793
Jamaica	3	24	0.779
Chile	4	27	0.777
Barbados	5	31	0.769
Mexico	6	33	0.765
Peru	7	34	0.764
Argentina	8	36	0.762
Colombia	9	42	0.751
Ecuador	10	50	0.737
Suriname	11	52	0.736
Honduras	12	53	0.735
Bolivia	13	56	0.730
Brazil	14	57	0.726
Panama	15	58	0.724
Uruguay	16	67	0.714
El Salvador	17	68	0.714
Dominican Republic	18	81	0.704
Belize	19	89	0.696
Paraguay	20	91	0.695
Guatemala	21	117	0.659

Middle East and North Africa

Country	Rank		Score
	Regional	Global	
United Arab Emirates	1	71	0.712
Israel	2	83	0.701
Bahrain	3	113	0.666
Kuwait	4	120	0.651
Jordan	5	126	0.646
Tunisia	6	128	0.642
Saudi Arabia	7	131	0.637
Lebanon	8	132	0.628
Qatar	9	133	0.627
Egypt	10	134	0.626
Morocco	11	136	0.621
Oman	12	139	0.614
Algeria	13	144	0.573

North America

Country	Rank		Score
	Regional	Global	
Canada	1	30	0.770
United States of America	2	43	0.748

Southern Asia

Country	Rank		Score
	Regional	Global	
Bangladesh	1	59	0.722
Bhutan	2	103	0.682
Sri Lanka	3	115	0.663
Nepal	4	116	0.659
Maldives	5	124	0.649
India	6	127	0.643
Pakistan	7	142	0.575
Iran (Islamic Republic of)	8	143	0.575
Afghanistan	9	146	0.405

Sub-Saharan Africa

Country	Rank		Score
	Regional	Global	
Namibia	1	8	0.802
Rwanda	2	12	0.794
South Africa	3	20	0.787
Mozambique	4	25	0.778
Burundi	5	35	0.763
Cabo Verde	6	37	0.761
Liberia	7	39	0.760
Zimbabwe	8	45	0.746
Eswatini	9	46	0.745
Tanzania, United Rep. of	10	48	0.740
Madagascar	11	51	0.737
Botswana	12	64	0.719
Ethiopia	13	75	0.711
Kenya	14	77	0.708
Uganda	15	78	0.706
Lesotho	16	82	0.702
Zambia	17	85	0.699
Togo	18	90	0.696
Cameroon	19	94	0.693
Mauritius	20	98	0.689
Ghana	21	100	0.688
Senegal	22	104	0.680
Burkina Faso	23	109	0.676
Malawi	24	110	0.676
Sierra Leone	25	112	0.667
Comoros	26	114	0.664
Angola	27	118	0.656
Gambia	28	119	0.651
Côte d'Ivoire	29	122	0.650
Nigeria	30	130	0.637
Niger	31	135	0.622
Guinea	32	137	0.617
Benin	33	138	0.616
Congo, Dem. Rep. of the	34	140	0.612
Mali	35	141	0.605
Chad	36	145	0.570

Source

World Economic Forum, Global Gender Gap Index, 2023.

to Political Empowerment. On average across the region, 22.6% parity has been achieved. Based on the constant sample of countries covered on the index since 2006, this is an improvement of 1.1 percentage points compared to the last edition. Nineteen countries, including the populous Nigeria, Ethiopia and the Democratic Republic of

the Congo, have improved on this subindex by 0.5 percentage points or more. Further, Ethiopia, Togo, Tanzania, Namibia and Uganda currently have heads of states who are women.

1.6 In-focus country performances: Top 10 and 15 most populous

This section illustrates the state of country-level gender parity across the four dimensions and sheds light on important dynamics. The share of the global female population represented by the countries discussed in this section is both statistically and strategically significant to monitoring and benchmarking efforts. Based on the data that was officially reported for the period covered in this edition, distinct trends and shifts were observed in the index's top 10 as well as the 15 most populous countries,² which, combined, represent two-thirds of the world's female population.

Top 10 countries

Iceland continues to incrementally advance towards gender parity since the inaugural 2006 edition and ranks 1st for the 14th consecutive year. Iceland has closed 91.2% of the gender gap, which is 0.4 percentage points higher than the previous edition. The overall gender parity ranking is buoyed by its relatively strong performance across the Political Empowerment and Economic Participation and Opportunity subindexes. Iceland has almost doubled its gender parity score in Political Empowerment since 2006. Iceland has been led by a female head of state for 25 of the last 50 years and more than two-fifth of its ministerial and parliamentary positions are held by women, which has propelled the country to close 90.1% of the gender gap. While Iceland ranks relatively high at 14th (score 79.6%) on the Economic Participation and Opportunity subindex, the gender parity score has suffered setbacks since 2021 (84.6%) and now is closer to its 2017 level. Specifically, parity in wages and in representation among senior officials has declined since 2021. However, since 2006, Iceland maintains parity in the share of women in technical roles. On Health and Survival, parity marginally regresses, partly owing to the 1.5 years decline in the healthy life expectancy of women since the 2020 edition. On Education Attainment (99.1%) Iceland remains almost at parity.

Progress towards gender parity in **Norway** has been steady, resulting in Norway improving its gender parity score to 87.9% and climbing one rank to the 2nd position in this year's index. A major part of Norway's continuous improvement can be ascribed to its achievements on Political Empowerment (score 76.5%), which has increased by 27.1 percentage points since 2006. Women now assume 50% of the ministerial positions and 46.2% of parliamentary positions. Further, the country had a female head of state for 18 of the last 50 years. Norway also reaches parity in enrolment rates in primary education and tertiary education. However, gender parity on the Economic Opportunity and Participation (80%) subindex – though recovered slightly since the last edition – is still 1.8 percentage points below the 2016 level.

Since 2016, the gender gap in estimated earned income has shrunk and full parity in technical roles has been achieved and maintained. However, the gender gap in senior roles (score 50.3%) has been widening and its labour-force participation rate (84.5%) is yet to recover since the pandemic hit. Additionally, women's healthy life expectancy at birth of 71.6 years is still 2.7 years below the 2020 edition, worsening the gap in health attainment by 1.1 percentage point to 96.1% compared to results from the 2020 edition.

After a sharp rebound in gender parity scores between 2017 and 2021, **Finland's** progress has been marginal. It advances by 0.3 percentage points since the last edition to register 86.3% parity in the 2023 edition, ranking 3rd globally. Finland maintains its longstanding gender parity on Educational Attainment. The recent tenure of a female head of state and parity at ministerial position boosts parity on Political Empowerment to 70%, which is the fourth highest score on this pillar globally. Yet, progress on Economic Participation and Opportunity (78.3%) seems to be stagnating, marked by slight reversals in parity at senior positions and wage equality since the last edition. However, women have been representing 50% or more of technical positions since the inaugural 2006 edition. On the other hand, like several other high-income economies,³ the healthy life expectancy of women declined by almost 1.5 years since 2006, partly widening the present gender gap on Health and Survival (97%).

In the last five years, **New Zealand** has gained more than 5 percentage points to close 85.6% of the overall gender gap, ranking 4th globally in 2023. With parity in parliamentary positions, and a female head of state for 16 of the last 50 years, New Zealand has the world's third-highest level of parity on Political Empowerment. New Zealand has bridged the gender divide in enrolment across all levels of education and literacy rate. In terms of Economic Participation and Opportunity (73.2%), there remains a 12.5% gender gap in labour-force participation. Estimated earned incomes of both men and women have been increasing since 2006, but men's income increased at a higher rate than that of women, worsening the gap (score 64.2%) by 4 percentage points since. On Health and Survival, women have lost three years of healthy life expectancy since the 2020 edition, reducing parity on the subindex (score 96.6%).

Sweden maintains its rank of 5th since the last edition; it has closed 81.5% of the gender gap, 0.7 percentage points lower than the 2018 edition. With 46.4% women parliamentarians and 47.8% women ministers who head ministries, Political Empowerment is at 50.3% parity. Parity on Economic Participation and Opportunity (79.5%)

has also stagnated recently, and even reversed by 1.7 percentage points since the last edition. The gap in labour-force participation seems to be at a standstill, while parity in estimated earned income declined by 7.3 percentage points since the last edition. On the upside, the share of women in technical positions has remained at more than 50% since the 2006 edition and there has mostly been steady progress in the share of women in senior positions over the last decade. Sweden also achieves a full parity score on Educational Attainment. However, parity in Health and Survival (96.3%) has been sliding because of an almost 1.3 years loss in female healthy life expectancy at birth since the 2020 edition.

Germany sustains its upward trajectory in gender parity, climbing four ranks since last year to 6th position and registering an additional 1.4 percentage points to a score of 81.5%. This advancement is due mainly to the increase of the share of women in parliamentary and ministerial positions, which have boosted the Political Empowerment subindex (63.4%) by 8.4 percentage points since 2022. Germany has also attained parity in enrolment in all levels of education except for secondary education. However, a backslide in parity in wage equality and estimated earned income has depleted the parity on Economic Participation and Opportunity (66.5%) by 6.9 percentage points since 2018. While parity has been achieved and sustained in technical roles, the share of women in senior positions is back at the 2018 level (parity score 41.3%). On Health and Survival, Germany is plateauing at 97.2% parity.

Nicaragua is the highest-ranking Latin American country on the index. It maintains its 7th rank from the last edition and only marginally improves to 81.1% parity. Progress has been plateauing since 2017 on the overall index. Nicaragua has achieved gender parity on Educational Attainment and has been at a standstill at 97.8% parity on the Health and Survival subindex. The share of women in ministerial and parliamentary positions has been surpassing the 50% mark in recent years. However, the overall parity score on Political Empowerment has stagnated, at 62.6% since the last edition. Despite ranking relatively high on the other dimensions, Nicaragua's performance lags on the Economic Participation and Opportunity subindex, where only 64% parity is attained. The widest gap exists in the share of women in senior positions followed by wage equality.

Ranked 8th is **Namibia**, the highest-ranking Sub-Saharan African country in this edition, which has attained 80.2% gender parity, a 0.5 percentage-point decline since the last edition. Namibia has achieved full parity on both the Health and Survival and Educational Attainment subindexes, although their absolute levels of attainment are low for both women and men. With 56% of technical workers and 43.6% of senior officers being women, Economic Participation and Opportunity is at 78.4% parity and is ranked 19th globally. However,

after a phase of rapid and broad-based increase in economic parity up until 2018, parity has been flagging. This is mostly due to a 4.8 percentage-point decline in parity in estimated earned income and 2 percentage-point decline in parity in labour-force participation rate since 2018. Namibia has achieved 44.3% parity in Political Empowerment with 44.2% women parliamentarians, 31.6% women ministers and a female prime minister in power since 2015.

Lithuania re-enters the top 10 and ascends two ranks since the 2022 edition to 9th position. The parity score at 80.0%, is 0.1 percentage point higher than previous edition. Lithuania's improvement in its gender parity profile after 2020 can be attributed to the surge in share of women in parliamentary positions and electing a female prime minister, resulting in 46.6% parity on the Political Empowerment subindex. Lithuania has covered 76.7% of the gender gap on the Economic Participation and Opportunity subindex. This dimension is however marked by mixed performance across the indicators. While parity has backtracked in senior positions and estimated earned income since 2022, full parity in technical roles has been sustained, and perceptions of wage equality for similar jobs have improved by 0.2 percentage points. For Educational Attainment (98.9%) and Health and Survival (98%), Lithuania edges towards parity.

The newest entrant to the top 10 is **Belgium** at 10th position. It has closed 79.6% of the overall gender gap, indicating a recovery of 5.7 percentage points since 2017. Most of the development is on the Political Empowerment subindex, where it has reached full parity in ministerial positions and women in 42.7% of parliamentary seats, marking significant improvements since 2017. Further, Belgium remains at parity on Educational Attainment. Perception of wage equality for similar jobs and share of women in senior positions have also been increasing incrementally, and parity has been achieved in technical roles. Overall, 72.8% of the gender gap is closed on Economic Participation and Opportunity subindex. However, a decline in gender parity in healthy life expectancy since 2017 has been gradually depleting its parity in the Health and Survival subindex (96.8%).

15 most populous countries

China ranks 107th and has achieved 67.8% gender parity. Compared to the previous edition, this represents an 0.4 percentage-point decline in score and a decline of five positions in rank. China is at 93.5% parity on Educational Attainment, with full parity on tertiary education. On Economic Participation and Opportunity, China has closed 72.7% of the gender gap and attains 81.5% parity in labour-force participation rate. It also secures 11.4% parity on Political Empowerment, with 4.2% women ministers and 24.9% women parliamentarians. China continues to have one of the lowest sex ratios at birth (89%), affecting parity

levels on the Health and Survival subindex (93.7%, 145th).

India has closed 64.3% of the overall gender gap, ranking 127th on the global index. It has improved by 1.4 percentage points and eight positions since the last edition, marking a partial recovery towards its 2020 (66.8%) parity level. The country has attained parity in enrolment across all levels of education. However, it has reached only 36.7% parity on Economic Participation and Opportunity. On the one hand, there are upticks in parity in wages and income; on the other hand, the shares of women in senior positions and technical roles have dropped slightly since the last edition. On Political Empowerment, India has registered 25.3% parity, with women representing 15.1% of parliamentarians, the highest for India since the inaugural 2006 edition. On the Health and Survival index (95%), the improvement in sex ratio at birth by 1.9 percentage points to 92.7% has driven up parity after more than a decade of slow progress.

Ranked 43rd, the **United States** has closed 74.8% of its overall gender gap. On Educational Attainment, the country is at parity or virtually at parity across all levels of education except secondary education. On the Economic Participation and Opportunity subindex (78%), the United States has recovered almost to its 2018 level of parity. Income parity (67.5%) has been gradually improving, however the share of women in senior positions has been receding over the last two editions of the index. Further, over the last decade, women's healthy life expectancy has declined by five years and men's by close to three years. This has worsened gender parity in Health and Survival outcomes (97%) by 0.9 percentage points since the 2013 edition. The country's parity on Political Empowerment stands at 24.8%, with a marginal improvement in the share of women parliamentarians and still no female head of state.

Indonesia's gender parity scores were improving steadily until they dropped in 2021. In this edition, Indonesia (87th) maintains the same 69.7% score as last year, sustaining a recovery to almost match its 2020 parity level. On Economic Participation and Opportunity, there is 66.6% parity, indicating a partial recovery to its 2020 parity level (68.5%). Since 2020, the share of women senior officials has dropped from 55% to 31.7%, while the share of technical workers has increased from 40.1% to more than 50%, thus attaining parity. Further, there has been marginal improvement in parity in estimated earned income, though the gap remains wide: for every dollar of income earned by a man, a woman earns just 51.9 cents. The Political Empowerment subindex is at 18.1% parity, with 21.6% women parliamentarians and 20.7% women ministers. Parity across Educational Attainment (97.2%) and Health and Survival (97%) remain virtually unchanged compared to the 2022 edition.

Pakistan (142nd) is at 57.5% parity, its highest since 2006. It has improved by 5.1 percentage

points on the Economic Participation and Opportunity subindex in the last decade to attain 36.2% parity, though this level of parity remains one of the lowest globally. There is broad progress across all indicators on this subindex, but particularly in the share of women technical workers and the achievement of parity in wage equality for similar work. Despite relatively high disparities, parity in literacy rate and enrolment in secondary and tertiary education are gradually advancing, leading to 82.5% parity on the Educational Attainment subindex. On Health and Survival, Pakistan secures parity in sex ratio at birth, boosting subindex parity by 1.7 percentage points since 2022. Like most other countries, Pakistan's widest gender gap is on Political Empowerment (15.2%). It has had a female head of state for 4.7 years of the last 50 years, and one-tenth of the ministers as well as one-fifth of parliamentarians are women.

Brazil's parity at 72.6% is 57th globally and at its highest parity level since 2006. Brazil has appointed women in 36.7% of ministerial positions, the highest in its history. Further, there has also been a 2.9 percentage-point increase in women parliamentarians (share, 17.7%). Combined, they have almost doubled the parity level on Political Empowerment (26.3%) since the previous edition. There has also been marginal improvement on the Economic Participation and Opportunity dimension. While parity in technical positions is sustained, parity in estimated incomes is at 62.8%, despite registering some improvement compared to the 2022 edition. There is full parity in Health and Survival outcomes, based on sex ratio at birth and healthy life expectancy. On the Educational Attainment subindex (99.2%), apart from enrolment in primary education, there is full gender parity in literacy rate, secondary education and tertiary education.

Nigeria's parity is at 63.7% (130th), 1 percentage point lower than its 2013 level. Since then, parity on the Political Empowerment subindex has receded from 11.9% to 4.1%, due to a decline in parity in both parliamentary and ministerial positions. Further, parity on Educational Attainment has been fluctuating in recent years and has only marginally improved over the last decade; currently, its 82.6% parity is one of the lowest in the world. Its absolute levels of women's literacy rates and enrolment rates across levels of education have also been lagging. Nigeria has perfect parity for sex ratio at birth, which has contributed to a 96.7% parity on the Health and Survival subindex. Further, with a global ranking of 54th, its Economic Participation and Opportunity score (71.5%) has experienced both advances and setbacks over the last decade. Nigeria has more than 64% representation of women in senior positions, but women earn only 50% of the income earned by men.

With the highest gender parity in Southern Asia, **Bangladesh** ranks 59th globally, with a score of 72.2%. The country's trajectory is mostly characterized by continuous progress on Political

Empowerment. At 55.2% parity, Bangladesh ranks seventh globally on this subindex. It has had a woman head of state for 29.3 years out of the last 50 years, the longest duration in the world. However, its shares of women in ministerial (10%) and parliamentary positions (20.9%) are relatively low. On Health and Survival (96.2%), there is parity in sex ratio at birth. However, gender parity in healthy life expectancy has been dropping as men's life expectancy has been increasing faster than that of women since the 2020 edition. Bangladesh's Educational Attainment parity is at 93.6%. Both women and men's literacy rate and enrolment in secondary and tertiary education has been increasing steadily over the last decade. While there is now full parity in enrolment in secondary education, for literacy rate and enrolment in tertiary education, there remains a persistent gap. At 43.8% parity, Bangladesh's Economic Participation and Opportunity subindex performance is one of the lowest globally (139th). However, this marks a recovery to its 2020 parity level. Improvement in the estimated earned income since 2021 edition has helped drive this recovery, as the gaps across the other indicators show less change.

Ranked 33rd, **Mexico's** 76.5% parity is 0.1 percentage points better than the previous edition, though its rank drops by two positions. On Educational Attainment, Mexico is close to subindex parity, with full parity in enrolment in secondary and tertiary education and 98.4% parity in literacy rate. Despite this, there is persistent gender disparity in labour-force participation (57.6%), and women's estimated earned income is only 52.3% of that of men. Further, only 38.5% of senior officers are women. However, women represent almost half of the country's technical workers. Overall, Mexico's 60.1% parity on Economic Participation and Opportunity stands at 110th globally. On Health and Survival, women have lost 2.4 years and men have lost 1.5 years of healthy life expectancy since the 2020 edition, widening the subindex gender gap by 0.4 percentage points (97.5%). With parity in parliamentary positions, 42.1% women ministers and no woman head of state yet, the Political Empowerment subindex is at 49% parity, the same as the last edition.

Japan's parity declines slightly for the second consecutive year since the 2021 edition. With a parity of 64.7% (125th), it has slipped 0.25 percentage points compared to the previous editions and now stands nine positions lower in the rankings. Japan's parity in Political Empowerment at 5.7% is one of the lowest in the world (ranking 138th). Ten percent of its parliamentary positions and 8.3% of ministerial positions are held by women, while there has not been any female head of state. There is almost full parity on both the Educational Attainment and Health and Survival subindexes. There has been 1.1% improvement in parity at estimated earned income since the last edition; 54.2% of women are in the labour force and 12.9% of senior officers are women. Japan's Economic Participation and Opportunity parity is at

56.1% and ranks 123rd out of 146 countries.

Ethiopia ranks 75th, having closed 71.1% of the gender gap. Compared to the previous edition, it has improved by 0.6 percentage points. Ethiopia has had a woman president the past 4.35 years, along with 41.3% incumbent woman parliamentarians and 40.9% women ministers. This results in a closing 43.1% of the gender gap on the Political Empowerment subindex, almost triple its score since a decade back (14.6% in 2013). On Health and Survival, Ethiopia is close to parity (97.1%). By contrast, on Educational Attainment, though parity across the indicators is gradually improving, Ethiopia has one of the lowest parity levels globally (135th) at 85.4%. After some fluctuations, parity on Economic Participation and Opportunity is also low, at 58.7%. Labour-force participation parity is at 72.7% and women earn 66.1% of men's estimated earned income. Only 25.4% of senior officers and 34.3% of technical positions are held by women.

The **Philippines** has achieved 79.1% gender parity and ranks 16th globally. Despite an improvement of three positions and 0.88 percentage points since last year, this is only a partial recovery towards its 2018 parity level (79.9%). With 26% women cabinet ministers, the Philippines has recovered on that indicator. However, the gap widened in the share of parliamentarians who are women (37.6% parity), thus effectively decreasing overall parity on the Political Empowerment subindex (40.9%) by 0.7 percentage points since 2018. The Philippines is almost at parity on Educational Attainment (99.9%). After being close to parity on Health and Survival since 2006, the country has regressed on this subindex (96.8%) due to a slight decline in sex ratio at birth. On Economic Participation and Opportunity, the Philippines maintains full parity in senior officer and technical workers, though women's income is just 71.6% that of men.

Egypt is at 62.6% parity and ranks 134th. Egypt advanced towards parity between the 2017 editions (60.8%) and 2021 editions (63.9%), before regressing for the subsequent 2022 (63.5%) and the current edition. Since 2021, there has been a 3 percentage-point decline in parity on the Educational Attainment subindex, due to slight backslides in parity in enrolment in secondary and tertiary education. At 96.8% parity, Health and survival remains virtually unchanged. However, on Economic Participation and Opportunity, a 6.8 percentage-point increase in the share of women in senior officer (share 12.4%) and a 4.3 percentage-point increase in the share of women in technical positions (35.1%) since the 2022 edition have boosted subindex parity by 1.7 percentage points to 42%. Further, with 27.5% women parliamentarians and 18.8% women ministers, there is 17.5% parity on Political Empowerment.

Viet Nam, with a score of 71.1% and a global rank of 72nd, continues its gradual progress towards gender parity. It has progressed by 2.3 percentage

points since 2007 (score 68.9%) when it was first covered. As compared to the last edition, it has advanced by 0.62 percentage points as well as 11 positions in rank. While the 2022 edition reported no female ministers, there are now 11.1% women ministers, driving up the parity score on the Political Empowerment subindex from 13.5% to 16.6%. Viet Nam's sex ratio at birth has been one of the country's lowest-performing indicators and it suffered further setbacks, worsening the Health and Survival parity by 0.4 percentage points to 94.6%, which is among the lowest in the world. On Educational Attainment, Viet Nam is at 98.5% parity. There is also full parity in the share of women as technical workers, and women earn 81.4% of men's estimated earned income. Labour-force participation parity is at 88.1%, though only 25.6% of the senior officials are women. Overall, Viet Nam is at 74.9% parity on the Economic Participation and Opportunity subindex.

The Democratic Republic of the Congo ranks 140th, with 61.2% of the gender gap closed. This is a 3 percentage-point improvement since 2018 when the country was first included in the index. Most of this improvement can be attributed to its progress on the Economic Participation and Opportunity and Political Empowerment subindexes. The country has advanced its parity in estimated earned income, senior officials and technical workers. Further, on the Political Empowerment subindex, the share of women in parliamentary and ministerial positions has also risen since the 2018 edition. The other dimension where the Democratic Republic of the Congo has advanced is Educational Attainment (68.3% parity), although it still ranks among the lowest (144th) globally. This increase is driven by progress in parity in literacy rate and enrolment in secondary education. On Health and Survival, the country has achieved full parity in sex ratio at birth, attaining 97.6% subindex parity.

Endnotes

1. See Appendix B for more detail on the upper threshold of the Health and Survival subindex.
2. With the exception of Russian Federation, which is not featured in the 2023 edition.
3. See research from Nordregio for more details: <https://nordregio.org/maps/change-in-life-expectancy-2019-2020-by-country-in-europe/>.

2

Gender gaps in the workforce

This chapter sheds light on global workforce, leadership and skilling patterns across industries and across time to give a more nuanced picture of the current anatomy of gender gaps in labour

markets and senior leadership to equip decision-makers with the data to tackle gender gaps in the most targeted and impactful way possible.

2.1 Evolving gender gaps in the global labour market

As we approach the middle of 2023, the global economy has resisted slipping into recession, yet the risks to future growth and broad-based prosperity remain many and expected volatility high. Risks include those inherent in ongoing geopolitical conflicts, open questions about the future of trade and global supply chains, large-scale climate events, as well as the disruptive impact of emerging technologies. Many of these risks are expected to have a disproportionately negative effect on women, especially for women in vulnerable situations.

The International Monetary Fund (IMF) predicts modest global growth in the near term at 2.8% in 2023, improving marginally in 2024.¹ Yet, further down the line, the World Bank projects falling long-term global economic prospects in the absence of deep structural transformation.² Unlocking all talent in the workforce, in innovation and leadership will be critical in brightening the current prospects.

Increases in the cost-of-living are set to remain elevated, with baseline global inflation expected around 7% in 2023, significantly above traditional central bank targets of 2%. This will continue to put disproportionate pressure on individuals with low incomes.³ Furthermore, labour markets are showing signs of cooling after a post-pandemic period of high demand for workers and upward pressures on wages. In the longer run, International Labour Organization (ILO) projections point to rising global unemployment and informal work as well as further slowing productivity growth.⁴

The 2022 edition of the *Global Gender Gap Report* raised concerns over the state of gender parity in the labour market. Not only was women's participation slipping globally, but other markers of economic opportunity were showing substantive disparities between women and men. Since the last

edition, while women have (re-)entered the labour force at higher rates than men globally, leading to a small recovery in gender parity in the labour-force participation rate, gaps remain wide overall and in several specific dimensions.

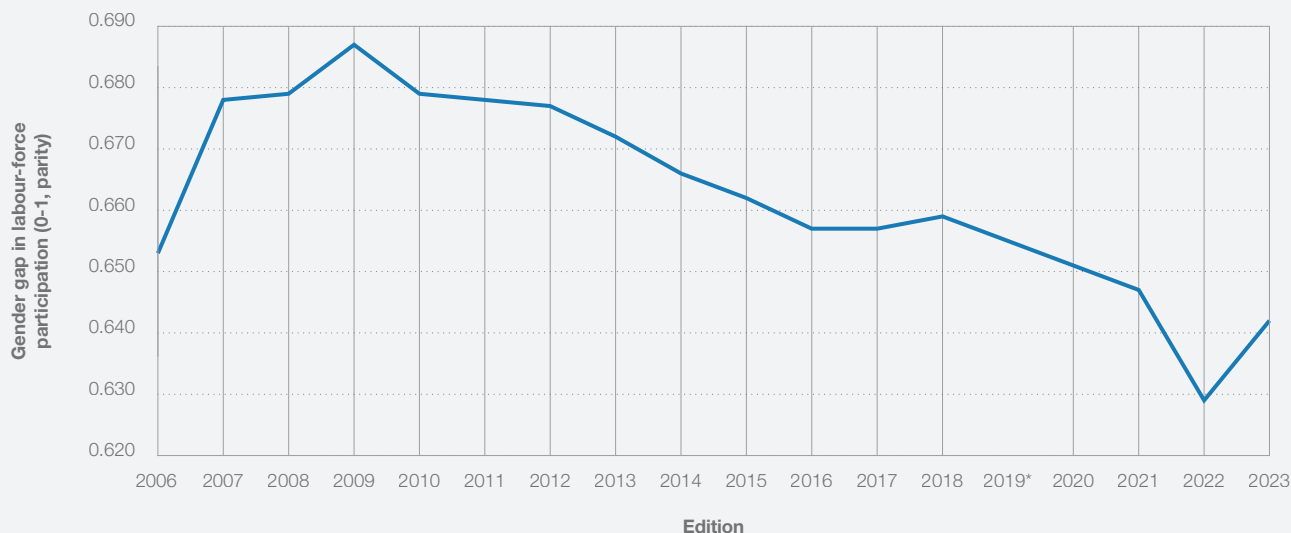
Labour-force participation

Between 2019 and 2020, the global women's labour-force participation rate declined by 3.4%, as compared to 2.4% for men.⁵ Women have been (re-)entering the workforce at a slightly higher rate than men since then, resulting in a modest recovery in gender parity. Between the 2022 and 2023 editions, parity in the labour-force participation rate increased from 63% to 64%. However, the recovery remains unfinished, as parity is still at the second-lowest point since the first edition of the index in 2006 and significantly below its 2009 peak of 69%.

At the regional level, developments have been uneven. After all regions saw a downturn in the 2022 edition, the most marked recovery this year is observed in Southern Asia, followed by Latin America and the Caribbean, Eurasia and Central Asia, East Asia and the Pacific, then Sub-Saharan Africa. Parity in labour-force participation in both Europe and North America saw virtually no change compared to the 2022 edition, while the Middle East and North Africa saw a slight drop.

Overall, the lowest levels of parity in participation on average at the regional level are in the Middle East and North Africa (30%) and Southern Asia (34%). Of all regions, North America attains the highest score of 84%, followed by Europe at 82% and East Asia and the Pacific at 80%.

FIGURE 2.1 Gender gap in labour-force participation, 2006-2023



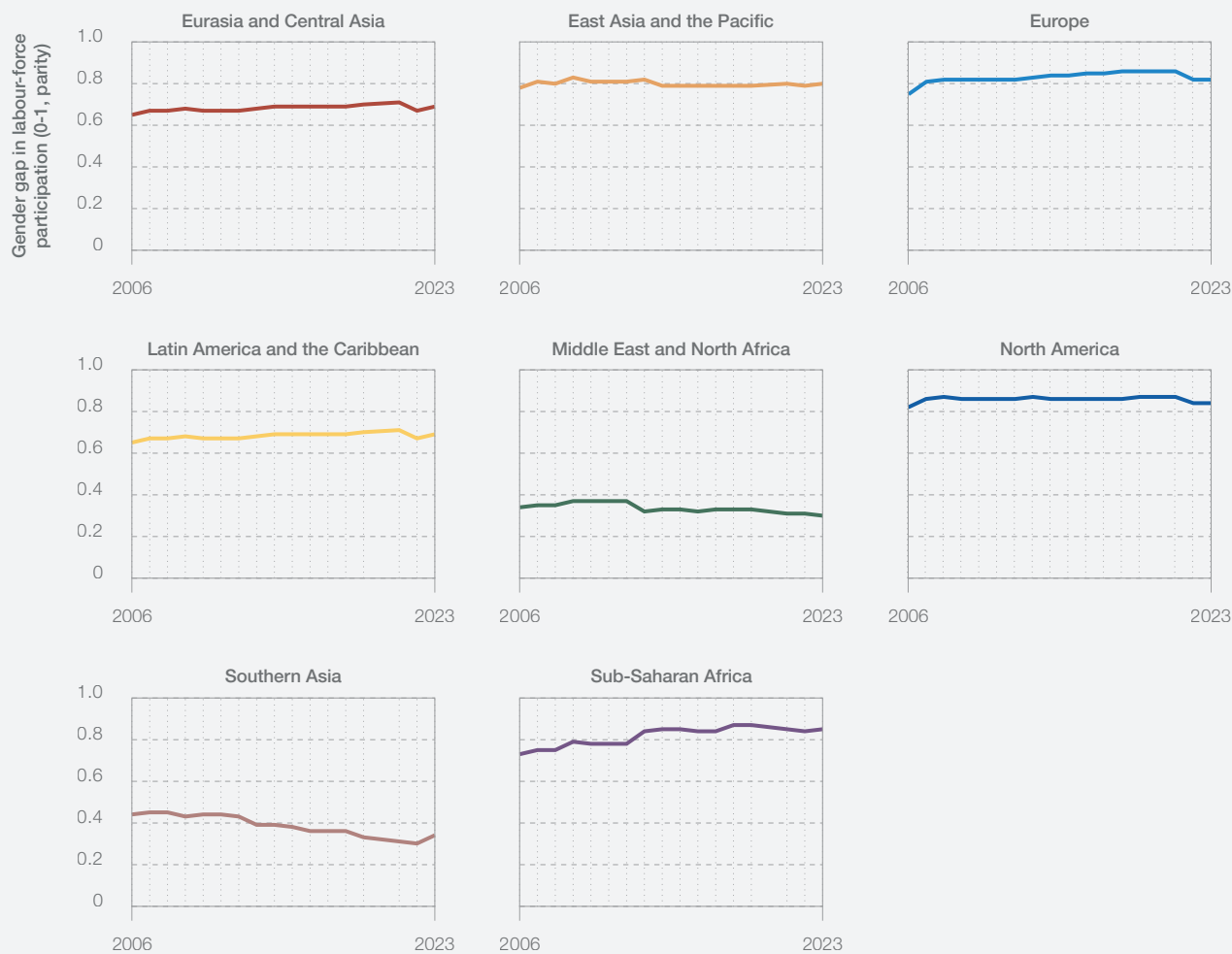
Source

World Economic Forum, *Global Gender Gap Report*, 2006-2023.

Note

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.

FIGURE 2.2 Gender gap in labour-force participation, by region, 2006-2023



Source

World Economic Forum calculations based on *Global Gender Gap Report*, 2006-2023.

Unemployment

Labour-force participation rates mask trends in unemployment since the former counts both those working and those unemployed but actively looking for employment.

After the surge in unemployment due to pandemic lock-downs, both men's and women's unemployment rates have almost returned to pre-pandemic levels (Figure 2.3). Historically, women have consistently faced higher unemployment rates than men, except for a short period in 2020 when the pandemic led to a peak in unemployment for both genders (and slightly more so for men). Since then, the likelihood of women experiencing unemployment is again higher than for men, compounding the gender gap observed in labour-force participation: not only are fewer women participating in the labour market, but out of those who are, relatively fewer are employed. According to the latest data from the International Labour Organization (ILO), the global unemployment rate stands at approximately 4.5% for women and 4.3% for men.⁶

Disparity in female and male unemployment is highest in the Middle East and North Africa region, where the parity ratio currently stands at 2.69, followed by Latin America and the Caribbean, with 1.51 parity, and Eurasia and Central Asia at 1.21. East Asia and the Pacific is the only region below parity (1.0), meaning unemployment is lower for female workers than for men.

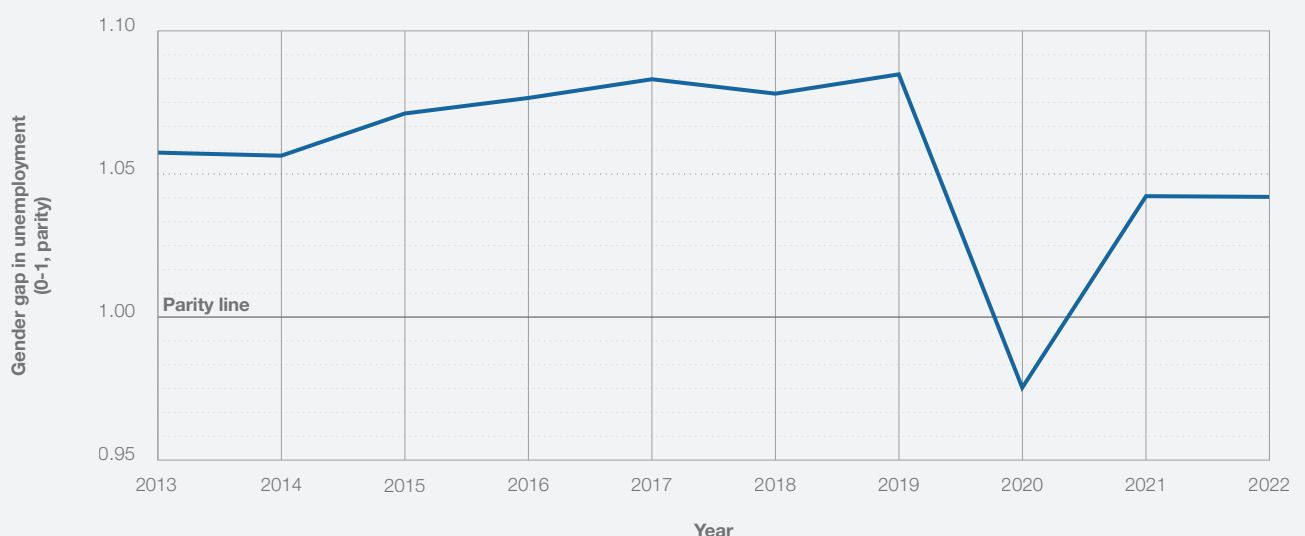
Figure 2.4 further illustrates that unemployment patterns for women tend to be an amplified version of what is experienced by men. The likelihood of unemployment among workers with different levels

of educational attainment tends to vary based on a country's income level. In many advanced economies individuals with basic education face a higher risk of unemployment, and this pattern is particularly pronounced for women (Figure 2.4.a). Conversely, in low- and middle-income countries, individuals with advanced education are more susceptible to unemployment, with women again disproportionately affected (Figure 2.4.b).

Further, women face greater difficulties in their search for employment. An individual is considered unemployed if they are actively looking for work and are available to start a job within a short notice period, typically a week. However, this definition assumes that men and women face similar conditions in their job searches and are equally available to take up employment on short notice. To address these limitations, the ILO has introduced the "jobs gap" measure, which encompasses all individuals who desire employment but are currently unemployed, including those actively seeking employment and readily available to start work on short notice, those not actively searching employment opportunities and not available for immediate job placement, and those searching for employment but unable to join the workforce on short notice.

According to this ILO estimate, 12.3%, or 473 million people, fall into the jobs gap category. Women's jobs gap rate of 15% is significantly higher than men's jobs gap rate of 10.5%.⁷ Among both men and women actively seeking employment, women are also significantly less likely to be readily available to start work on short notice than men.⁸ Evidence suggests that these gaps persist due to both a lack of suitable job opportunities and lack of access to existing opportunities, in turn due to disproportionate care responsibilities and

FIGURE 2.3 Gender gap in unemployment, 2013-2022

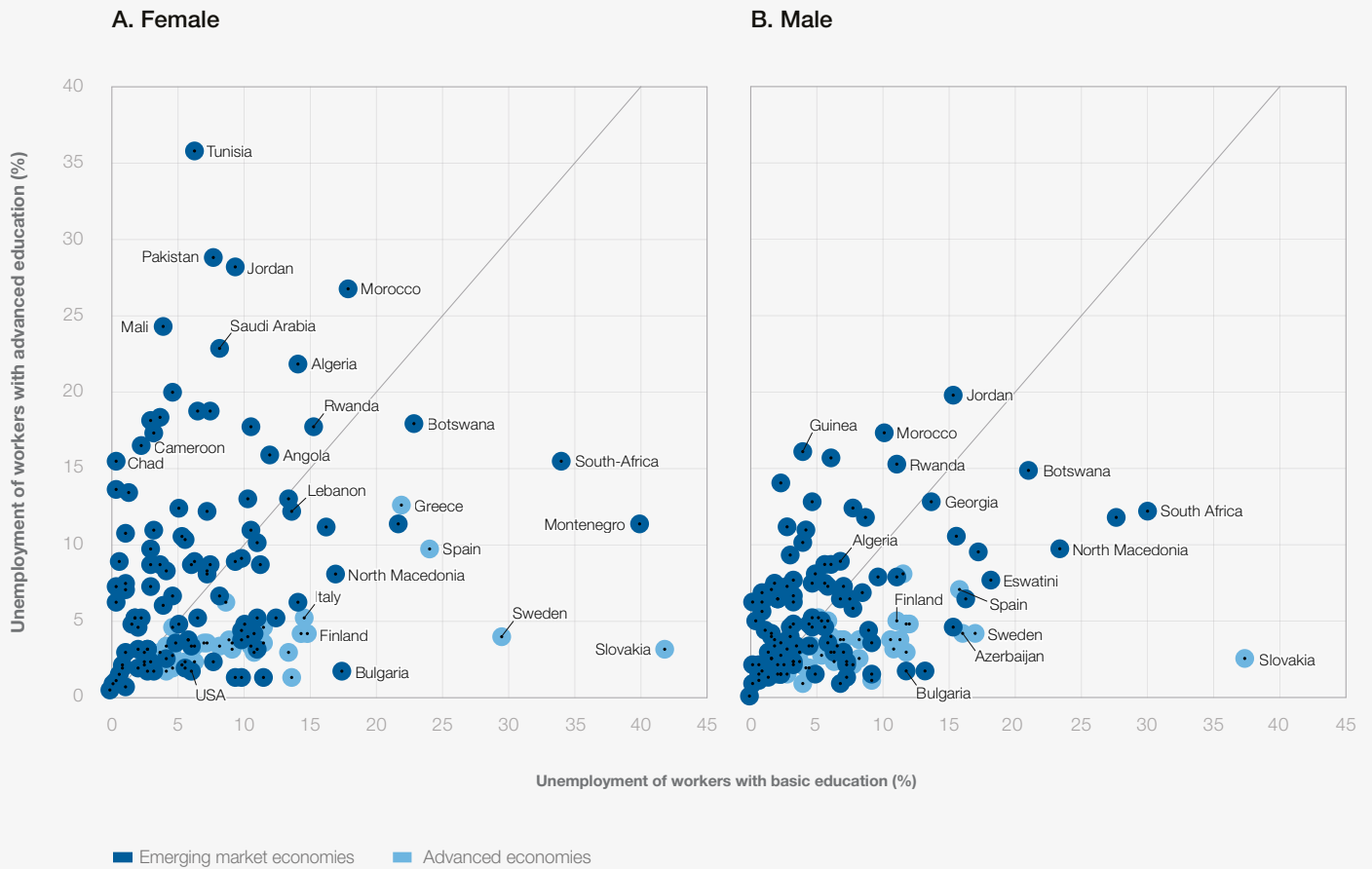


Source

World Economic Forum calculations based on ILO modeled estimates, 100 countries, constant sample.

FIGURE 2.4

Unemployment by level of education, female and male workers, by income level, 2022 or latest year available



Source

International Labour Organization (ILO), *ILOSTAT*.

Note

Educational attainment based on the International Standard Classification of Education (ISCED). Basic education is defined as primary and lower secondary education and advanced education is defined as short-cycle tertiary education, bachelor's, master's and doctoral or equivalent levels.

discouragement to search for opportunities, among other factors.⁹

Working conditions

When women secure employment, they often face substandard quality of working conditions. A significant portion of the recovery in employment since 2020 can be attributed to informal employment. The ILO estimates that out of every five jobs created for women, four are within the informal economy, whereas for men, the ratio is two out of every three jobs.¹⁰ While informal work is critical and may drive production and employment, it is often a “last-resort” option characterized by a lack of legal protections, social security, and decent working conditions, and poses numerous challenges for women’s economic and social well-being.

Overall, over the last decade, there has been insufficient progress in improving working conditions, interrupted by shocks in key labour-force indicators. Women still encounter barriers entering the workforce, struggle to find jobs, and face relatively poorer working conditions, calling for renewed focus by both governments and business leaders. Across the world, inadequate care systems are one of the largest roadblocks to improving gender gaps in the labour market.

2.2 Workforce representation across industries

In addition to overall barriers to labour-force participation and employment, global data provided by LinkedIn shows persistent skewing in women's representation in the workforce across industries.¹¹

In LinkedIn's sample, which comprises all LinkedIn users in 163 countries, women account for 41.9% of the workforce (ILO reports 39.5% in 2021 for the global workforce¹²). Trends over time indicate that the share of women hired into the total workforce saw upward trends between 2016-2019, increasing from 41.6% to 42.1% before plateauing in 2020. In the last three years, the proportion of jobs held by women increased again in 2021 (+0.12 percentage points), followed by a slight drop in 2022 (-0.03 percentage points) and a steeper decline in 2023 (-0.31 percentage points).

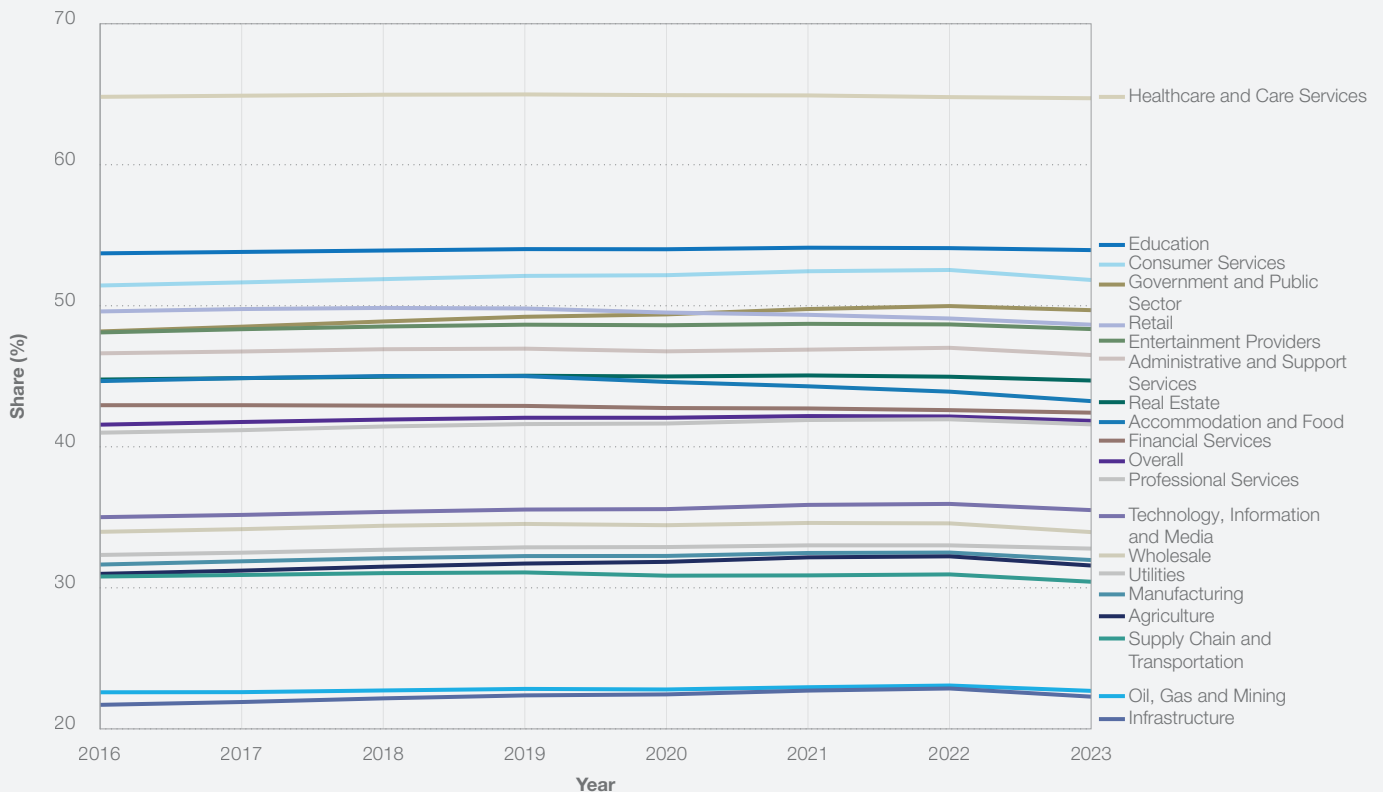
A closer look across industries reveals that Healthcare and Care Services (64.7%) continues to be a female-dominated field. Women also outnumber men, though to a lesser degree, in Education (54.0%) and Consumer Services (51.8%). The Government and Public sector is the only one showcasing a fairly balanced distribution of men and women across occupations, with women accounting for almost half (49.7%) of the workforce in 2023 (down from 50% in 2022).

Industries where women are under-represented yet still make up more than 40% of the workforce (i.e. above the global average score of 41.9%, and the median score of 42.4%) are Retail (48.7%), Entertainment Providers (48.4%), Administrative and Support Services (46.5%), Real Estate (44.7%), Accommodation and Food (43.3%) and Financial Services (42.4%). Finally, women are poorly represented in sectors like Oil, Gas and Mining (22.7%) and Infrastructure (22.3%), where they account for less than one-quarter of workers.

The drop in women's workforce representation between 2022 and 2023 noted earlier is observed across industries, but especially in Consumer Services (-0.71 percentage points), Accommodation and Food (-0.67 percentage points), Agriculture (-0.65 percentage points), and Wholesale (-0.62 percentage points).

The share of women in Accommodation and Food, however, has been experiencing a downward trend since 2020 – along with women's share in Retail and, to a smaller extent, in Healthcare and Care Services and Financial Services (for the latter, the decline started in 2018).

FIGURE 2.5 Representation of women in the workforce, by industry, 2016-2023



Source
LinkedIn Economic Graph.

Note
The 2023 data points only include data for Q1 2023.

The industries where women's representation has been trending markedly upward since 2016 (albeit dipping at the beginning of 2023) are: Government and Public Sector (+1.8 percentage points in 2022 compared to 2016), Agriculture (+1.24 percentage

points), Infrastructure (+1.16 percentage points), Consumer Services (+1.1 percentage points), Professional Services (+0.95 percentage points) and Technology, Information and Media (+0.94 percentage points).

2.3 Representation of women in senior leadership

LinkedIn data indicates that the share of women in senior leadership positions – where “senior leadership” is defined as Director,¹³ Vice-President (VP)¹⁴ or C-suite¹⁵ – is at 32.2% in 2023 nearly 10 percentage points lower than women's overall 2023 workforce representation of 41.9%. Women continue to be outnumbered by men in senior leadership positions across all industries, especially so in fields like Manufacturing (24.6% women); Agriculture (23.3%); Supply Chain and Transportation (23.0%); Oil, Gas and Mining (18.6%); and Infrastructure (16.1%).

The sectors where gender diversity in senior leadership is more present, with women taking up between one-third and one-half of senior leadership roles, are: Healthcare and Care Services (49.5%), Education (46.0%), Consumer Services (45.9%), Government and Public Sector (40.3%), Retail (38.5%), Entertainment Providers (37.1%), Administrative and Support Services (34.7%), and Accommodation and Food (33.5%).

Organizational hierarchy levels

When further disaggregating the data by seniority levels, it becomes apparent that different industries display different intensities and patterns when it comes to the “drop to the top” – the degree to which female representation drops as seniority level increases. This is illustrated in Figure 2.7.

Representation drops to 25% in C-suite positions on average, which is just more than half of the representation in entry-level positions, at 46%. Women fare relatively better in industries such as Consumer Services, Retail, and Education, which register ratios of C-suite vs entry level representation between 64% and 68%, as shown in Table 2.1. Construction, Financial Services and Real Estate, on the other hand, present the toughest conditions for aspiring female leaders, with a ratio of C-suite to entry-level representation of less than 50%.

On average, across industries, a significant gap is seen when comparing the share of women in senior contributor positions (44.0%) to that of women in Manager (35.5%) or Director roles (36.8%). The disproportionate share of men holding top positions is even starker among higher-ranked positions, where men account for 71.7% of Vice-President (VP) roles and 74.6% of C-suite positions on average.

Industries with the greatest discrepancy between women's share in senior contributor roles and that in either Director or higher-ranked roles (VP or C-suite) are Real Estate (-12.9 percentage points), Administrative and Support Services (-11.7 percentage points), Entertainment Providers (-10.9 percentage points) and Healthcare and Care Services (-10 percentage points). The fields with a better retention of women and thus less abrupt drops in women's share in senior contributor versus senior leader roles are Education (-1.3 percentage points) and Consumer Services (-1.4 percentage points).

Despite a significant drop in gender diversity from more junior to more senior levels, Healthcare and Care Services is the only industry where women surpass men in either Manager (60.7%) or Director (53.8%) positions, while also displaying the highest share of women in either VP (46.8%) or C-suite (39.8%) roles. The next-best industries for female senior leaders are Consumer Services (e.g. 49.9% of Director positions, 46.3% of VP roles and 38.4% of C-suite roles are held by women) and Education (e.g. 49.3% of Director positions, 41.4% of VP roles and 38.6% of C-suite roles are held by women).

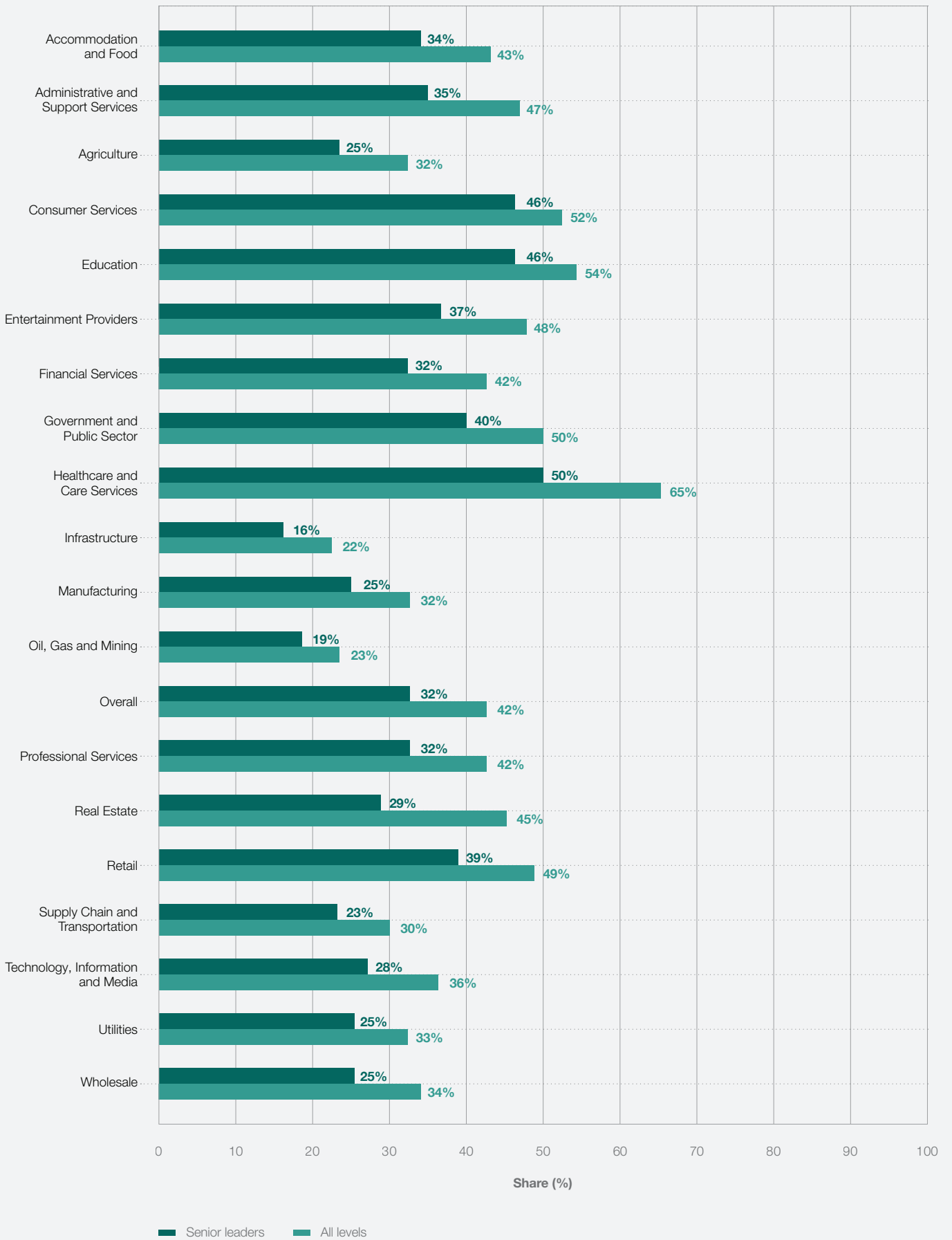
Senior leadership

Despite the overall “drop to the top”, women have increased their representation in senior leadership since 2016 across all industries. The sectors that made gains in women taking up Director roles, for instance, are Technology, Information and Media (an increase of 2.4 percentage points from 30.8% in 2016 to 33.2% in 2022), Professional Services (+2.1 percentage points) and Government and Public Sector (+2 percentage points). Slower progression over time is noticed in the field of Entertainment Providers (+0.4 percentage points) and in Healthcare and Care Services (+0.5 percentage points).

The latter, however, displays one of the more marked improvements of women's representation in VP roles, with an increase of 1.6 percentage points between 2016-2022, alongside even more notable progress in Technology, Information and Media as well as Professional Services (both registering a rise of 1.9 percentage points). Women's ranks in VP positions have not increased as quickly in either Accommodation and Food (+0.4 percentage points) or Administrative and Support Services (+0.3 percentage points).

FIGURE 2.6

Women's representation in the workforce, overall vs. in leadership, by industry, 2022



Source
LinkedIn Economic Graph.

FIGURE 2.7

Industry representation of women, by seniority level, as of March 2023



FIGURE 2.7

Industry representation of women, by seniority level, as of March 2023



Source

LinkedIn Economic Graph.

Note

Charts are arranged in descending order by the difference between women in entry-level and C-suite positions as a share of the overall number of those positions.

TABLE 2.1

Drop to the top, by industry, as of March 2023

The data presented in this graph is ordered in descending order based on the ratio of women's representation in both entry-level positions and C-suite positions.

	Percentage of women in...		
	Entry-level position (a)	C-suite level positions (b)	"Drop to the top" (b)/(a)
Consumer Services	57%	38%	0.68
Retail	53%	36%	0.67
Education	60%	39%	0.64
Administrative and Support Services	50%	29%	0.59
Professional Services	45%	26%	0.58
Entertainment Providers	52%	30%	0.57
Oil, Gas, and Mining	24%	14%	0.57
Hospitals and Health Care	71%	40%	0.56
Overall	46%	25%	0.56
Manufacturing	34%	19%	0.55
Farming, Ranching, Forestry	36%	20%	0.54
Technology, Information and Media	37%	20%	0.53
Government Administration	55%	29%	0.53
Accommodation and Food Services	49%	26%	0.53
Utilities	35%	18%	0.52
Wholesale	38%	19%	0.50
Transportation, Logistics, Supply Chain and Storage	34%	17%	0.50
Construction	25%	12%	0.49
Financial Services	49%	23%	0.47
Real Estate and Equipment Rental Services	54%	23%	0.43

Share 0% 100%

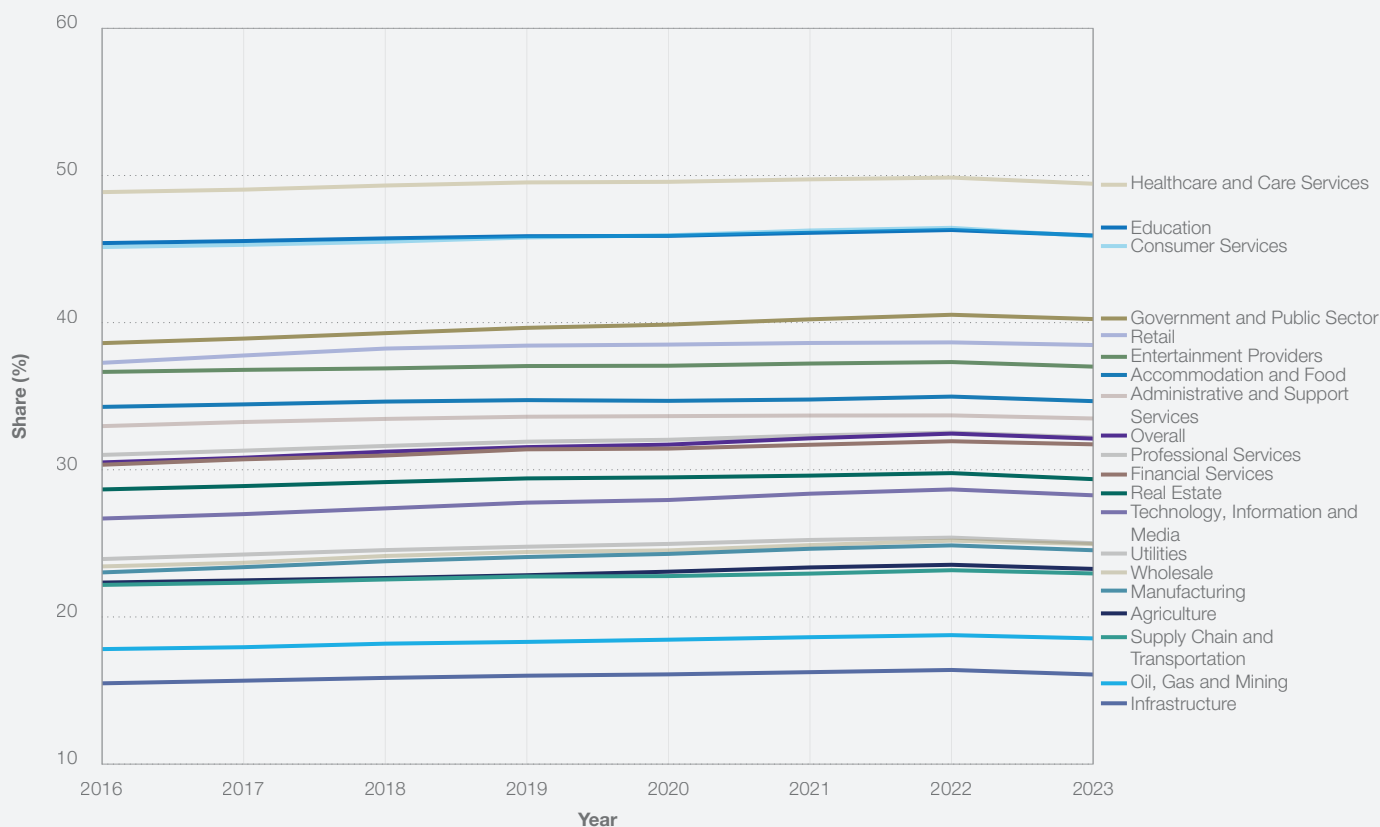
Source

LinkedIn Economic Graph.

Source

The data presented in this graph is presented in descending order based on the ratio of women's representation in both entry-level and C-suite positions.

FIGURE 2.8 | Share of women in senior leadership, by industry, 2016-2023



Source
LinkedIn Economic Graph.

Note
The 2023 data points only include data for Q1 2023.

The global share of women taking up senior leadership roles (Director, VP or C-suite) had been on an upward slope in recent years, increasing from 31.1% in 2016 to 32.6% in 2022, yet dropping to 32.2% in the first quarter of 2023. Between 2016 and mid-2022, progress on women’s representation in senior leadership was seen across industries: upward trends were steeper in Technology, Information and Media (+1.98 percentage points); Professional Services (+1.96 percentage points); Government and Public Sector (+1.93 percentage points); Manufacturing (+1.84 percentage points); and Utilities (+1.75 percentage points).

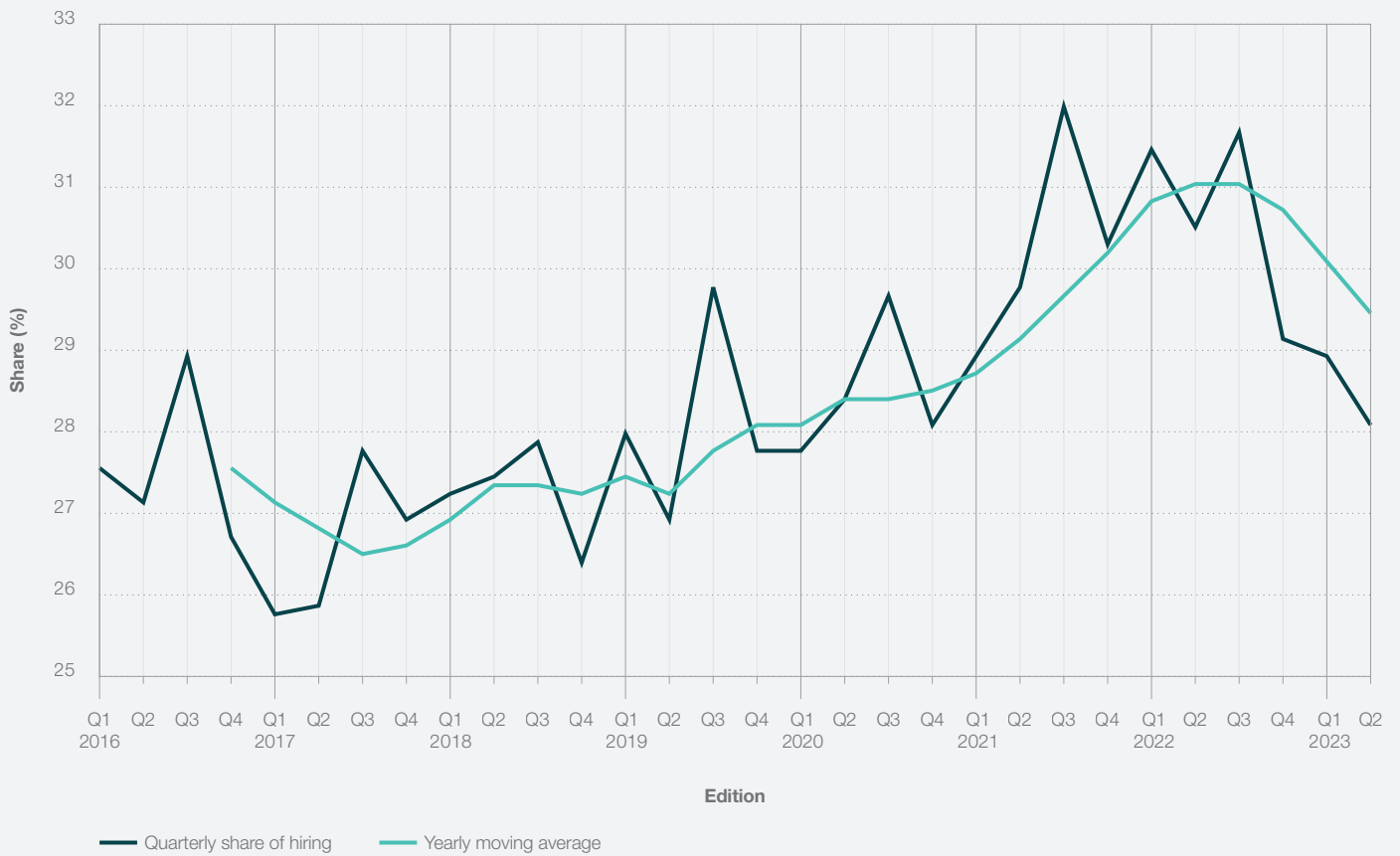
Yet, women’s workforce representation decreased at all levels of seniority across the examined industries in the early 2023 data (-0.31 percentage points), and the decline is stronger for senior leader positions (-0.33 percentage points). The recent drop in the representation of women in top positions is especially visible in sectors like Consumer Services (-0.58 percentage points), Healthcare and Care Services (-0.42 percentage points), Real Estate (-0.41 percentage points), and Infrastructure and Agriculture (-0.4 percentage points).

Leadership hiring rates

A similar trajectory is observed when tracking the evolution of leadership hiring rates over time, which in turn affects the overall leadership representation rates as seen in Figure 2.8. For the past eight years, the proportion of women hired into leadership positions has been steadily increasing by about 1% per year globally. In the first months of the COVID-19 pandemic in 2020, there was a decline followed by a recovery matching or in some industries even exceeding the pre-pandemic trajectory. However, this trend shows a clear reversal starting in 2022, bringing the 2023 rate back to 2021 levels (Figure 2.9).

Progress in hiring women into top positions has not been advancing at the same rate across industries since 2016 (Figure 2.10). Some sectors are displaying upward trends over several years (Financial Services; Professional Services; Oil, Gas, and Mining), while others are fluctuating (Government Administration, Administrative and Support Services).

FIGURE 2.9 | Proportion of women in leadership hires, seasonally adjusted, 2016-2023

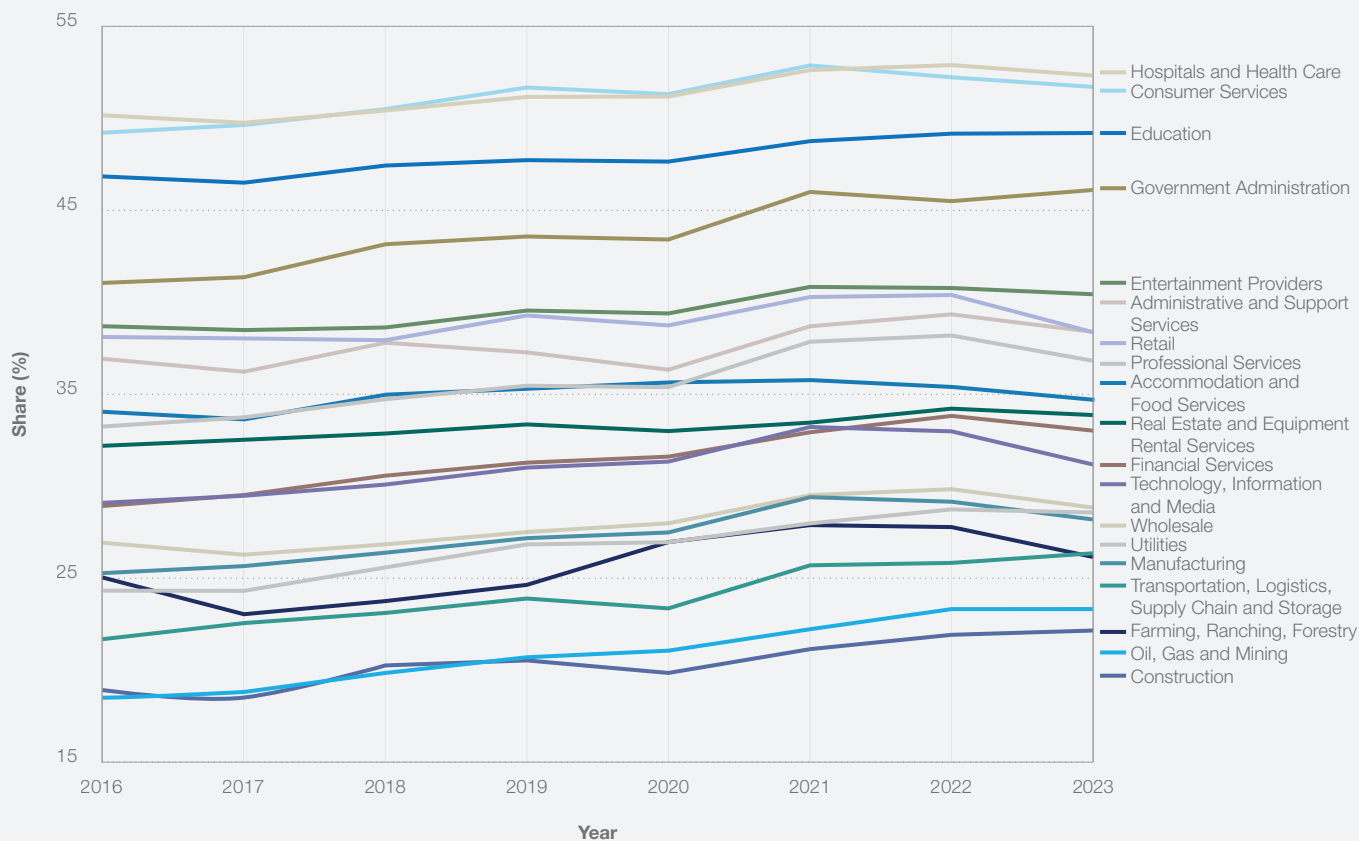


Source
LinkedIn Economic Graph.

The recent downturn shown in Figure 2.9 has been observed across industries. Estimates by LinkedIn show that as of May 2023, the proportion of women hired into leadership is lower than what would be predicted based on the pre-2022 trend line for most industries, apart from Construction; Real Estate; Oil, Gas and Mining; Education;

and Agriculture, which continue to stay on trend. The most affected industries are Technology and Professional Services, which in May 2023 was 4 percentage points below trend, and Entertainment Providers and Wholesale, which were 3 percentage points below trend (Figure 2.10).

FIGURE 2.10 | Share of women hired into senior leadership, by industry, 2016-2023



Source
LinkedIn Economic Graph.

Note
The 2023 data points only include data for Q1 2023.

2.4 Gender gaps in the labour markets of the future

STEM occupations

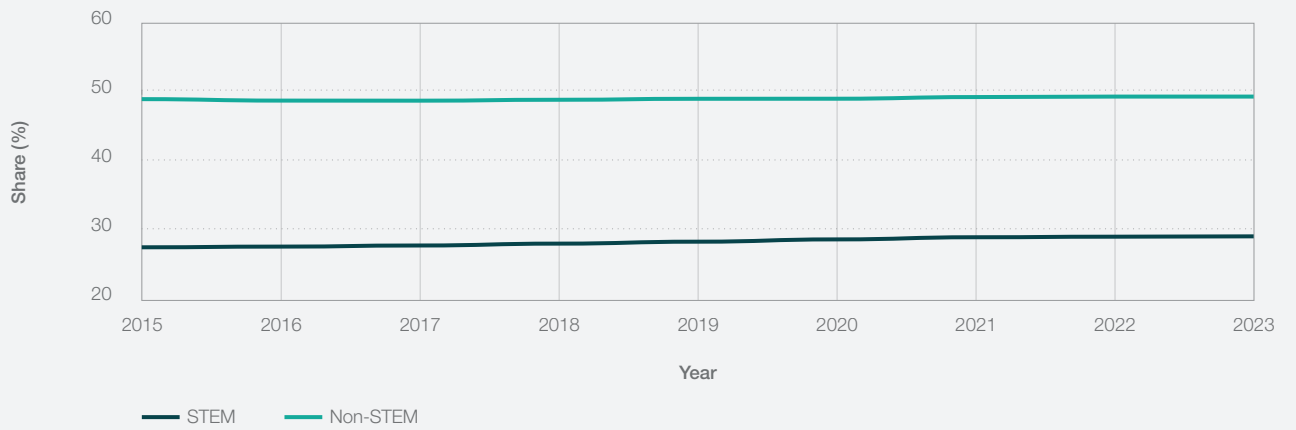
Examining more closely science, technology, engineering and math (STEM) occupations – an important set of jobs that are well remunerated and expected to grow in significance and scope in the future – LinkedIn data on members’ job profiles show that women remain significantly underrepresented in the STEM workforce.¹⁶ Women make up almost half (49.3%) of total employment across non-STEM occupations, but just 29.2% of all STEM workers (Figure 2.11). The fraction of women in STEM jobs has nonetheless grown by 1.58 percentage points from 27.6% in 2015, and the growth outpaces that for non-STEM jobs (0.37 percentage points).

This data from LinkedIn suggests that one first point of intervention in improving numbers could be to smooth the transition for female STEM graduates from university to the world of work. While the percentage of female STEM graduates entering into STEM employment is increasing with every

cohort, the numbers on the integration of STEM university graduates into the labour market show that the retention of women in STEM one year after graduating sees a significant drop. Figure 2.12 shows that among those graduating with a STEM degree in 2017, for instance, 35.5% were women; a year after graduation, 29.6% of those holding STEM jobs were women (a drop of 5.9 percentage points). In 2021, women comprised 38.5% of STEM degree recipients compared with 31.6% of STEM workers one year following graduation (a drop of 6.9 percentage points). Once in the workforce, however, women are generally less likely to drop out in the first years (until they start climbing the hierarchy, see Figure 2.12). For example, the difference between year 2 after graduation and year 1 after graduation is around 1 or 2 percentage points.

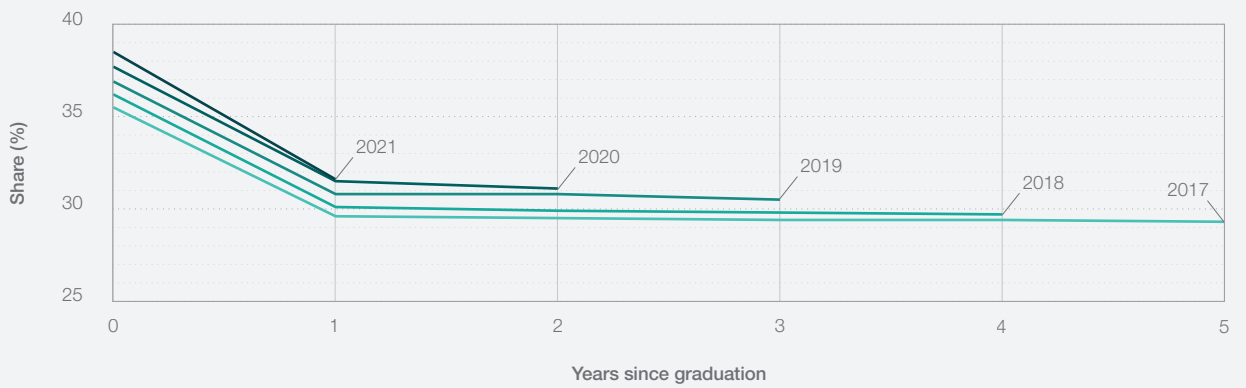
When it comes to STEM occupations, women are scarce throughout all industries, apart from Healthcare and Care Services, where they represent 51.5% of the workforce. Gender parity in STEM jobs across industries varies widely. In Technology,

FIGURE 2.11 | Share of women in STEM and non-STEM workforce, 2015-2023



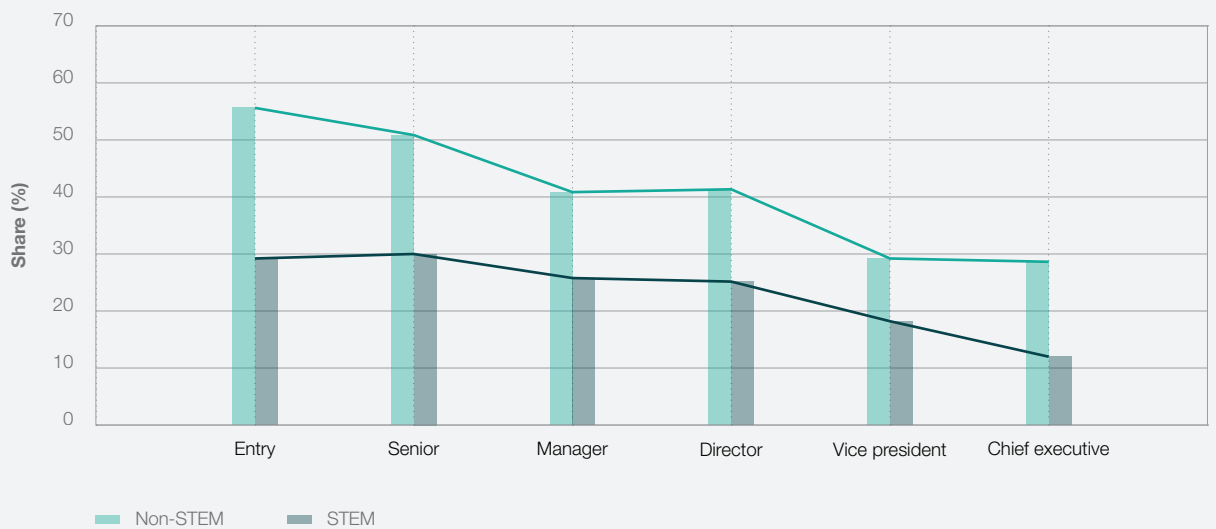
Source
LinkedIn Economic Graph.

FIGURE 2.12 | Share of women STEM graduates (Bachelor's degree or higher), by years since graduation



Source
LinkedIn Economic Graph.

FIGURE 2.13 | Share of women in the workforce, by seniority level and STEM occupation status



Source
LinkedIn Economic Graph.

Information and Media, for example, the share of STEM occupations stands at 23.4% for women versus 43.6% for men, meaning that women are half (53.8%) as likely to take up STEM employment in this field. In other industries, such as Real Estate, women are only 35% as likely as men to work in STEM, whereas in Agriculture and Education, parity reaches 69% and 61.5% respectively.

Women generally tend to be underrepresented in leadership roles, but especially in STEM work: they account for 29.4% of entry-level workers and 29.9% of senior workers, but the share of women in Manager or Director positions drops to one-quarter (25.5% and 26.7% respectively). Women's representation in high-level leadership roles such as VP and C-suite drops even lower, to 17.8% and 12.4%, respectively.

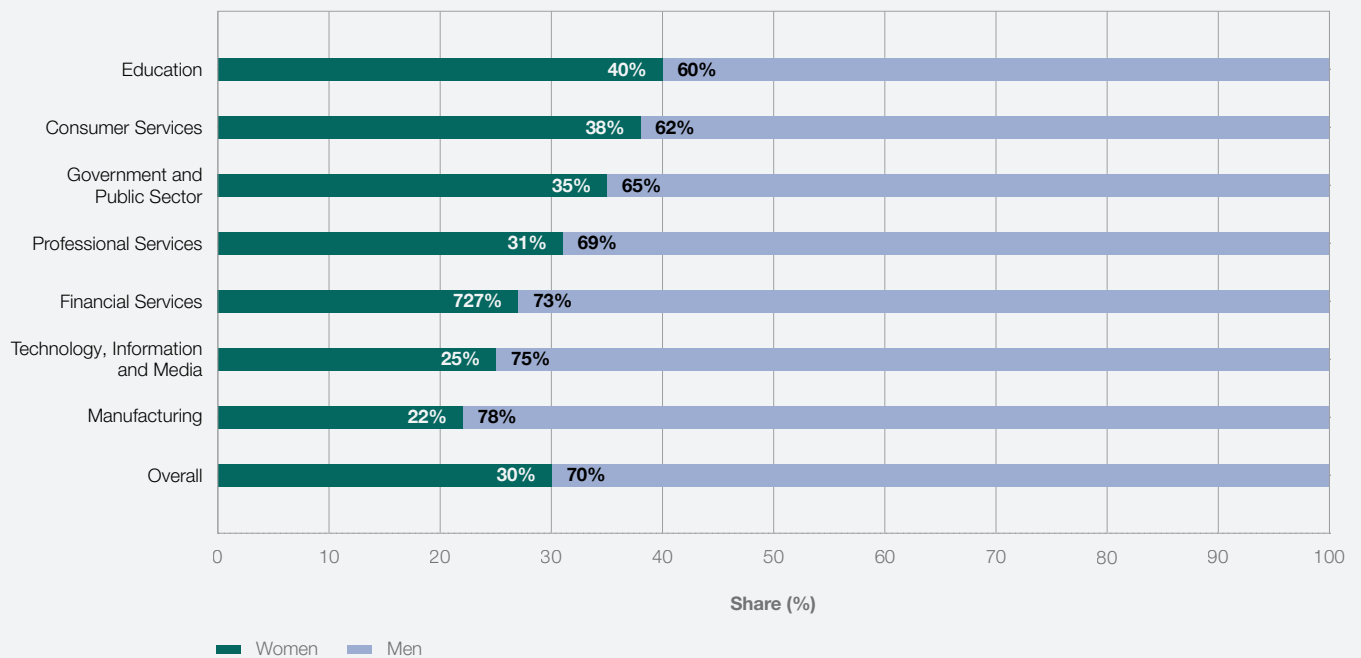
AI occupation take-up

As AI continues to revolutionize the labour market, a new metric has been developed in collaboration with LinkedIn to analyse the gender gap in the distribution of AI talent across industries that have experienced significant impacts from AI.¹⁷

The concentration of AI talent overall has surged, increasing six times between 2016 and 2022. The extent of this increase varies across industries, with Technology, Education, Professional Services, and Financial Services exhibiting the highest concentration of AI talent.

However, when it comes to gender gaps, representation of female AI talent is lower compared

FIGURE 2.14 Gender representation for AI talent, by industry, 2022



Source
LinkedIn Economic Graph.

to men in all large industries, as depicted in Figure 2.14. Overall, as of 2022, only 30% of AI talent were female. The industries with the highest concentration of AI talent include those with a low representation of women, as well as those with higher representation, such as Financial Services (female representation of 28%); Education (40%); Professional Services (31%); and Technology, Information, and Media (25%). Additionally, Consumer Services (38%) and Government and Public Sector (35%) are industries with a large gender gap overall and in AI. Female representation in AI is progressing, yet very slowly. The percentage of women working in AI today is roughly 4% higher than it was in 2016 (~26%).

The gender gap in AI professionals has far-reaching implications that extend beyond the realm of technology. It exacerbates the existing gender disparities in the workforce, particularly in a rapidly-growing sector like AI that holds significant influence over various industries. As AI is disrupting critical solutions in knowledge work, supply chains, hiring, education, health and the environment, among others, underrepresentation of women in AI can impede the realization of the innovation premium associated with diversity. In addition, when women's perspectives, experiences and insights are not adequately incorporated into AI development and deployment, biased algorithms and technologies may be perpetuated, risking biased and suboptimal solutions to emerging challenges.

2.5 Gender gaps in the skills of the future

As labour markets get reconfigured with the emergence of new working arrangements and frontier technologies, education and skills do not only drive employability, productivity and wages, they also impact people's access to temporal and geographical flexibility and their ability to balance caregiving responsibilities around work. This has been an important factor for labour-force participation choices among women and men, their career progression and their stress levels, especially since the COVID-19 pandemic began.¹⁸

It is no longer sufficient to frontload skills through training in the initial phase of the career for a single qualification throughout a lifetime.¹⁹ In the changing job market, demand for skills is rapidly shifting. As illustrated in Figure 2.15, creative thinking, analytical thinking, technological literacy, curiosity and lifelong learning and resilience, flexibility and agility are increasing in demand, according to the Forum's Future of Jobs survey that studied the business expectations of evolution of the importance of these skills.

To match supply for these rapidly evolving demand for skills, governments and organizations have been calling for policy focus and financial investment into adult education, training and lifelong learning, in line with SDG 4 ("Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all").²⁰ In this context, the emergence of online learning has introduced a wide array of new educational solutions that can assist individuals in adapting to the dynamic job market.

Online learning offers the advantages of flexibility, accessibility and customization, enabling learners to acquire knowledge in a manner that suits their specific needs and circumstances. However, women and men currently do not have equal opportunities and access to these online platforms, given the persistent digital divide.²¹ Even when they do use these platforms, there are gender gaps in skilling, especially those that are projected to grow in importance and demand. In the subsections that follow, analysis developed in collaboration with Coursera reveals important aspects related to gender gaps in the enrollment, attainment and efficiency in the acquisition of skills that are expected to grow in importance.

Online enrolment

The number of enrolments in courses on online learning platform Coursera experienced more than a fourfold growth in users between 2015 and 2022. In particular, the lockdown during the pandemic precipitated this growth across the education technology industry as learners of all levels had to shift to online platforms. Coursera witnessed its highest year-on-year increase in enrolments for both

men and women in 2020. Even after the lockdowns were relaxed, a combination of online, blended and hybridized modalities of learning continued, highlighting new opportunities in online skilling and adult training. However, studying the gap between women and men's enrolment throughout this period points to persistent gender disparities and indicates missed opportunities and barriers for women to access and benefit from such learning opportunities.

As of 2022, except for teaching and mentoring courses, there is disparity in enrolment in every skill category. For enrolment in cognitive skills such as creative thinking (64.3% parity²²), analytical thinking (52.7%) and systems thinking (55.6%), which are projected to become increasingly crucial in the next five years, gender gaps remain persistent and even register declines since 2015 parity levels.²³ For enrolment in technology skills such as technological literacy (43.7% parity) and AI and big data (33.7%), which are within the top 10 skills projected to grow, there is less than 50% parity and progress has been sluggish since 2015.

However, there is a relatively higher degree of gender parity in enrolling in courses for obtaining attitudes and socio-emotional capabilities. This is particularly important as attitudes and socio-emotional skills are among the most important skills to employers. Companies place great emphasis on these "human" skills that are less susceptible to automation and that allow their workforce to more efficiently respond to change.²⁴ For self-efficacy skills, such as curiosity and lifelong learning (87.6% parity); resilience, flexibility and agility (77.1%); and motivation and self-awareness (86.8%), parity in enrollment has been relatively high. Gender gaps are also relatively lower in enrolling for skills under the category of working with others, for example, teaching and mentoring (131.5%), leadership and social influence (75.8%) and empathy and active listening (72.3%). However, women still tend to enrol in smaller numbers compared to men in all these skills except teaching and mentoring.

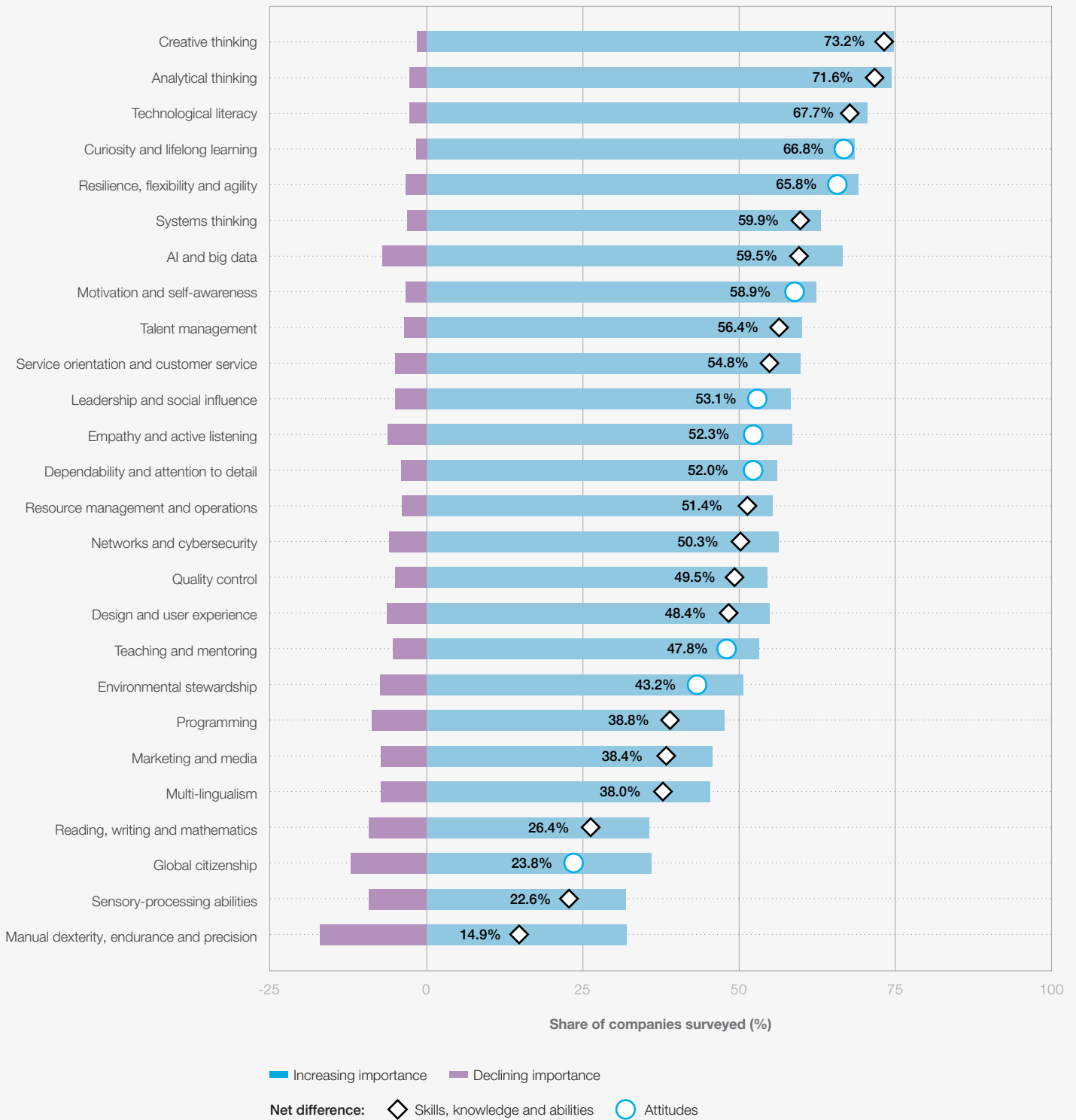
Over time since 2015, these gender gaps have reduced only slowly in most skills, including those with the glaring gender differences such as AI and big data, technological literacy, analytical thinking and creative thinking. Further, in skills such as curiosity and lifelong learning, resilience, flexibility and agility, motivation and self-awareness, disparity in enrolment shows signs of worsening as gender parity in enrollment in these skills have declined in the last one or two years.

A closer examination of learning hours further supports and mirrors the analysis in gender disparities in enrollment across these skills. Overall, parity in enrolment in many key skills has been low. Further, they are slow to progress towards parity, and except for teaching and mentoring, talent

FIGURE 2.15

Skills on the rise

Share of companies which consider skills to be increasing or decreasing in importance, ordered by the net difference



Source

World Economic Forum, Future of Jobs Survey 2023.

Note

The Future of Jobs Survey uses the World Economic Forum's Global Skills Taxonomy. The share of companies which consider skills to be of stable importance to their workers is not plotted. For more information, see <https://www1.reskillingrevolution2030.org/skills-taxonomy/index.html>.

FIGURE 2.16

Gender gap in enrollment in lifelong learning courses, by skill, 2015-2022

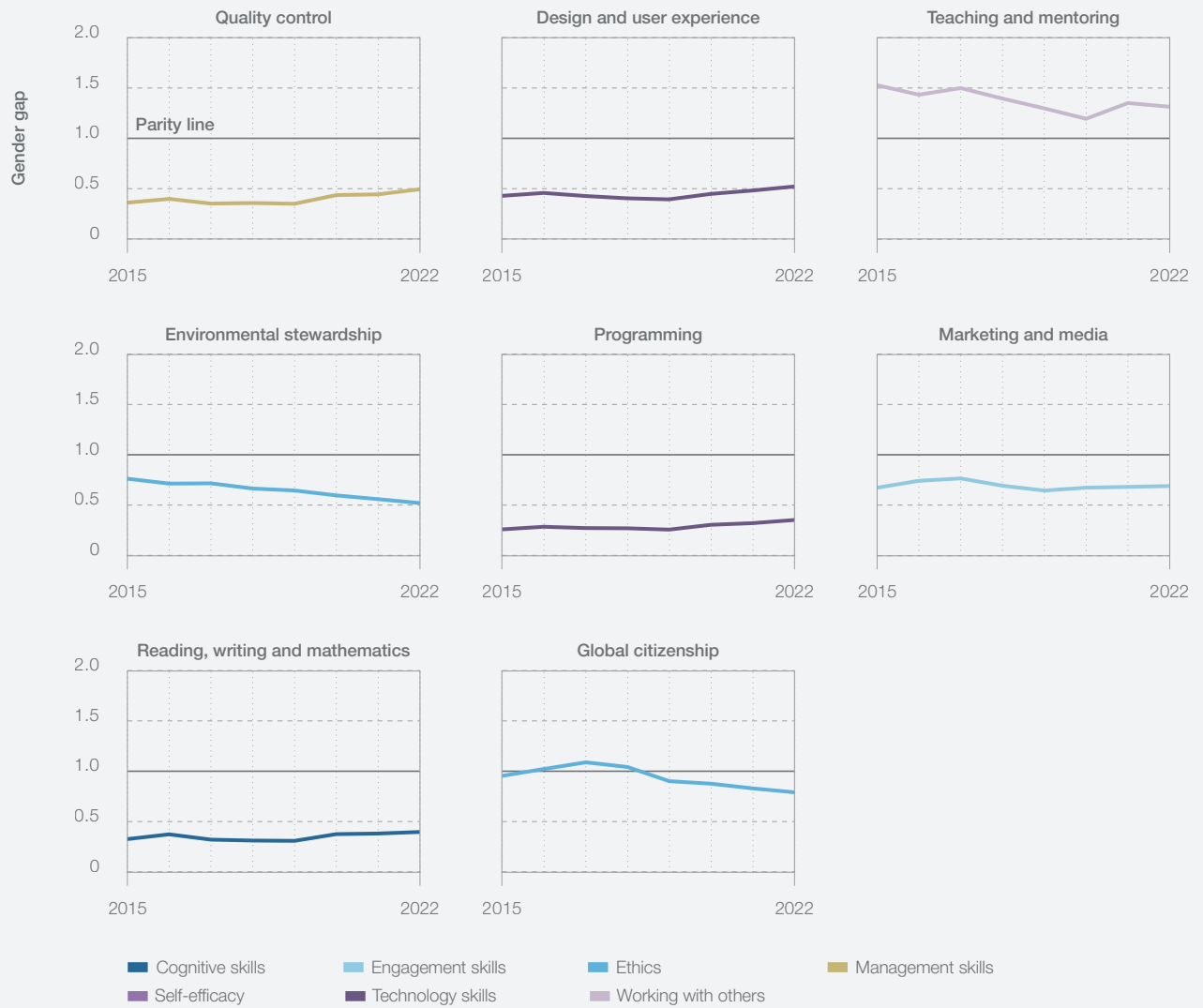
Organized by the share of organizations which consider skills to be increasing or decreasing in importance, according to the *Future of Jobs Report 2023*



FIGURE 2.16

Gender gap in enrollment in lifelong learning courses, by skill, 2015-2022

Organized by the share of organizations which consider skills to be increasing or decreasing in importance, according to the *Future of Jobs Report 2023*



Source
World Economic Forum calculations based on Coursera data.

Source
Skills are coloured according to the level-2 skill type in the Global Skills Taxonomy and ordered by increasing importance as per the Future of Jobs Survey.

management and design and user experience, parity in any skills has not progressed by more than 3 percentage points since last year.

Skill proficiency through online learning

The findings regarding parity in enrolment extend to patterns of parity in skilling outcomes. Gender differences in skilling outcomes reveal slightly varied patterns across different skill categories and proficiency levels.

Women are at parity with men in acquiring beginner and advanced levels of self-efficacy, working with others, and ethics skills. They also exhibit parity in attaining beginner-level management and engagement skills. However, when compared

to men, a smaller number of women achieve intermediate and advanced levels in this skill category. Notably, the most significant gender gap is found in the technology skills category, across all proficiency levels. Furthermore, gender disparity in cognitive skills also remains relatively high across all proficiency levels.

Across all skill categories, the gender gaps tend to widen as proficiency levels increase. The largest drop in attainment occurs in the management and engagement skills skill category, where parity observed at the beginner level decreases from 108.8% to 71.7% at the advanced level. There is also a 29% difference between parity in attaining beginner level (75.9%) and advanced level (46.8%) technology skills. For cognitive skills, there is 85.3% parity in attaining cognitive skills; however, this drops to 61.4% parity in advance level skill attainment.

The underlying factors contributing to this disparity and the disadvantages faced by women warrant further investigation. In the subsequent section, we delve into the examination of gender disparities in the time required to acquire these skills to study the efficiency with which women and men are attaining these skills.

Time required to attain proficiency in key skill categories

Even as women are getting fewer learning opportunities than men, they demonstrate relatively more efficiency in attaining them across proficiency levels for most skills. Women are especially outpacing men in achieving proficiency in skills that take relatively longer to acquire, as measured by median learning hours. Women tend to attain most proficiency levels in all the skill categories studied, such as cognitive skills, management

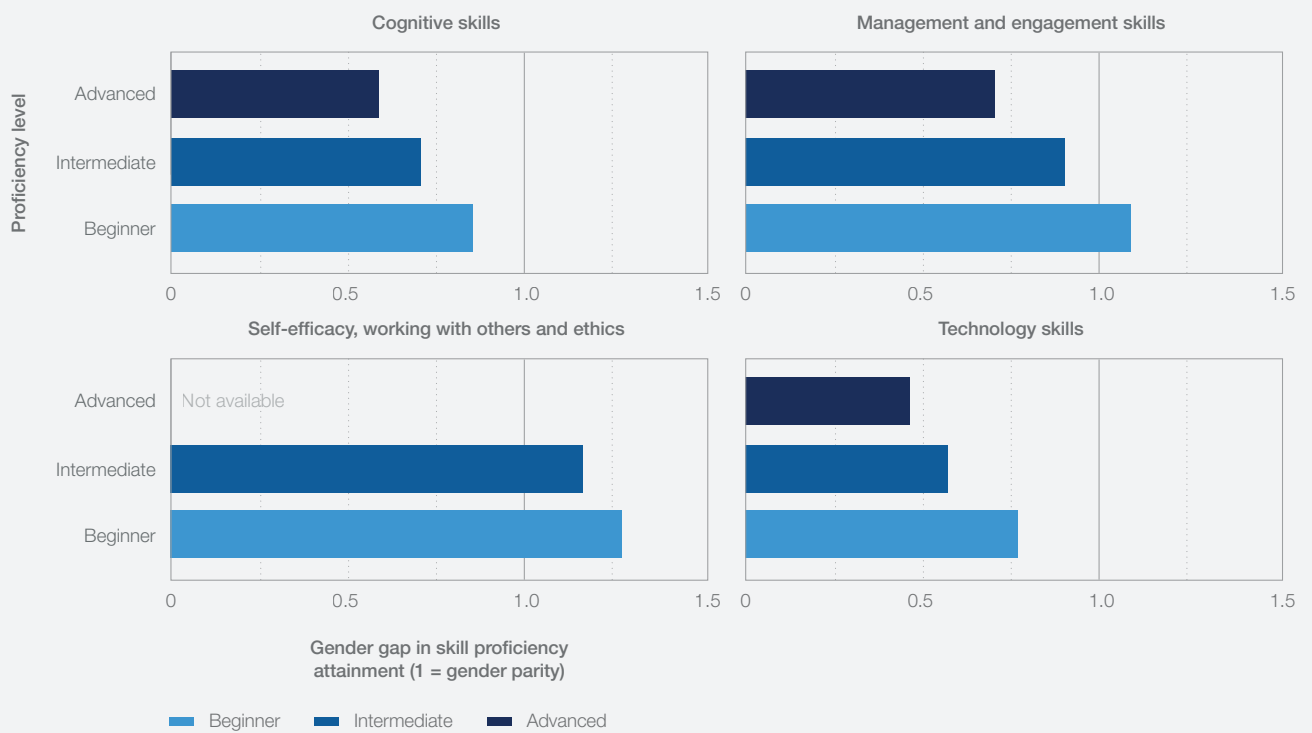
and engagement skills, self-efficacy, working with others, and ethics and technology skills, in less time compared to men. Only at beginner levels of proficiency for self-efficacy, working with others and ethics and management and engagement skills did women require slightly more learning hours.

The pattern may stem from factors like time poverty experienced by women, the efficiency of the enrolled women, or a combination of various elements.

The gendered patterns observed in skilling have significant ramifications for economic progress due to their effects on talent allocation, utilization and innovation in the context of fast evolving skill demands. This has the potential to impede progress in reducing occupational segregation, thereby restricting job opportunities, and limiting the available talent pool. This can consequently negatively impact economic growth.²⁵ Moreover, the enduring nature of this segregation, combined

FIGURE 2.17

Gender gap in skill proficiency attainment, by level of proficiency and skill category, 2022



Source

World Economic Forum calculations based on Coursera data.

with obstacles to acquiring specific skills and the perpetuation of gender stereotypes, result in missed opportunities for women to increase their earnings and advance in their careers. According to an OECD study based on data from the PIAAC Survey of Advanced Skills, there is a positive correlation between wages and adult training and learning for both male and female workers. Further, women who engage in job-related non-formal trainings, such

as courses, seminars, workshops or organized sessions, tend to earn higher wages than their male counterparts.²⁶

Improving women's access to skilling opportunities will be critical to respond to the rapid shifts in the skills needed in the job market. A recent study highlighted that learners without degrees can learn critical skills just as fast as degree holders. This

FIGURE 2.18

Median number of learning hours, by gender, across proficiency levels, 2022



Source

World Economic Forum calculations based on Coursera data.

will be particularly important for women without advanced formal education and there is significant potential for skills-based approaches such as industry micro-credentials and skills-based hiring to tackle skills gaps and talent shortages.²⁷

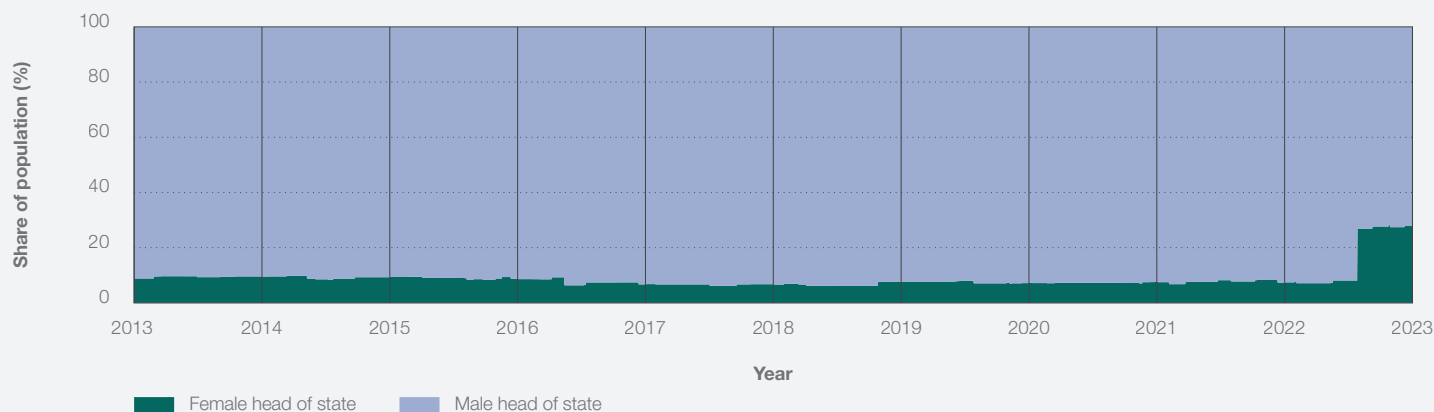
2.6 Gender gaps in political leadership

Much like in the case of representation of women in business leadership, gender gaps in political leadership continue to persist. Although there has been an increase in the number of women holding political decision-making posts worldwide, achieving gender parity remains a distant goal and regional disparities are significant. The sections below examine the progress made so far, regional disparities and the challenges ahead.

Head of state level

As of 31 December 2022, approximately 27.9% of the global population, equivalent to 2.12 billion people, live in countries with a female head of state. While this indicator experienced stagnation between 2013 and 2021, 2022 witnessed a significant increase. This surge can primarily be attributed to

FIGURE 2.19 Global population under female head of state, 2013-2022



Source

Calculation based on World Economic Forum data and United Nations' World Population Prospects data.

India, the world's most populous country, where a female president assumed power following the 2022 presidential election. In total, since January 2022, nine women have come into power, with eight of them still holding their positions as of March 2023. Depending on the political system of the country, these heads of state positions have varying powers in terms of national agenda setting and representation of the state.

Parliaments

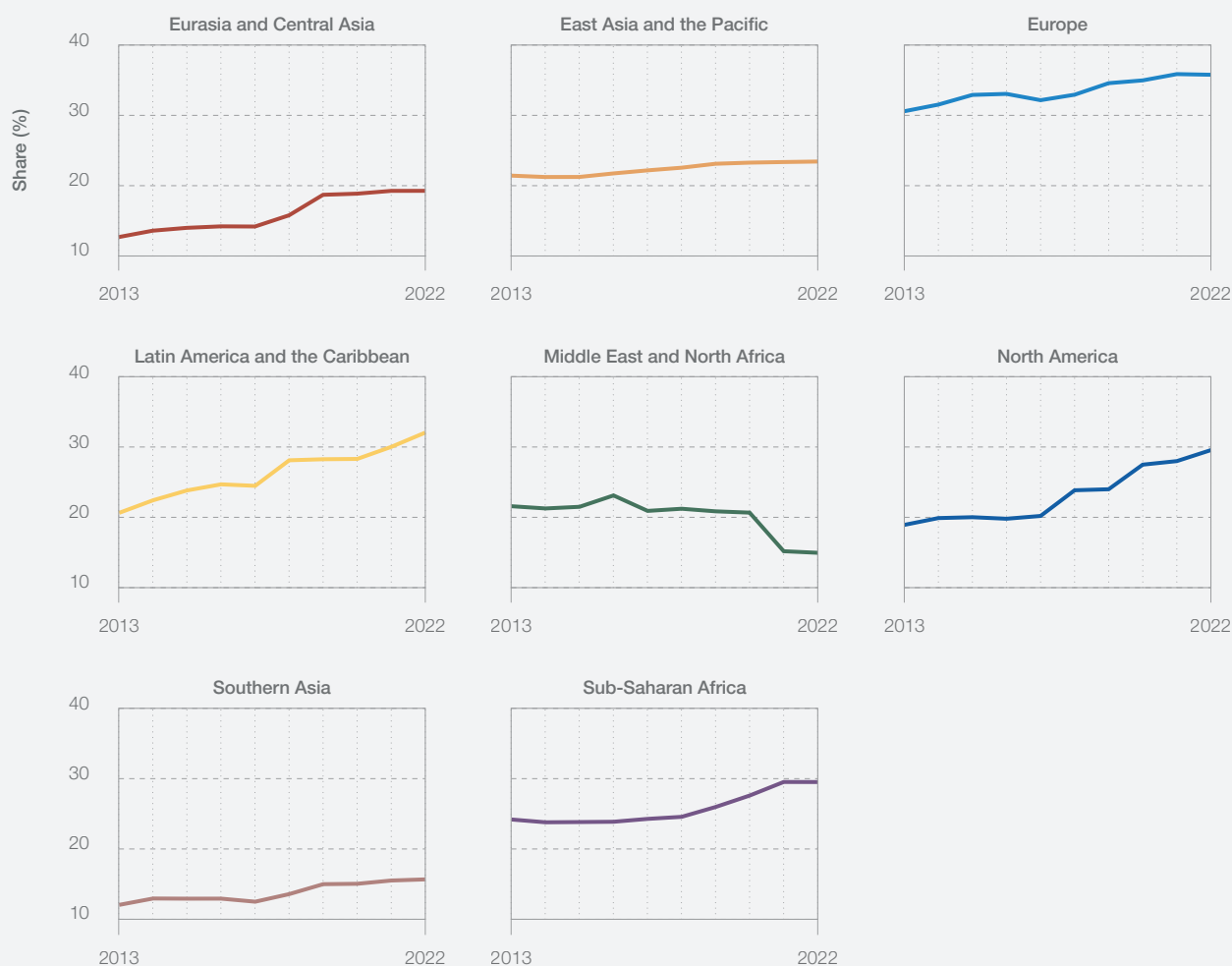
Another recent positive trend is observed when examining the share of women in parliaments, weighted by population. In 2013, only 18.7% of parliament members globally were women among the 76 countries with consistent data. By 2022, this number had risen steadily to 22.9%, reflecting progress over the years. However, global trends do mask the regional disparities. At the regional level, as illustrated in Figure 2.20, the trends show diverse trajectories. Europe leads the way with the highest share of women in parliament, followed by Latin America and the Caribbean, North America, and Sub-Saharan Africa. Southern Asia, Eurasia and Central Asia, and East Asia and the Pacific have maintained stability in women's representation

during recent years. Conversely, the Middle East and North Africa was the only region to experience a significant decline in women's representation in parliament from 2020 to 2021, partly driven by the drastic drop in Algeria, from 26% to 8%.

Further, in 2022, Malta witnessed the most substantial jump in the share of women in parliament across all countries, followed by Colombia and Slovenia. Notably, these countries have implemented legislated candidate quotas in their electoral laws. Nicaragua has the strongest representation of women in its National Assembly in 2022, with 51.65% of members being women. Mexico's Chamber of Deputies and New Zealand's House of Representatives have achieved gender parity. More than one-third but less than one-half of the representatives were women in 28 economies in 2022. These countries include Iceland (47%), Costa Rica (47%), United Kingdom (35%) and Nepal (33%). Women make up less than one-third of parliamentarians in the remaining 45 countries, including Canada (31%), United States (29%), and Japan (10%), as well as in populous emerging markets such as China (25%), Brazil (18%), India (15%) and Türkiye (17%).

FIGURE 2.20

Women's representation in parliament (weighted by population), by region, 2013-2022



Source

World Economic Forum's calculations based on data from Inter-Parliamentary Union and World Population Prospects data.

Local governance

Women's equal political participation at all levels of government is recognized in international frameworks such as the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development Goals (SDGs). Traditional efforts to promote gender equality in politics have primarily focused on national parliaments. However, the SDGs have introduced a new indicator that emphasizes women's political representation in local decision-making positions. This expansion enables a broader understanding of the opportunities and challenges for leveraging women's contributions to local decision-making.

Research indicates that women in local decision-making positions play a crucial role in redefining local priorities. They bring a unique perspective to governance, emphasizing inclusivity, prioritizing family-friendly policies, and promoting gender equality in areas such as income, employment and parental leave.²⁸ By bringing these issues to

the forefront, women contribute to creating more equitable and responsive local communities.

Data reveals that significant strides have been made in terms of women's representation in local government globally, though disparities remain between countries and regions. Out of the 117 countries with available data since 2017,²⁹ only 18 countries, including Bolivia (50.4%), India (44.4%) and France (42.3%), have achieved representation of women of over 40% in local governance. On the other hand, 24 economies, mostly in the Middle East, North Africa, and Sub-Saharan Africa, such as Saudi Arabia (1.2%), Ghana (3.8%), Türkiye (10.1%) and Japan (14.31%), have below 15% representation. The remaining 75 economies fall within the 15%-30% range, including diverse nations such as Brazil (15.7%), Indonesia (15.7%), China (28.1%), Ireland (23.9%), Germany (30.3%) and the United Kingdom (35.3%).

Overall, almost 3 million women have been elected to local deliberative bodies in 136 countries. Encouragingly, 85 countries have introduced

legislated gender quotas for local elections, with 66 countries legislating candidate quotas and 19 reserving seats for women.³⁰

However, despite these positive developments, as of January 2020, out of the 6.02 million elected

members in local government worldwide, only 2.18 million (36%) are women. Although this is a higher percentage of women's representation than in national parliaments (25%), achieving gender parity in local governance remains an urgent priority.

2.7 DEI programmes to close gender gaps

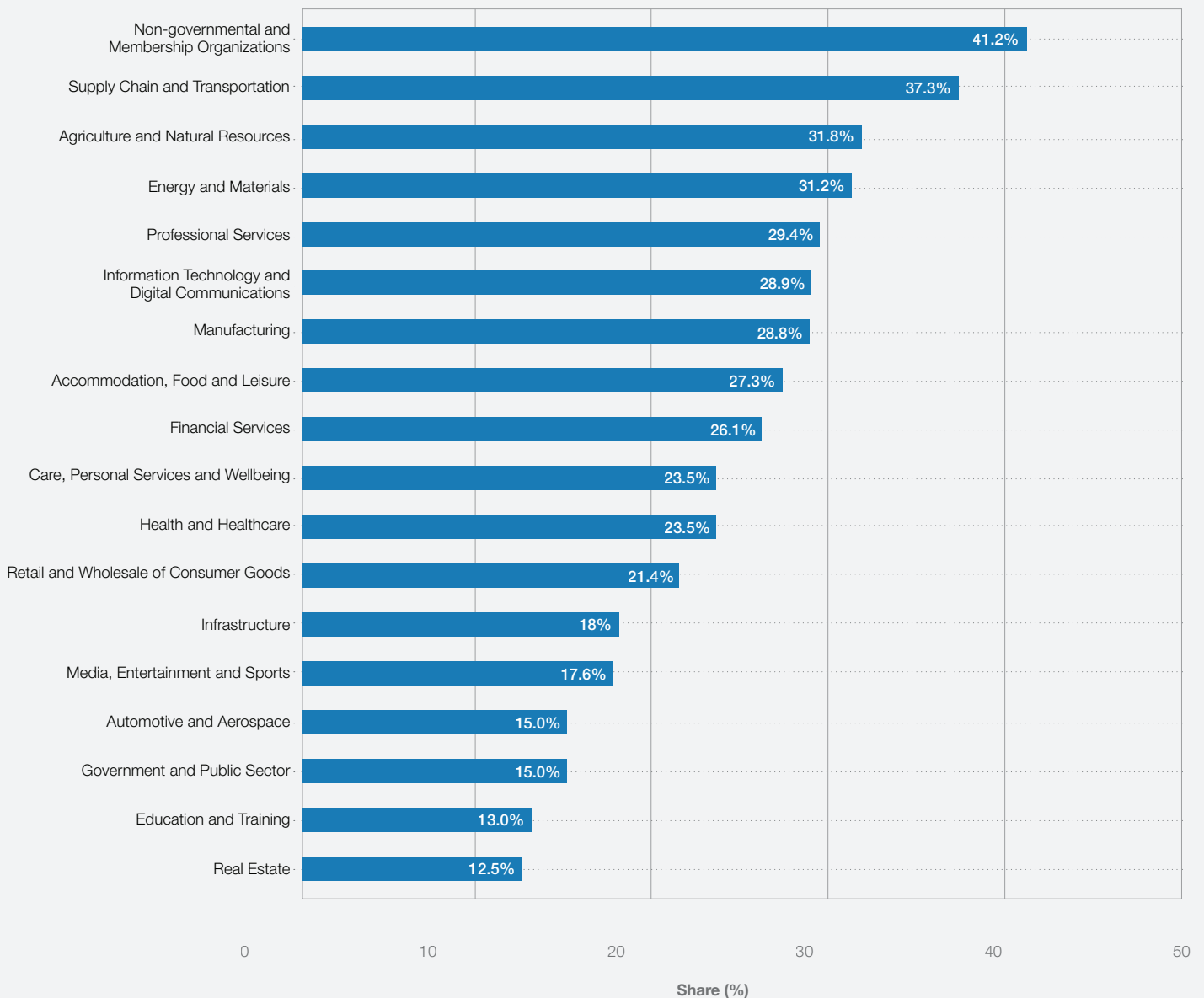
In the private sector, the scope of gender parity action by pioneering firms has begun to broaden from a focus on the workforce to whole-of-business approaches encompassing inclusive design, inclusive supply chains and community impact. Led by an overall post-pandemic reconfiguration of

the workplace, companies have intensified efforts to provide more flexibility – although the overall impact on outcomes such as career progression is currently an open question. Further, a growing number of employers are boosting employee benefits related to caregiving.³¹

FIGURE 2.21

Industry investment in DEI targets and quotas

Share of organizations surveyed that select targets and quotas as the key component of their DEI programme



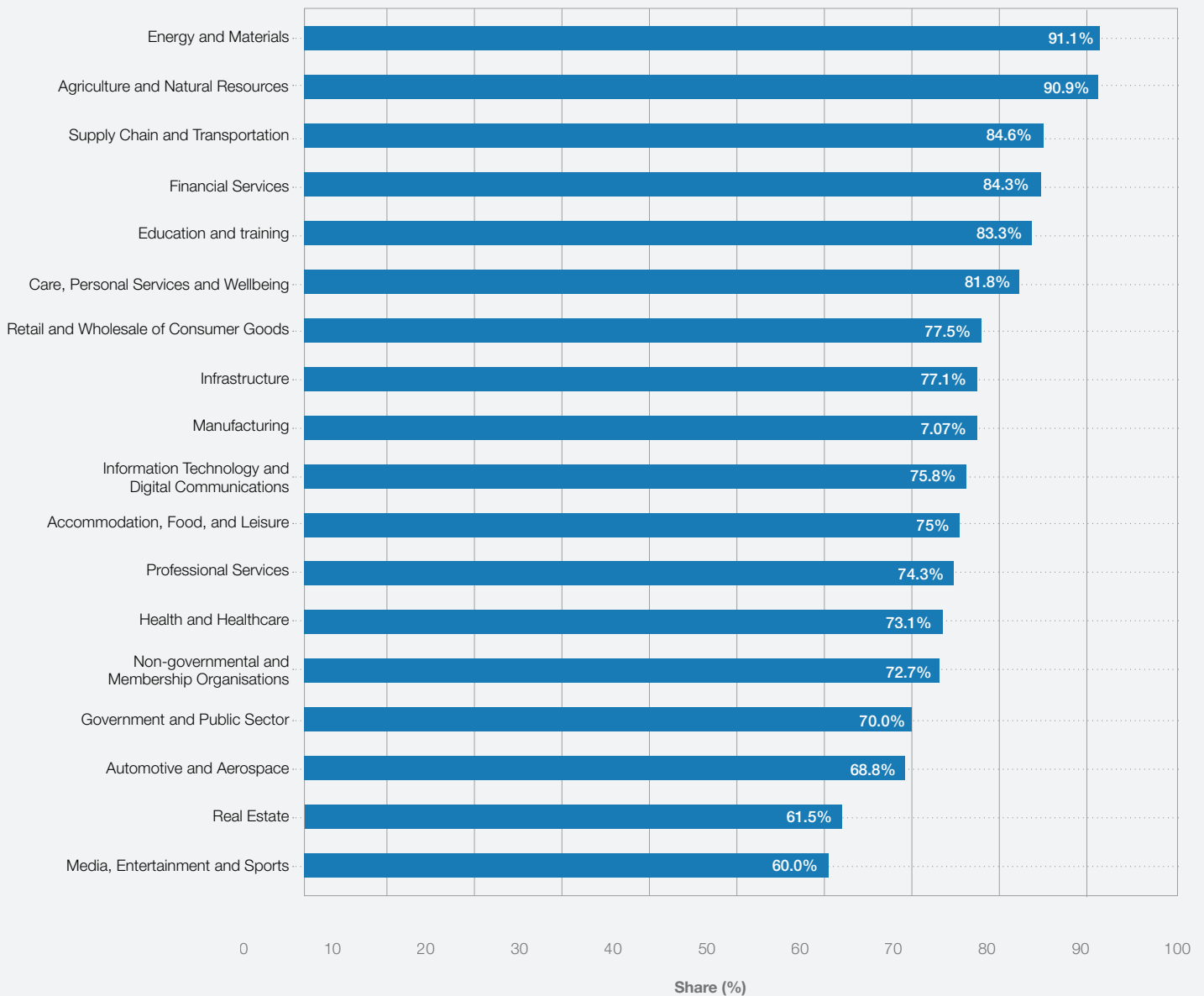
Source

World Economic Forum, *Future of Jobs Report 2023*.

FIGURE 2.22

Women as DEI programme priority, by industry

Share of organizations surveyed that select women as the priority of their DEI programme



Source

World Economic Forum, *Future of Jobs Report 2023*.

The World Economic Forum’s 2023 Future of Jobs Survey suggests that more than two-thirds of the organizations surveyed have implemented a Diversity, Equity and Inclusion (DEI) programme. DEI programmes are one pathway to closing workplace gender gaps and can include mentoring, sponsorship, leadership training, specific policies for caregivers or increased flexibility of working arrangements. This can encompass action around gender parity, racial and ethnic equity, LGBTQI inclusion and inclusion of people with disabilities. DEI efforts, however, vary significantly across industries. The sectors that have invested the most in promoting a more inclusive workforce, with at least 30% of companies reporting DEI initiatives, are Nongovernmental and Membership Organizations (41.2%); Supply Chain and Transportation (37.3%);

Agriculture, Forestry and Fishing (31.8%); and Energy and Materials (31.2%). The sectors that have invested the least on DEI targets and quotas are Education and Training (13%) and Real Estate (12.5%).

The majority (79%) of companies surveyed are implementing DEI programmes with a focus on women. The survey suggests that those efforts are primarily designed around training, and less so around material actions to close gender gaps at both industry and economy level.

The industries which focus the highest percentage of their DEI activity on gender parity issues, and where female workers are typically scarce at all levels of seniority, are Energy and Materials

(91.1%); Agriculture, Forestry and Fishing (90.9%); and Supply Chain and Transportation (84.6%) – alongside sectors with a relatively better representation of women, such as Financial Services (84.3%); Education and Training (83.3%); and Care, Personal Services and Wellbeing (81.8%). The sectors that place lower emphasis on gender parity in their overall DEI efforts are Real Estate (61.5%) and Media, Entertainment and Sports (60%).

There is further significant cross-national variation in DEI efforts promoting gender inclusion in the workplace. According to the Future of Jobs Survey, the countries where companies are particularly committed to establishing a more gender-diverse workforce are Colombia, the Netherlands, Italy, United Kingdom and Canada. In Colombia and the

United Kingdom, DEI programmes tend to prioritize flexibility on degree requirements for roles and recruitment, as well as on Employment Resource Groups (ERGs).

The existence of DEI programmes alone is not enough for meaningful progress. A recent study identified five success factors that DEI initiatives with the highest impact for underrepresented groups had in common.³² These are (1) a nuanced understanding of the root causes of underrepresentation; (2) a meaningful definition of success; (3) accountable and invested business leaders; (4) a solution designed for its specific context; and (5) rigorous tracking and course correction. These factors must further be refined and customized across industries and regional contexts.

2.8 Putting gender parity at the heart of economic recovery and transformation

The 2022 edition of the *Global Gender Gap Report* called attention to a post-pandemic crisis in the workforce: gender parity across key indicators was slipping, implying large-scale disruption of economic opportunities for women worldwide in labour-market participation, in skilling, in wealth accumulation and in overall wellbeing.³³ The recovery from the shock and ensuing polycrisis has been slow and, so far, incomplete, and the current context, coupled with technological and climate change, risks causing further regression in women's economic empowerment. Not only are millions of women and girls losing out on economic access and opportunity, but these reversals also have wide-ranging consequences for the global economy.

Following a series of gradual but steady increases in the share of women in leadership roles over the past two decades, this share has edged up to, on average, 33.7% in 2023 from 33.4% in 2022 across public- and private-sector leadership roles. However, high-frequency data presented in the report shows that hiring rates for women into leadership positions across industries have been in decline since mid-2022.

Increasing women's economic participation and achieving gender parity in leadership, in both business and government, are two key levers for addressing broader gender gaps in households, societies and economies. In addition, there are multiple mechanisms that link gender parity with firm-level and economic performance: a robust gender strategy is increasingly seen as essential to attracting the best talent and ensuring long-run economic performance, resilience and survival. Evidence on diversity in decision making shows that a diverse group of leaders makes more fact-based decisions that result in higher quality outcomes.

And at an economy-wide level, gender parity is increasingly being recognized as critical for financial stability and economic performance.³⁴

Collective, coordinated and bold action by private- and public sector leaders will be instrumental in accelerating progress towards gender parity and igniting renewed growth and greater resilience. Beyond leadership representation, companies can engage in strategies to transform organizational culture, and design products and services to serve a broader range of consumers by making innovation processes more inclusive. Impactful initiatives are emerging at the frontier of business strategy and government policy, yet adoption beyond the frontier too often remains on the surface, is incomplete or altogether deprioritized. Government policy can be better designed to increase women's labour-force participation, wages, and financial and technology access, and improve care systems and representation in public-sector leadership.

Some governments are taking an equity and inclusion lens to economic policy-making, with recent gender mainstreaming efforts explicitly recognizing gender parity as critical to economic growth and financial stability. A number of governments are implementing more gender equal approaches to increasing labour force participation, pay equity and health and safety standards, preventing harassment and sexual violence at work. At the federal government level, progress can be enabled through gender-responsive budgeting which has in recent years been pioneered and expanded by a growing number of countries, including Sweden, India and Kenya. Further, governments are increasingly recognizing the importance of investing in the care economy and taking steps to support it. They are implementing policies such as expanding access to affordable

childcare, improving parental leave policies, and investing in healthcare and eldercare services to promote the wellbeing of individuals and the overall economy. Ongoing efforts are a step in the right direction yet will need significant scaling to overcome existing gender gaps in economic participation.

Recent years have seen major setbacks and the state of gender parity still varies widely by company, industry and economy. Yet, a growing number of actors have recognized the importance and urgency of taking action and evidence on effective gender parity initiatives is solidifying. We hope the data and analysis provided in this report can further accelerate the speed of travel towards parity by catalysing and informing action by public- and private-sector leaders in their efforts to close the global gender gap.

Endnotes

1. IMF, 2023.
2. Kose, et al., 2023.
3. IMF, 2022b.
4. ILO, 2023a.
5. Authors' calculations based on ILO modelled estimates on labour-force participation rate (accessed 31 March 2023).
6. ILO, 2022.
7. Ibid.
8. ILO, 2023b.
9. Ibid.
10. ILO, 2023c.
11. See also Lara, et al., 2023.
12. ILO, 2023b.
13. LinkedIn categorizes a Director-level individual as one who is an experienced manager with direct reports and leadership responsibilities for multiple groups of individuals.
14. LinkedIn categorizes a Vice-President-level individual as someone who has direct reports and leadership responsibilities for a major portion of a business function.
15. LinkedIn categorizes a C-Suite-level individual as someone who has direct reports and leadership responsibilities for the entire business function.
16. Baird, Ghalawat, et al. (2023) presents the methodology for classifying STEM. Baird, Ko, et al (2023) present measurements for the United States and discussion around some of the metrics presented in this report.
17. The "AI talent concentration" metric is determined by comparing the number of AI professionals to the total number of LinkedIn members worldwide. An individual is considered AI talent if they have explicitly listed AI skills on their profile and/or works in a job classified as an AI occupation. The concentration of AI talent is then calculated by taking the ratio of the number of AI talent by the number of LinkedIn members in that industry.
18. Goldin, 2022.
19. ILO, 2018.
20. For example, see UNESCO CONFINTEA VII Marrakech Framework for Action: Harnessing the transformational power of Adult Learning and Education, 2022, https://www.uil.unesco.org/sites/default/files/medias/fichiers/2022/06/FINAL%20MarrakechFrameworkForActionEN_06_21_22_0.pdf
21. Plan International, 2023.
22. The level of progress toward gender parity (the parity score) is calculated as the ratio of the value of each indicator for women to the value for men. A parity score of 100% indicates full parity.
23. The gender gap is the distance from full parity.
24. World Economic Forum, 2023b.
25. EIGE, 2017.
26. Fialho, et al., 2019.
27. World Economic Forum, 2023b.
28. UN Women, 2022a.
29. UN Women, 2022b.
30. Ibid.
31. Care.com, 2023.
32. World Economic Forum, 2023a.
33. World Economic Forum, 2022.
34. IMF, 2022a.

References

- Addati, Laura, Umberto Cattaneo and Emanuela Pozzan, *Care at work: Investing in care leave and services for a more gender equal world of work*, International Labour Organization (ILO), 2022.
- Baird, M., N. Gahlawat, R. Hood, P. Ko and S. Lara, “LinkedIn STEM Classification Methodology”, *LinkedIn Economic Graph Technical Note #1*, 2023, <https://economicgraph.linkedin.com/content/dam/me/economicgraph/en-us/PDF/measuring-gender-gaps-in-the-us-stem-workforce.pdf>
- Baird, M., P. Ko, N. Gahlawat, S. Lara and R. Hood, “Measuring gender gaps in the U.S. STEM workforce”, *LinkedIn Economic Graph White Paper*, 2023, <https://economicgraph.linkedin.com/content/dam/me/economicgraph/en-us/PDF/measuring-gender-gaps-in-the-us-stem-workforce.pdf>
- Care.com, *Future of Benefits Report 2023*, 2023.
- European Institute for Gender Equality (EIGE), *Gender segregation in education, training and the labour market*, 2017.
- Fialho, P., G. Quintini and M. Vandeweyer, *Returns to different forms of job related training: Factoring in informal learning*, OECD Social, Employment and Migration Working Papers, no. 231, OECD, 2019. <https://doi.org/10.1787/b21807e9-en>.
- Goldin, C., “Understanding the Economic Impact of COVID-19 on Women”, *Brookings Papers on Economic Activity (Spring)*, pp. 65-110, 2022, https://scholar.harvard.edu/sites/scholar.harvard.edu/files/goldin/files/bpeasp22_goldin_paper.pdf.
- International Labour Organization (ILO), *Assessing the current state of the global labour market: Implications for achieving the Global Goals*, ILOSTAT.iilo.org, 2023a, <https://ilostat.iilo.org/assessing-the-current-state-of-the-global-labour-market-implications-for-achieving-the-global-goals/>.
- , *Financing life-long learning for the future of work*, 2018, https://www.iilo.org/wcmssp5/groups/public/---dgreports/---inst/documents/publication/wcms_646046.pdf.
- , ILO modelled estimates database, *ILOSTAT*, 2022 (accessed 2 June 2023).
- , *Spotlight on Work Statistics n°12*, March 2023b (White paper), 2023b, https://www.iilo.org/wcmssp5/groups/public/---dgreports/---stat/documents/publication/wcms_870519.pdf.
- , *World Economic and Social Outlook*, 2023c.
- International Monetary Fund (IMF), *IMF Strategy Toward Mainstreaming Gender*, 2022a, <https://www.imf.org/en/Publications/Policy-Papers/Issues/2022/07/28/IMF-Strategy-Toward-Mainstreaming-Gender-521344>.
- , *World Economic Outlook, October 2022*, 2022b, <https://www.imf.org/en/Publications/WEO/Issues/2022/10/11/world-economic-outlook-october-2022>.
- , *World Economic Outlook, April 2023*, 2023, <https://www.imf.org/en/Publications/WEO/Issues/2023/04/11/world-economic-outlook-april-2023>.
- Kose, M. Ayhan and Franziska Ohnsorge, *Falling Long-Term Growth Prospects: Trends, Expectations, and Policies*, World Bank, 2023, <http://hdl.handle.net/10986/39497> License: CC BY 3.0 IGO.
- Lara, Silvia, M. Baird, and R. Hood, *Progress and barriers in global gender leadership*, LinkedIn Economic Graph White Paper. <https://economicgraph.linkedin.com/content/dam/me/economicgraph/en-us/PDF/global-gender-representation.pdf>, 2023.
- Plan International, *Bridging the Digital Divide*, 2023, <https://plan-international.org/quality-education/bridging-the-digital-divide/> (accessed on 28 May 2023).
- UN Women, *Women’s representation in local government: A global analysis*, 2022a.
- , Global data on women’s political participation, 2022b (accessed 2 June 2023).
- World Economic Forum, *Global Gender Gap Report 2022*, 2022.
- , *Global Parity Alliance: Diversity, Equity and Inclusion Lighthouses 2023*, 2023a, <https://www.weforum.org/reports/global-parity-alliance-diversity-equity-and-inclusion-lighthouses-2023>.
- , *Future of Jobs Report 2023*, 2023b, <https://www.weforum.org/reports/the-future-of-jobs-report-2023/>.

Appendix A

Regional Classifications

TABLE A.1 Regional classifications of the 146 countries included in the 2023 Global Gender Gap Index

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

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

*New to index in 2023

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 one indicator under the Economic Participation and Opportunity subindex and sees an updated definition by the collecting institution for one indicator under the Political Empowerment subindex. The changes are detailed in Sections c and d.

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 Economy 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.

TABLE B.1 | Structure of the Global Gender Gap Index

Subindex	Indicator	Source
Economic Participation and Opportunity	Labour-force participation rate	International Labour Organization (ILO), <i>ILOSTAT</i> database, <i>Labour Force Surveys</i> .
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; World Population Prospects 2022; World Bank, <i>World Development Indicators</i> database.
Economic Participation and Opportunity	Legislators, senior officials and managers	International Labour Organization (ILO), <i>ILOSTAT</i> database.
Economic Participation and Opportunity	Professional and technical workers	International Labour Organization (ILO), <i>ILOSTAT</i> database.
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 2013 and 2023.
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-UN Women.
Political Empowerment	Years with female/male head of state (last 50)	World Economic Forum's calculations.

Source

World Economic Forum, Global Gender Gap Index 2023.

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.

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, the index includes the ratio of women to men in terms of years in executive office (prime minister or president) for the last 50 years. Differences between the participation of women and men at local levels of government are currently not captured. Should such data become available at a globally comparative level in future years, it will be considered for inclusion in the index.

Section B: Construction of the index

The Global Gender Gap Index is constructed using a four-step process, outlined below. Some of the indicators listed in Table B2 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 the 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

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

Note

Population-weighted averages, including the 102 economies featured throughout all the 2006-2023 editions of the Global Gender Gap Index.

are calculated. Then we determine what a 1 percentage-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

Section C: Update of the labour-force participation rate indicator

Past editions (2006-2022) of the *Global Gender Gap Report* have used modelled estimates for the 'Labour-force participation rate' (LFPR) indicator as calculated by the International Labour Organization (ILO). These estimates are based on both nationally reported observations and imputed data for countries with missing data.

The ILO has recently issued guidance against the use of modelled estimates in country benchmarking efforts.¹²

Following consultations with the ILO, the Global Gender Gap Index has responded by adhering to ILO guidance. Consequently, this year's edition no longer employs modelled estimates for the labour-force participation rate, and instead uses nationally reported labour-force data that complies with ILO standards and has been validated and reported in *ILOSTAT*.

The update has been carried out with a view to maintaining coherence and continuity of the Global Gender Gap Index methodology, ensuring that conceptual proximity, empirical proximity and indicator quality and availability are respected.

Section D: Update in the share of women in ministerial positions indicator

The representation of women in ministerial positions has been included in the Political Empowerment pillar of the Global Gender Gap Index since its inception in 2006. This indicator is collected on a biennial basis, with the most recent collection occurring in March 2023, at which time the indicator definition was also updated.

Prior to 2023, the Inter-Parliamentary Union (IPU) collected the data for this indicator. Beginning in 2023, the data is being collected by UN Women.

The update to the definition has been implemented during the 2023 data collection period as part of a deliberate effort to enhance the precision of assessing women's representation in executive positions. The measurement of women in ministerial

positions now focuses solely on Cabinet members who head ministries. Individuals who are not members of the Cabinet and Cabinet members who do not head ministries are excluded from the measurement, starting with this edition.

This methodological change allows for a more precise examination of women's representation in executive positions by concentrating on top political executive roles. These roles possess two key characteristics: (a) the highest individual policy-making power as leaders of specific policy fields, and (b) the highest joint executive power as members of the collective decision-making body, i.e. the Cabinet.

By refining the measurement criteria, the updated methodology ensures greater consistency and comparability of data across countries.

Section E: Indicator definitions and sources

Indicators composing the Global Gender Gap Index

Labour-force participation rate, %

The labour-force participation rate is the labour force as a percentage of the working-age population. The labour force is the sum of all persons of working age who are employed and those who are actively looking for employment.

Period: 2010 or latest year available.

Source: International Labour Organization (ILO), *ILOSTAT*.

Wage equality for similar work, 1–7 (best)

Response to the World Economic Forum Executive Opinion 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).

For the past 44 years, the World Economic Forum's Executive Opinion Survey (referred to as the Survey) has played a vital role in flagship publications of the World Economic Forum, as well as at other organizations and research institutions. It stands as the most comprehensive and enduring survey of its kind, with responses from over 12,000 business leaders across 121 countries in 2022. The Survey delves into assessing crucial factors that drive economic growth and competitiveness, including aspects of diversity, equity and inclusion. The significance of this survey lies in its ability to offer valuable insights when statistical data is unavailable or is extremely difficult to measure on a global scale. It captures the perspectives of business leaders who are best positioned to assess their operating environment.

Period: Moving average 2021-2022 or most recent year available (no earlier than 2019-2020).

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, 2021-2022, pages 6-7).¹³ 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 with respect to employees' 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 Economy Profiles, 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: 2021 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 ILO 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).¹⁴

Period: 2022 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 ILO 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: 2022 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: 2021 or most recent year available.

Source: UNESCO, *UIS.Stat* education statistics data portal; when not available, data is sourced from the UNDP *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).¹⁵

Period: 2021 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: 2021 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: 2021 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 represents five-year averages.

Period: 2020 or most recent year available.

Source: World Bank, *World Development Indicators* database.

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 February 2023.

Source: Inter-parliamentary Union (IPU).

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. IPU-UN Women does not provide information for two of the 146 countries (Myanmar and Afghanistan) included in the sample. We consider the share of women holding cabinet positions in these two contexts to be zero.

Period: Data as of 1 January 2023.

Source: Inter-parliamentary Union-UN Women.

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. Royalties are not considered.

Period: 1 March 1973 – 1 March 2023.

Source: World Economic Forum's calculations.

Contextual Indicators

General indicators

GDP, current US\$ billions

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 or most recent year.

Source: World Bank.

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

Per capita value for gross domestic product (GDP) expressed in current international dollars converted by purchasing power parity (PPP) conversion factor.

Period: 2021 or most recent year.

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: 2022.

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: 2021.

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: 2021.

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 <https://data.oecd.org/earnwage/average-wages.htm>.

Period: 2021 or most recent year.

Source: OECD, *Employment* database.

Share of women's membership on 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.

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](https://www.enterprisesurveys.org/content/dam/enterprisesurveys/documents/methodology/Indicator-Descriptions.pdf).

Period: 2022 or most recent year.

Source: World Bank Enterprise Survey.

Firms with female top managers, %
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 or most recent year.

Source: World Bank Enterprise Survey.

Share of workers in informal sector, %
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 or most recent year.

Source: International Labour Organization (ILO), *ILOSTAT*.

Advancement of women to leadership roles, 1-7 (best)

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: 2022 or most recent year.

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

Labour force, 1 million 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 or most recent year.

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 or most recent year.

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 or most recent year.

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: 2020 or most recent year.

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: 2023.

Source: Inter-parliamentary Union (IPU) Parline.

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 2023.

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 carries 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 2023.

Source: Institute for Democracy and Electoral Assistance (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 2023.

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: 2023.

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: 2021 or latest year available.

Source: OECD, *Family* database.

Unmet family planning

Unmet need for family planning is defined as the percentage of women ages 15-49 who do not want to become pregnant but are not using contraception.

Period: 2021 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: 2020 or most recent year.

Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects 2022*.

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 paid parental leave, calendar days

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: 2022.

Source: World Bank, *Women, Business and the Law 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.

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 and Information 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: 2022 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: 2021 or most recent year.

Source: UNESCO, *Education* database.

Tertiary education graduates, %

Percentage of male/female tertiary education graduates.

Period: 2022 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: 2021 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: 2020 or most recent year.

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 Appendix B.
4. The report utilizes the United Nations Population Division's *World Population Prospects* as a 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. Strictly, in the case of the Health and Survival subindex, 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, the equality benchmark for the overall index score is not strictly 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. "Impact of the pandemic on ILO modelled estimates and projections", *ILOSTAT Database Description: ILO Modelled Estimates (ILOSTAT database)* <https://ilostat.ilo.org/resources/concepts-and-definitions/ilo-modelled-estimates/>
13. UNDP, 2022.
14. International Standard Classification of Occupations (ISCO), <https://www.ilo.org/public/english/bureau/stat/isco/docs/groupdefn08.pdf>.
15. International Standard Classification of Education (ISCED), <http://uis.unesco.org/sites/default/files/documents/international-standard-classification-of-education-isced-2011-en.pdf>.

References

Hausmann, R., “Learning Without Theory”, *Project Syndicate*, 30 March 2016, [https:// www.project-syndicate.org/commentary/ learning-without-theory-by-ricardohausmann-2016-03?barrier=accesspaylog](https://www.project-syndicate.org/commentary/learning-without-theory-by-ricardohausmann-2016-03?barrier=accesspaylog).

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

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

United Nations Development Programme (UNDP), *Human Development Report 2021-2022*, 2022.

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, and the second offers a complementary set of contextual indicators and metrics for that economy.

The *Global Gender Gap Report 2023* is complemented by a digital explorer, which provides detailed Economy Profiles of all economies featured in the index, as well as a Data Explorer tool enabling the reader to explore 2006-2023 detailed index results, rankings and comparisons by economy, region, indicator and subindex. The Global Gender Gap Data Explorer can be found at <http://reports.weforum.org/global-gender-gap-report-2023>.

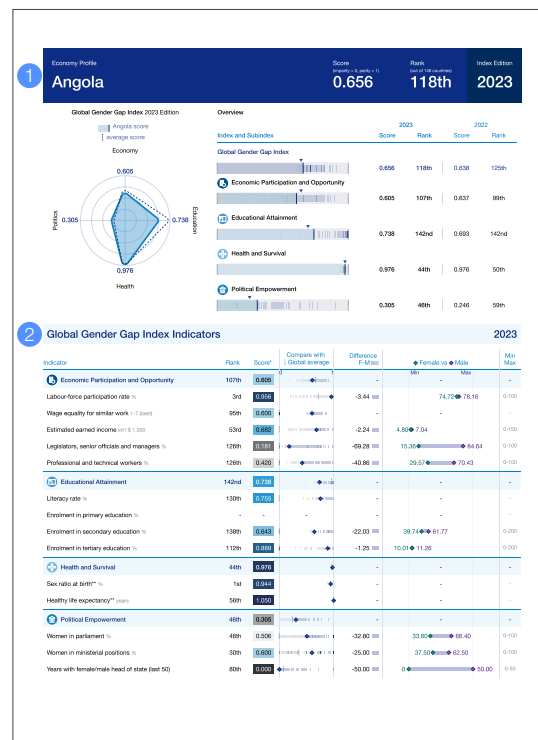
Economy selection

To monitor the state of gender parity across the widest possible range of countries, the index performance for an economy is 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, up to 10-year-old data points are used for the calculation. Given the update to the labour-force participation rate data series introduced this year, an allowance is made for this edition to include data up to 2010 in individual cases for this particular indicator.

Economy Profiles

Each Economy Profile is divided into three sections:

The first section **1** presents each country's overall Global Gender Gap Index 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 on the top left-hand side 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 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 locates 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 provides the minimum and maximum value used to scale each indicator in the previous column. 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 light blue (0.0–0.2; worst) to dark blue (0.8–1.0; best) – to help the reader visually interpret the 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 a 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; g) Health. The full definitions of all indicators are provided in Appendix B.

Economy Profile		Score	Rank	Page 2 of 2
Angola		0.656	118th	
3 Complementary Targets and Contextual Indicators 2023				
General indicators				
Indicator LHM	Value	Indicator LHM	Value	
GDP (US dollars)	67.4	Public spending on family benefits (% GDP)	n.a.	
GDP per capita (constant 17, US \$, 2022)	5.91	Unmet family planning needs (% of women 15-49)	38.00	
Population sex ratio (males/female)	1.02	Early marriage (%)	24.70	
Population growth rate (%)	3.17	Mean age of women at birth of their child (years)	n.a.	
Indicator UN Women	Value	Indicator UN Women	Value	
Total population	18.00	Right to divorce	Uneven rights	
Work participation and leadership				
Indicator LHM	Value	Indicator UN Women	Value	
Gender pay gap (ILO 2020 standard only)	n.a.	Length of parental leave	90.00	1.00
Share of women's membership in boards (% OECD countries only)	n.a.	Education and skills	Uneven rights	
Firms with female majority ownership (% firms)	n.a.	Graduates, intermediate %	n.a.	n.a.
Firms with female top managers (% firms)	n.a.	STEM Graduates	n.a.	n.a.
Share of workers in informal sector (% workers)	90.30	Agri., Forestry, Fisheries & Maritime	29.21	71.79
Indicator ILO	Value	Arts & Humanities	36.43	63.97
Advancement of women to leadership roles	3.78	Business, Admin. & Law	48.29	51.71
Indicator UN Women	Value	Education	n.a.	n.a.
Unemployed adults (% of labour force 15-64)	19.33	Engineering, Metall. & Construction	n.a.	n.a.
Workers employed part-time (% of employed women)	34.34	Health & Welfare	66.83	33.17
Proportion of time spent on unpaid domestic and care work	n.a.	Information & Comm. Technologies	37.86	62.04
Indicator UN Women	Value	Natural Sci., Mathematics & Statistics	n.a.	n.a.
Labour-force	9.02	Social Sci., Journalism & Information	n.a.	n.a.
Access to finance				
Indicator UN Women	Value	Vocational training	n.a.	n.a.
Access to financial services	Uneven rights	PRD graduates	n.a.	n.a.
Inheritance rights for widows and daughters	Uneven rights	Graduates, %	Uneven rights	
Access to land assets	Uneven rights	Graduates from tertiary education	n.a.	n.a.
Access to non-land assets	Uneven rights	Health	Indicator LHM	Value
Civil and political freedom	Value	Prevalence of gender violence in lifetime (% women)	34.80	
Indicator LHM	Value	Rate avoided by skilled personnel (% of deaths)	69.00	
Year women received right to vote (year)	1975	Total fertility rate (births per woman)	241.00	
Number of female heads of state to date	0	Indicator UN Women	Value	
Seats held in upper house (% total seats)	n.a.	Reproductive autonomy	Equal rights	
Indicator UN Women	Value			
Election list quotas for women, national	Yes			
Party membership quotas, voluntary	Yes			
Indicator UN Women	Value			
Access to justice	Uneven 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 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 Hassan and Wink, 2020). In the case of health, the benchmark is the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Data Explorer online features

A number of additional features may be accessed in the online Data Explorer (available at <http://reports.weforum.org/global-gender-gap-report-2023>).

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 explore data from previous editions of the report and see results by economy income group or by regional grouping by selecting the corresponding option on the “refine by group” drop-down menu on the upper-left corner of the page 5.



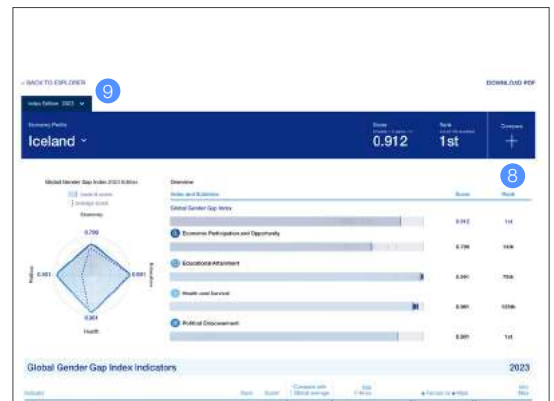
Interactive ranking tables

By clicking on the icon menu 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 and across the time series, 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**.



Economy Comparison Tool

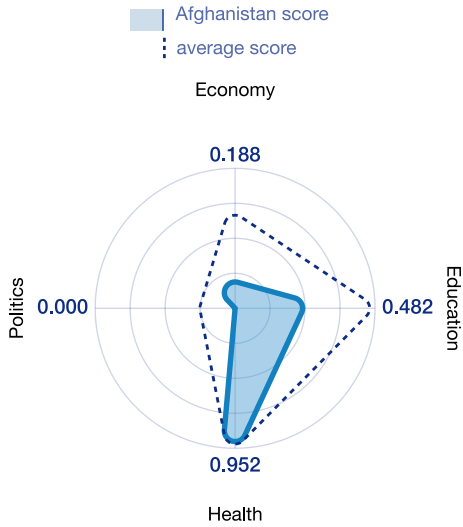
The reader also has the possibility to directly compare two countries side-by-side and across the time series. The Economy Comparison Tool **8** can be accessed by first selecting an economy through the “search” drop-down menu on the top-left corner of the page, and then selecting a second economy from the “compare with” drop-down menu on 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 at 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	81	Finland	179	Netherlands	277
Albania	83	France	181	New Zealand	279
Algeria	85	Gambia	183	Nicaragua	281
Angola	87	Georgia	185	Niger	283
Argentina	89	Germany	187	Nigeria	285
Armenia	91	Ghana	189	North Macedonia	287
Australia	93	Greece	191	Norway	289
Austria	95	Guatemala	193	Oman	291
Azerbaijan	97	Guinea	195	Pakistan	293
Bahrain	99	Honduras	197	Panama	295
Bangladesh	101	Hungary	199	Paraguay	297
Barbados	103	Iceland	201	Peru	299
Belarus	105	India	203	Philippines	301
Belgium	107	Indonesia	205	Poland	303
Belize	109	Iran, Islamic Republic of	207	Portugal	305
Benin	111	Ireland	209	Qatar	307
Bhutan	113	Israel	211	Romania	309
Bolivia	115	Italy	213	Rwanda	311
Bosnia and Herzegovina	117	Jamaica	215	Saudi Arabia	313
Botswana	119	Japan	217	Senegal	315
Brazil	121	Jordan	219	Serbia	317
Brunei Darussalam	123	Kazakhstan	221	Sierra Leone	319
Bulgaria	125	Kenya	223	Singapore	321
Burkina Faso	127	Korea, Rep.	225	Slovakia	323
Burundi	129	Kuwait	227	Slovenia	325
Cabo Verde	131	Kyrgyzstan	229	South Africa	327
Cambodia	133	Lao PDR	231	Spain	329
Cameroon	135	Latvia	233	Sri Lanka	331
Canada	137	Lebanon	235	Suriname	333
Chad	139	Lesotho	237	Sweden	335
Chile	141	Liberia	239	Switzerland	337
China	143	Lithuania	241	Tajikistan	339
Colombia	145	Luxembourg	243	Tanzania	341
Comoros	147	Madagascar	245	Thailand	343
Congo, Dem. Rep. of the	149	Malawi	247	Timor-Leste	345
Costa Rica	151	Malaysia	249	Togo	347
Côte d'Ivoire	153	Maldives	251	Tunisia	349
Croatia	155	Mali	253	Türkiye	351
Cyprus	157	Malta	255	Uganda	353
Czech Republic	159	Mauritius	257	Ukraine	355
Denmark	161	Mexico	259	United Arab Emirates	357
Dominican Republic	163	Moldova, Republic of	261	United Kingdom	359
Ecuador	165	Mongolia	263	United States	361
Egypt	167	Montenegro	265	Uruguay	363
El Salvador	169	Morocco	267	Vanuatu	365
Estonia	171	Mozambique	269	Viet Nam	367
Eswatini	173	Myanmar	271	Zambia	369
Ethiopia	175	Namibia	273	Zimbabwe	371
Fiji	177	Nepal	275		

Global Gender Gap Index 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.405	146th	0.435	146th
Economic Participation and Opportunity	0.188	146th	0.176	146th
Educational Attainment	0.482	146th	0.482	146th
Health and Survival	0.952	141st	0.952	140th
Political Empowerment	0.000	146th	0.132	107th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	146th	0.188		-	Min	Max	-
Labour-force participation rate %	141st	0.303		-53.76	23.33	77.09	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	142nd	0.203		-2.00	0.51	2.50	0-150
Legislators, senior officials and managers %	140th	0.051		-90.22	4.89	95.11	0-100
Professional and technical workers %	140th	0.137		-75.91	12.05	87.95	0-100
Educational Attainment	146th	0.482		-	-	-	-
Literacy rate %	145th	0.434		-	-	-	-
Enrolment in primary education %	-	-	-	-	-	-	-
Enrolment in secondary education %	141st	0.571		-30.05	40.00	70.05	0-200
Enrolment in tertiary education %	135th	0.387		-9.23	5.82	15.05	0-200
Health and Survival	141st	0.952		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	145th	0.971		-	-	-	-
Political Empowerment	146th	0.000		-	-	-	-
Women in parliament %	144th	0.000		-100.00	0	100.00	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)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	14.79
GDP per capita	constant '17, intl. \$ 1000	1.52
Population sex ratio	female/male	0.98
Population growth rate	%	2.85

Indicator	Million people	Female	Male	Value
Total population		20.36	20.77	41.13

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries 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	86.40

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		n. a.

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	5.46	5.65	5.60

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	26.76	21.64	22.86

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.34	4.59	5.93

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	1963 (Suspended)
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	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	24.47
Early marriage	%	35.00
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Unequal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		90.00	14.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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	0.23
---------------------	------	------	------

PhD graduates	n. a.	n. a.	n. a.
---------------	-------	-------	-------

Graduates	%	Female	Male	Value
Graduates from tertiary education		6.10	15.35	10.85

Health

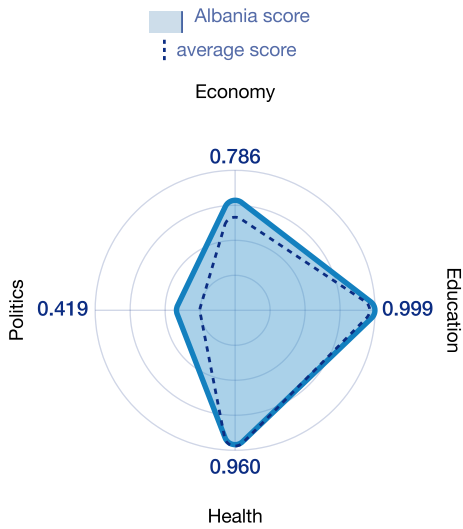
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	60.80
Births attended by skilled personnel	% live births	61.80
Maternal mortality	deaths per 100,000 live births	638.00
Total fertility rate	births per woman	4.75

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.791	17th	0.787	18th
Economic Participation and Opportunity	0.786	18th	0.774	23rd
Educational Attainment	0.999	33rd	0.999	34th
Health and Survival	0.960	133rd	0.956	137th
Political Empowerment	0.419	28th	0.419	25th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	18th	0.786		-	Min	Max	-
Labour-force participation rate %	73rd	0.778		-15.06	52.87	67.93	0-100
Wage equality for similar work 1-7 (best)	1st	0.858		-	-	-	-
Estimated earned income int'l \$ 1,000	26th	0.756		-4.04	12.50	16.54	0-150
Legislators, senior officials and managers %	75th	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	33rd	0.999		-	-	-	-
Literacy rate %	69th	0.995		-	-	-	-
Enrolment in primary education %	1st	1.000		2.67	90.93	93.60	0-100
Enrolment in secondary education %	1st	1.000		2.95	94.75	97.70	0-200
Enrolment in tertiary education %	1st	1.000		27.96	43.26	71.22	0-200
Health and Survival	133rd	0.960		-	-	-	-
Sex ratio at birth** %	138th	0.928		-	-	-	-
Healthy life expectancy** years	79th	1.033		-	-	-	-
Political Empowerment	28th	0.419		-	-	-	-
Women in parliament %	37th	0.555		-28.60	35.70	64.30	0-100
Women in ministerial positions %	1st	1.000		33.33	33.33	66.67	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	18.26
GDP per capita	constant '17, intl. \$ 1000	14.52
Population sex ratio	female/male	1.00
Population growth rate	%	-0.93

Indicator	Million people	Female	Male	Value
Total population		1.43	1.42	2.84

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries 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		6.43

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	11.72	12.13	11.95
Workers employed part-time	% of employed people	24.42	15.35	19.38
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.57	0.70	1.27

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	1920
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	26.60

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	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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		2.36	8.28	0.28
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Graduates from tertiary education		59.35	28.28	43.24

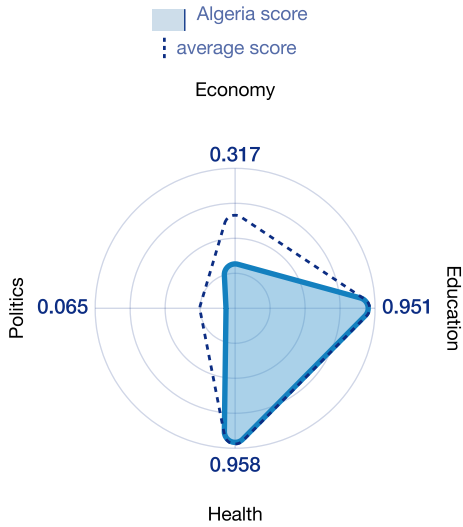
Health

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	1.40
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.573	144th	0.602	140th
Economic Participation and Opportunity	0.317	145th	0.466	138th
Educational Attainment	0.951	116th	0.915	126th
Health and Survival	0.958	137th	0.958	135th
Political Empowerment	0.065	135th	0.070	134th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	145th	0.317		-	Min	Max	-
Labour-force participation rate %	143rd	0.259		-48.91	17.13	66.04	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	144th	0.192		-14.78	3.52	18.29	0-150
Legislators, senior officials and managers %	138th	0.091		-83.27	8.37	91.64	0-100
Professional and technical workers %	78th	0.916		-4.40	47.80	52.20	0-100
Educational Attainment	116th	0.951		-	-	-	-
Literacy rate %	120th	0.862		-	-	-	-
Enrolment in primary education %	-	-	-	-	-	-	-
Enrolment in secondary education %	1st	1.000		2.73	107.68	110.42	0-200
Enrolment in tertiary education %	1st	1.000		26.77	40.64	67.41	0-200
Health and Survival	137th	0.958		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	143rd	0.990		-	-	-	-
Political Empowerment	135th	0.065		-	-	-	-
Women in parliament %	134th	0.086		-84.20	7.90	92.10	0-100
Women in ministerial positions %	106th	0.154		-73.33	13.33	86.67	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	163.04		
GDP per capita	constant '17, intl. \$ 1000	11.04		
Population sex ratio	female/male	0.96		
Population growth rate	%	1.66		
Indicator	Million people	Female	Male	Value
Total population		22.04	22.86	44.90

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	n. a.

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		5.05

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	n. a.	n. a.	n. a.
Workers employed part-time	% of employed people	36.23	15.67	19.39
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		2.19	8.28	10.47

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	1944, 1958, 1962
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	4.10

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	14.10
Early marriage	%	3.10
Mean age of women at birth of first child	years	n. a.
Indicator	0-1 (Equal rights)	Value
Right to divorce	Unequal rights	◇

Indicator	Days	Female	Male	Value
Length of parental leave		98.00	3.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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		58.32	28.94	43.32

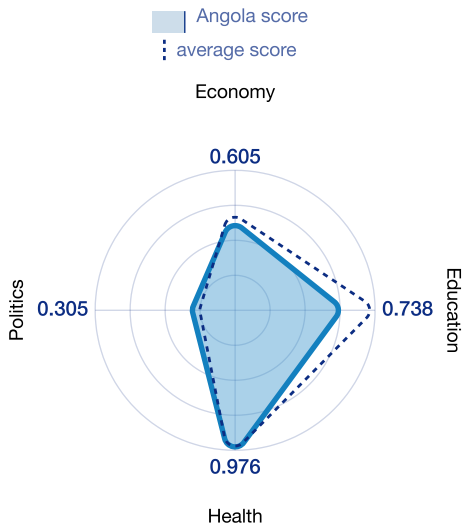
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	n. a.
Births attended by skilled personnel	% live births	98.80
Maternal mortality	deaths per 100,000 live births	112.00
Total fertility rate	births per woman	2.94
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.656	118th	0.638	125th
Economic Participation and Opportunity	0.605	107th	0.637	99th
Educational Attainment	0.738	142nd	0.693	142nd
Health and Survival	0.976	44th	0.976	50th
Political Empowerment	0.305	46th	0.246	59th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	107th	0.605		-	Min	Max	-
Labour-force participation rate %	3rd	0.956		-3.44	74.72	78.16	0-100
Wage equality for similar work 1-7 (best)	95th	0.600		-	-	-	-
Estimated earned income int'l \$ 1,000	53rd	0.682		-2.24	4.80	7.04	0-150
Legislators, senior officials and managers %	126th	0.181		-69.28	15.36	84.64	0-100
Professional and technical workers %	126th	0.420		-40.86	29.57	70.43	0-100
Educational Attainment	142nd	0.738		-	-	-	-
Literacy rate %	130th	0.755		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	138th	0.643		-22.03	39.74	61.77	0-200
Enrolment in tertiary education %	112th	0.889		-1.25	10.01	11.26	0-200
Health and Survival	44th	0.976		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	56th	1.050		-	-	-	-
Political Empowerment	46th	0.305		-	-	-	-
Women in parliament %	46th	0.506		-32.80	33.60	66.40	0-100
Women in ministerial positions %	30th	0.600		-25.00	37.50	62.50	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	67.4
GDP per capita	constant '17, intl. \$ 1000	5.91
Population sex ratio	female/male	1.02
Population growth rate	%	3.17

Indicator	Million people	Female	Male	Value
Total population		18.00	17.59	35.59

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	90.30

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		3.78

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	16.33	16.34	16.34

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	34.34	28.59	31.52

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		5.02	4.77	9.79

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	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	38.00
Early marriage	%	24.70
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Uneven rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		90.00	1.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
-----------	--------------	--------	------	--------

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	49.60
--------------------------------------	---------------	-------

Maternal mortality	deaths per 100,000 live births	241.00
--------------------	--------------------------------	--------

Total fertility rate	births per woman	5.37
----------------------	------------------	------

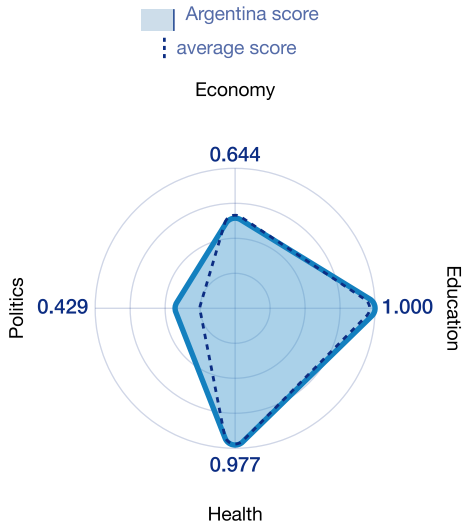
Indicator	0-1 (Equal rights)	Value
-----------	--------------------	-------

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.762	36th	0.756	33rd
Economic Participation and Opportunity	0.644	95th	0.635	102nd
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.977	41st	0.977	46th
Political Empowerment	0.429	26th	0.413	28th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	95th	0.644		-	Min	Max	-
Labour-force participation rate %	92nd	0.709		-20.67	50.48	71.15	0-100
Wage equality for similar work 1-7 (best)	93rd	0.602		-	-	-	-
Estimated earned income intl \$ 1,000	106th	0.554		-12.40	15.39	27.79	0-150
Legislators, senior officials and managers %	84th	0.486		-34.61	32.69	67.31	0-100
Professional and technical workers %	1st	1.000		2.87	48.57	51.43	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	1st	1.000		4.77	107.79	112.56	0-200
Enrolment in tertiary education %	1st	1.000		52.85	73.15	126.00	0-200
Health and Survival	41st	0.977		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	52nd	1.051		-	-	-	-
Political Empowerment	26th	0.429		-	-	-	-
Women in parliament %	14th	0.812		-10.40	44.80	55.20	0-100
Women in ministerial positions %	64th	0.286		-55.56	22.22	77.78	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

2023

General indicators

Indicator	Unit			Value
GDP	US\$ billions			487.23
GDP per capita	constant '17, intl. \$ 1000			21.53
Population sex ratio	female/male			1.02
Population growth rate	%			0.95
Indicator	Million people	◆ Female	◆ Male	Value
Total population		22.98	22.53	45.51

Work participation and leadership

Indicator	Unit			Value
Gender pay gap	% (OECD countries only)			6.25
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			7.90
Firms with female top managers	% firms			8.00
Share of workers in informal sector	% workers			48.90

Indicator 1-7 (best)

Indicator	Unit			Value
Advancement of women to leadership roles				4.56

Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	10.05	8.08	8.95

Indicator	Unit	◆ Female	◆ Male	Value
Workers employed part-time	% of employed people	53.31	29.93	40.02

Indicator	Unit	◆ Female	◆ Male	Value
Proportion of time spent on unpaid domestic and care work	%	23.42	9.25	n. a.

Indicator	Unit	◆ Female	◆ Male	Value
Labour-force	Million people	5.15	6.58	11.73

Access to finance

Indicator	Unit	Value
Access to financial services	0-1 (Equal rights)	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	1947
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	43.10

Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	

Indicator	Unit	Value
Access to justice	0-1 (Equal rights)	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	12.54
Early marriage	%	12.90
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights ◆	

Indicator	Days	◆ Female	◆ Male	Value
Length of parental leave		90.00	2.00	0

Education and skills

Graduates	Attainment %	◆ Female	◆ Male	Parity
-----------	--------------	----------	--------	--------

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		24.13	10.30	17.12
-----------------------------------	--	-------	-------	-------

Health

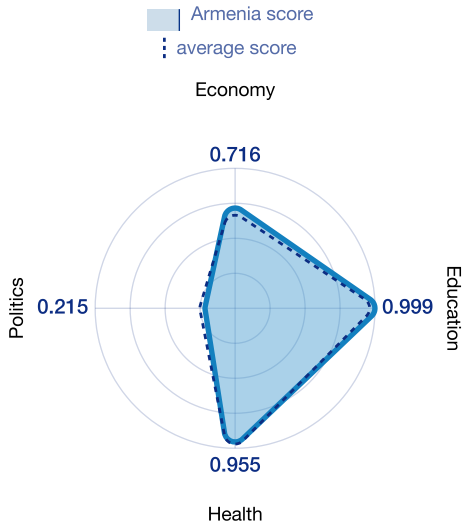
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	n. a.
Births attended by skilled personnel	% live births	98.80
Maternal mortality	deaths per 100,000 live births	39.00
Total fertility rate	births per woman	1.91

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.721	61st	0.698	89th
Economic Participation and Opportunity	0.716	52nd	0.669	84th
Educational Attainment	0.999	35th	1.000	28th
Health and Survival	0.955	139th	0.954	139th
Political Empowerment	0.215	71st	0.170	89th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	52nd	0.716		-	Min	Max	-
Labour-force participation rate %	26th	0.874		-9.04	62.80	71.84	0-100
Wage equality for similar work 1-7 (best)	35th	0.708		-	-	-	-
Estimated earned income int'l \$ 1,000	83rd	0.627		-6.66	11.20	17.86	0-150
Legislators, senior officials and managers %	93rd	0.422		-40.69	29.65	70.35	0-100
Professional and technical workers %	1st	1.000		17.86	41.07	58.93	0-100
Educational Attainment	35th	0.999		-	-	-	-
Literacy rate %	57th	0.999		-	-	-	-
Enrolment in primary education %	75th	0.998		-0.16	89.25	89.41	0-100
Enrolment in secondary education %	1st	1.000		2.66	87.66	90.31	0-200
Enrolment in tertiary education %	1st	1.000		20.27	46.01	66.28	0-200
Health and Survival	139th	0.955		-	-	-	-
Sex ratio at birth** %	143rd	0.909		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	71st	0.215		-	-	-	-
Women in parliament %	38th	0.550		-29.00	35.50	64.50	0-100
Women in ministerial positions %	98th	0.182		-69.23	15.39	84.62	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	13.86		
GDP per capita	constant '17, intl. \$ 1000	14.19		
Population sex ratio	female/male	1.22		
Population growth rate	%	-0.52		
Indicator	Million people	◆ Female	◆ Male	Value
Total population		1.53	1.25	2.78

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries 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	50.20

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		5.09

Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	7.82	13.54	10.59
Workers employed part-time	% of employed people	18.13	13.63	16.04
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.77	0.70	1.46

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	1918
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	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	12.50
Early marriage	%	4.80
Mean age of women at birth of first child	years	25.20
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	660.00

Education and skills

Graduates	Attainment %	◆ Female	◆ Male	Parity
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		10.00	10.78	0.93
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	◆ Female	◆ Male	Value
Graduates from tertiary education		58.18	37.07	46.84

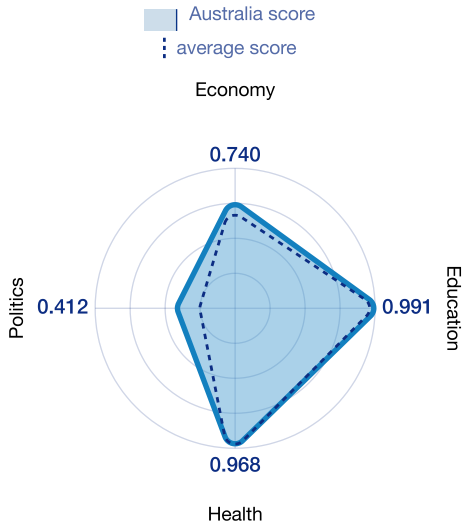
Health

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	1.57
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.778	26th	0.738	43rd
Economic Participation and Opportunity	0.740	38th	0.741	38th
Educational Attainment	0.991	78th	0.985	87th
Health and Survival	0.968	89th	0.968	90th
Political Empowerment	0.412	29th	0.258	50th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	38th	0.740		-	Min	Max	-
Labour-force participation rate %	30th	0.867		-9.41	61.23	70.64	0-100
Wage equality for similar work 1-7 (best)	53rd	0.664		-	-	-	-
Estimated earned income int'l \$ 1,000	71st	0.643		-21.69	39.01	60.69	0-150
Legislators, senior officials and managers %	39th	0.658		-20.60	39.70	60.30	0-100
Professional and technical workers %	1st	1.000		16.57	41.71	58.29	0-100
Educational Attainment	78th	0.991		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	70th	0.999		-0.12	98.48	98.60	0-100
Enrolment in secondary education %	112th	0.962		-5.16	131.81	136.97	0-200
Enrolment in tertiary education %	1st	1.000		37.25	95.91	133.16	0-200
Health and Survival	89th	0.968		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	98th	1.023		-	-	-	-
Political Empowerment	29th	0.412		-	-	-	-
Women in parliament %	31st	0.623		-23.20	38.40	61.60	0-100
Women in ministerial positions %	19th	0.769		-13.04	43.48	56.52	0-100
Years with female/male head of state (last 50)	46th	0.064		-43.98	3.01	46.99	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	1,552.67
GDP per capita	constant '17, intl. \$ 1000	49.77
Population sex ratio	female/male	1.01
Population growth rate	%	0.13

Indicator	Million people	Female	Male	Value
Total population		13.18	13.00	26.18

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	15.31
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	26.10

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.20

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.70	3.87	3.79

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	58.59	35.80	46.57

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		5.60	6.26	11.86

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	n. a.
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	56.60

Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	

Indicator	0-1 (Equal rights)	Value
Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Public spending on family benefits	% GDP	2.34
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.60
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		0	14.00	126.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
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	13.99	17.12	0.82
---------------------	-------	-------	------

PhD graduates	1.38	1.78	1.58
---------------	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		79.19	55.44	67.13

Health

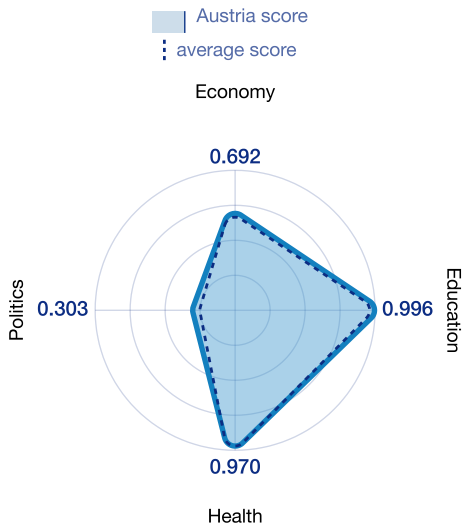
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	16.90
Births attended by skilled personnel	% live births	98.80
Maternal mortality	deaths per 100,000 live births	6.00
Total fertility rate	births per woman	1.58

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.740	47th	0.781	21st
Economic Participation and Opportunity	0.692	74th	0.673	81st
Educational Attainment	0.996	55th	0.994	61st
Health and Survival	0.970	77th	0.970	82nd
Political Empowerment	0.303	48th	0.487	16th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	74th	0.692		-	Min	Max	-
Labour-force participation rate %	44th	0.844		-10.34	56.09	66.43	0-100
Wage equality for similar work 1-7 (best)	79th	0.616		-	-	-	-
Estimated earned income int'l \$ 1,000	92nd	0.605		-26.77	40.94	67.71	0-150
Legislators, senior officials and managers %	67th	0.549		-29.10	35.45	64.55	0-100
Professional and technical workers %	73rd	0.971		-1.49	49.26	50.74	0-100
Educational Attainment	55th	0.996		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.14	99.67	99.81	0-100
Enrolment in secondary education %	100th	0.982		-1.87	99.41	101.28	0-200
Enrolment in tertiary education %	1st	1.000		18.78	78.14	96.92	0-200
Health and Survival	77th	0.970		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	90th	1.028		-	-	-	-
Political Empowerment	48th	0.303		-	-	-	-
Women in parliament %	25th	0.678		-19.20	40.40	59.60	0-100
Women in ministerial positions %	56th	0.333		-50.00	25.00	75.00	0-100
Years with female/male head of state (last 50)	62nd	0.024		-47.69	1.16	48.84	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	480.37
GDP per capita	constant '17, intl. \$ 1000	54.12
Population sex ratio	female/male	1.03
Population growth rate	%	0.44

Indicator	Million people	Female	Male	Value
Total population		4.54	4.40	8.94

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	12.38
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	18.80
Share of workers in informal sector	% workers	6.00

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.07

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	4.85	5.26	5.06

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	64.13	34.49	48.37

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.95	2.20	4.15

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	3
Seats held in upper house	% total seats	41.00

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	2.51
Unmet family planning	% women 15-49	n. a.
Early marriage	%	2.80
Mean age of women at birth of first child	years	29.70

Indicator	0-1 (Equal rights)	Value
Right to divorce		Equal rights

Indicator	Days	Female	Male	Value
Length of parental leave		112.00	30.00	365.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		25.90	74.10	0.35

Graduates	Attainment %	Female	Male	Parity
Agri., Forestry, Fisheries & Veterinary		46.92	53.08	0.88

Graduates	Attainment %	Female	Male	Parity
Arts & Humanities		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Business, Admin. & Law		57.02	42.98	1.33

Graduates	Attainment %	Female	Male	Parity
Education		82.18	17.82	4.61

Graduates	Attainment %	Female	Male	Parity
Engineering, Manuf. & Construction		21.54	78.46	0.27

Graduates	Attainment %	Female	Male	Parity
Health & Welfare		69.31	30.69	2.26

Graduates	Attainment %	Female	Male	Parity
Information & Comm. Technologies		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		26.31	29.44	0.89

Graduates	Attainment %	Female	Male	Parity
PhD graduates		0.81	1.25	1.02

Graduates	%	Female	Male	Value
Graduates from tertiary education		46.12	30.31	37.93

Health

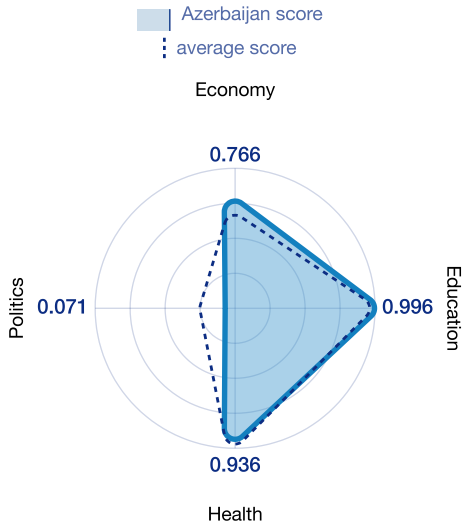
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	13.00
Births attended by skilled personnel	% live births	98.10
Maternal mortality	deaths per 100,000 live births	5.00
Total fertility rate	births per woman	1.44

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.692	97th	0.687	101st
Economic Participation and Opportunity	0.766	27th	0.744	36th
Educational Attainment	0.996	54th	0.995	55th
Health and Survival	0.936	146th	0.941	144th
Political Empowerment	0.071	134th	0.069	135th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	27th	0.766		-			-
Labour-force participation rate %	8th	0.916		-5.90	64.20	70.10	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	75th	0.637		-6.42	11.27	17.68	0-150
Legislators, senior officials and managers %	61st	0.567		-27.64	36.18	63.82	0-100
Professional and technical workers %	1st	1.000		15.93	42.04	57.96	0-100
Educational Attainment	54th	0.996		-	-	-	-
Literacy rate %	60th	0.999		-	-	-	-
Enrolment in primary education %	1st	1.000		0.47	88.55	89.02	0-100
Enrolment in secondary education %	98th	0.983		-1.56	92.85	94.40	0-200
Enrolment in tertiary education %	1st	1.000		6.83	35.02	41.86	0-200
Health and Survival	146th	0.936		-	-	-	-
Sex ratio at birth** %	146th	0.885		-	-	-	-
Healthy life expectancy** years	53rd	1.051		-	-	-	-
Political Empowerment	134th	0.071		-	-	-	-
Women in parliament %	106th	0.229		-62.80	18.60	81.40	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)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	54.62
GDP per capita	constant '17, intl. \$ 1000	14.43
Population sex ratio	female/male	1.03
Population growth rate	%	0.44

Indicator	Million people	Female	Male	Value
Total population		5.25	5.11	10.36

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries 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	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	7.08	4.97	6.00

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	24.15	14.96	19.40

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		2.30	2.38	4.68

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	1918
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	24.00

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		126.00	0	1.04

Education and skills

Graduates	Attainment %	Female	Male	Parity
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	14.15	13.54	1.05
---------------------	-------	-------	------

PhD graduates	n. a.	n. a.	n. a.
---------------	-------	-------	-------

Graduates	%	Female	Male	Value
Graduates from tertiary education		24.16	22.28	23.18

Health

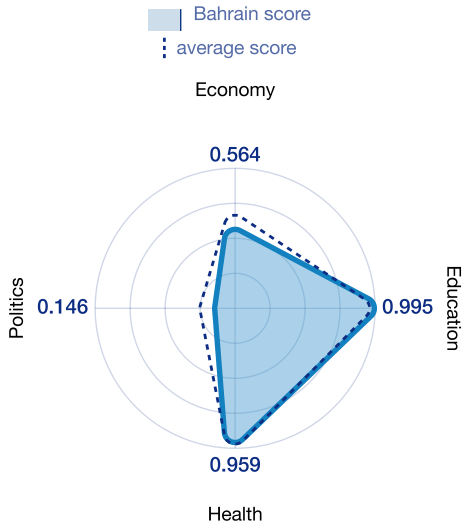
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	13.50
Births attended by skilled personnel	% live births	99.90
Maternal mortality	deaths per 100,000 live births	26.00
Total fertility rate	births per woman	1.70

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.666	113th	0.632	131st
Economic Participation and Opportunity	0.564	122nd	0.507	131st
Educational Attainment	0.995	57th	0.995	54th
Health and Survival	0.959	136th	0.959	134th
Political Empowerment	0.146	99th	0.066	137th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	122nd	0.564		-	Min	Max	-
Labour-force participation rate %	128th	0.501		-43.40	43.54	86.94	0-100
Wage equality for similar work 1-7 (best)	23rd	0.728		-	-	-	-
Estimated earned income int'l \$ 1,000	82nd	0.628		-21.39	36.13	57.53	0-150
Legislators, senior officials and managers %	116th	0.275		-56.88	21.56	78.44	0-100
Professional and technical workers %	120th	0.483		-34.84	32.58	67.42	0-100
Educational Attainment	57th	0.995		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	86th	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		34.24	48.94	83.18	0-200
Health and Survival	136th	0.959		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	142nd	0.993		-	-	-	-
Political Empowerment	99th	0.146		-	-	-	-
Women in parliament %	96th	0.250		-60.00	20.00	80.00	0-100
Women in ministerial positions %	66th	0.278		-56.52	21.74	78.26	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	38.87		
GDP per capita	constant '17, intl. \$ 1000	49.39		
Population sex ratio	female/male	0.61		
Population growth rate	%	-0.97		
Indicator	Million people	Female	Male	Value
Total population		0.56	0.91	1.47

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	n. a.

Indicator 1-7 (best)

Indicator	Value
Advancement of women to leadership roles	5.51

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	n. a.	n. a.	n. a.
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.

Indicator	Million people	Female	Male	Value
Labour-force		0.15	0.55	0.70

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	1951, 1973, 2002
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	25.00

Indicator Yes/No

Indicator	Value
Election list quotas for women, national	n. a.
Party membership quotas, voluntary	n. a.

Indicator 0-1 (Equal rights)

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	n. a.
Indicator	0-1 (Equal rights)	Value
Right to divorce	Unequal rights	◇

Indicator	Days	Female	Male	Value
Length of parental leave		60.00	1.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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	0.16
PhD graduates		0.22	0.29	0.26

Graduates	%	Female	Male	Value
Graduates from tertiary education		49.88	20.50	32.28

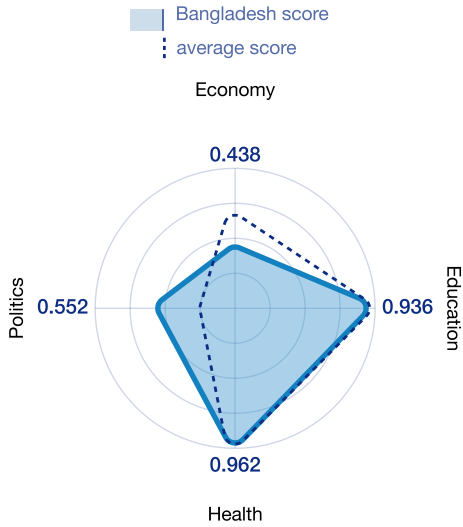
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	n. a.
Births attended by skilled personnel	% live births	99.60
Maternal mortality	deaths per 100,000 live births	14.00
Total fertility rate	births per woman	1.83
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.722	59th	0.714	71st
Economic Participation and Opportunity	0.438	139th	0.427	141st
Educational Attainment	0.936	122nd	0.923	123rd
Health and Survival	0.962	126th	0.962	129th
Political Empowerment	0.552	7th	0.546	9th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	139th	0.438		-	Min	Max	-
Labour-force participation rate %	132nd	0.451		-44.32	36.35	80.67	0-100
Wage equality for similar work 1-7 (best)	102nd	0.588		-	-	-	-
Estimated earned income int'l \$ 1,000	129th	0.438		-4.64	3.61	8.25	0-150
Legislators, senior officials and managers %	136th	0.120		-78.52	10.74	89.26	0-100
Professional and technical workers %	125th	0.421		-40.70	29.65	70.35	0-100
Educational Attainment	122nd	0.936		-	-	-	-
Literacy rate %	109th	0.925		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	1st	1.000		21.09	65.19	86.27	0-200
Enrolment in tertiary education %	116th	0.833		-4.56	22.78	27.34	0-200
Health and Survival	126th	0.962		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	136th	1.002		-	-	-	-
Political Empowerment	7th	0.552		-	-	-	-
Women in parliament %	91st	0.264		-58.20	20.90	79.10	0-100
Women in ministerial positions %	123rd	0.111		-80.00	10.00	90.00	0-100
Years with female/male head of state (last 50)	1st	1.000		8.61	20.69	29.31	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	416.26
GDP per capita	constant '17, intl. \$ 1000	5.91
Population sex ratio	female/male	1.02
Population growth rate	%	1.15

Indicator	Million people	Female	Male	Value
Total population		86.33	84.86	171.19

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	2.50
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		4.12

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	6.78	3.49	4.55

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	40.69	10.06	19.45

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		16.32	36.18	52.50

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	1937, 1972
Number of female heads of state to date	number	2
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	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	13.69
Early marriage	%	45.20
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Unequal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		112.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
-----------	--------------	--------	------	--------

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	0.39
---------------------	--	------	------	------

PhD graduates		0.17	0.32	0.25
---------------	--	------	------	------

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	59.00
--------------------------------------	---------------	-------

Maternal mortality	deaths per 100,000 live births	173.00
--------------------	--------------------------------	--------

Total fertility rate	births per woman	2.00
----------------------	------------------	------

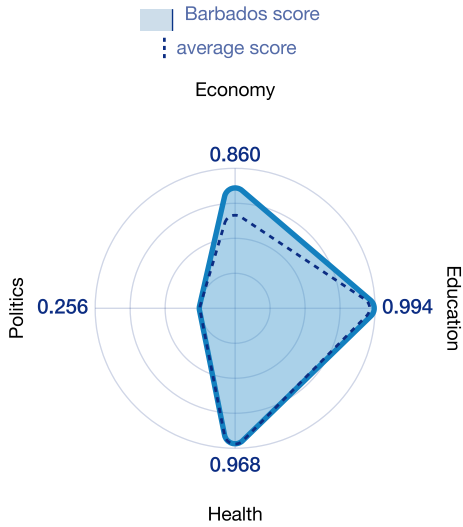
Indicator	0-1 (Equal rights)	Value
-----------	--------------------	-------

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.769	31st	0.765	30th
Economic Participation and Opportunity	0.860	4th	0.832	3rd
Educational Attainment	0.994	65th	0.993	67th
Health and Survival	0.968	92nd	0.968	92nd
Political Empowerment	0.256	58th	0.266	49th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	4th	0.860		-	Min	Max	-
Labour-force participation rate %	12th	0.896		-6.84	59.03	65.87	0-100
Wage equality for similar work 1-7 (best)	33rd	0.712		-	-	-	-
Estimated earned income int'l \$ 1,000	5th	0.881		-1.74	12.92	14.66	0-150
Legislators, senior officials and managers %	13th	0.971		-1.46	49.27	50.73	0-100
Professional and technical workers %	1st	1.000		15.33	42.33	57.66	0-100
Educational Attainment	65th	0.994		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	93rd	0.988		-1.15	95.13	96.28	0-100
Enrolment in secondary education %	1st	1.000		2.67	104.17	106.84	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	58th	0.256		-	-	-	-
Women in parliament %	74th	0.364		-46.60	26.70	73.30	0-100
Women in ministerial positions %	56th	0.333		-50.00	25.00	75.00	0-100
Years with female/male head of state (last 50)	27th	0.137		-37.97	6.02	43.98	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit			Value
GDP	US\$ billions			4.84
GDP per capita	constant '17, intl. \$ 1000			13.75
Population sex ratio	female/male			1.09
Population growth rate	%			0.18
Indicator	Million people	◆ Female	◆ Male	Value
Total population		0.15	0.14	0.28

Work participation and leadership

Indicator	Unit			Value
Gender pay gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			n. a.
Firms with female top managers	% firms			n. a.
Share of workers in informal sector	% workers			62.00
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				5.10

Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	7.48	9.93	8.71
Workers employed part-time	% of employed people	11.69	9.52	10.60
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.06	0.06	0.12

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	1950
Number of female heads of state to date	number	3
Seats held in upper house	% total seats	42.10

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	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			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce				Equal rights ◆
Indicator	Days	◆ Female	◆ Male	Value
Length of parental leave		84.00	0	0

Education and skills

Graduates	Attainment %	◆ Female	◆ Male	Parity
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.

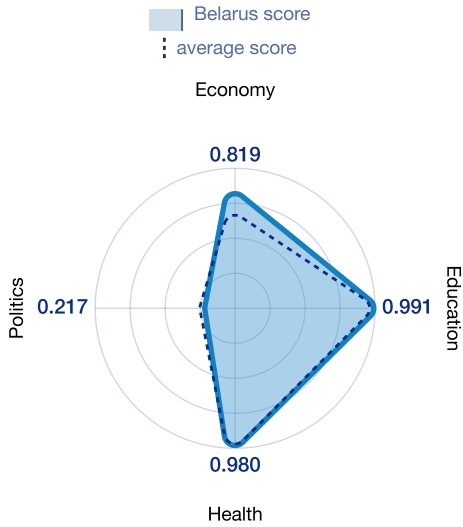
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	n. a.
Births attended by skilled personnel	% live births	98.40
Maternal mortality	deaths per 100,000 live births	27.00
Total fertility rate	births per woman	1.63
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.752	41st	0.750	36th
Economic Participation and Opportunity	0.819	7th	0.818	4th
Educational Attainment	0.991	75th	0.990	77th
Health and Survival	0.980	1st	0.977	44th
Political Empowerment	0.217	69th	0.216	69th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	7th	0.819		-	Min	Max	-
Labour-force participation rate %	24th	0.878		-9.14	65.77	74.91	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	87th	0.618		-9.52	15.37	24.89	0-150
Legislators, senior officials and managers %	15th	0.893		-5.65	47.18	52.82	0-100
Professional and technical workers %	1st	1.000		40.31	29.85	70.15	0-100
Educational Attainment	75th	0.991		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	92nd	0.988		-1.09	93.04	94.13	0-100
Enrolment in secondary education %	96th	0.985		-1.59	103.83	105.42	0-200
Enrolment in tertiary education %	1st	1.000		11.32	76.74	88.06	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	69th	0.217		-	-	-	-
Women in parliament %	26th	0.667		-20.00	40.00	60.00	0-100
Women in ministerial positions %	138th	0.043		-91.67	4.17	95.83	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	68.21		
GDP per capita	constant '17, intl. \$ 1000	19.75		
Population sex ratio	female/male	1.17		
Population growth rate	%	-0.42		
Indicator	Million people	Female	Male	Value
Total population		5.14	4.39	9.54

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries 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)

Indicator	Unit	Value
Advancement of women to leadership roles		n. a.

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.06	4.70	3.88

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	23.77	7.96	15.83

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	19.17	9.51	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		2.34	2.32	4.66

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)

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	17.50
Early marriage	%	8.40
Mean age of women at birth of first child	years	26.80
Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		126.00	0	1.10

Education and skills

Graduates	Attainment %	Female	Male	Parity
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		16.50	20.05	0.82
PhD graduates		0.26	0.35	0.30

Graduates	%	Female	Male	Value
Graduates from tertiary education		76.91	58.09	67.23

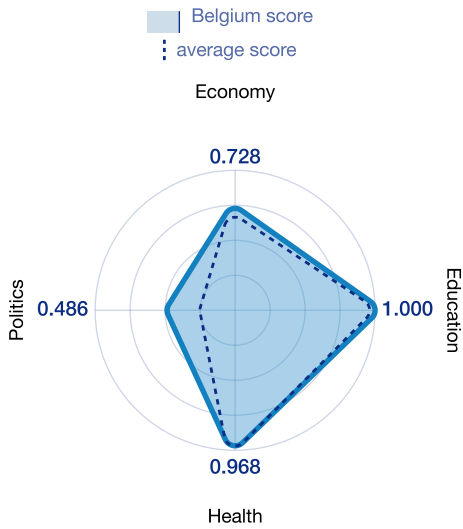
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	25.00
Births attended by skilled personnel	% live births	99.90
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.796	10th	0.793	14th
Economic Participation and Opportunity	0.728	44th	0.723	52nd
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.968	91st	0.968	91st
Political Empowerment	0.486	16th	0.480	18th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	44th	0.728		-	Min	Max	-
Labour-force participation rate %	42nd	0.847		-9.07	50.04	59.11	0-100
Wage equality for similar work 1-7 (best)	48th	0.677		-	-	-	-
Estimated earned income int'l \$ 1,000	63rd	0.665		-20.87	41.43	62.30	0-150
Legislators, senior officials and managers %	68th	0.548		-29.18	35.41	64.59	0-100
Professional and technical workers %	1st	1.000		4.13	47.94	52.07	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		1.21	98.27	99.48	0-100
Enrolment in secondary education %	1st	1.000		18.57	142.54	161.11	0-200
Enrolment in tertiary education %	1st	1.000		23.90	69.26	93.16	0-200
Health and Survival	91st	0.968		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	101st	1.022		-	-	-	-
Political Empowerment	16th	0.486		-	-	-	-
Women in parliament %	18th	0.745		-14.60	42.70	57.30	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)	65th	0.019		-48.14	0.93	49.07	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	594.1
GDP per capita	constant '17, intl. \$ 1000	51.74
Population sex ratio	female/male	1.02
Population growth rate	%	0.47

Indicator	Million people	Female	Male	Value
Total population		5.90	5.76	11.66

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries 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	3.30

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.00

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	5.30	5.90	5.60

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	56.20	30.98	42.82

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	15.90	10.07	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		2.29	2.58	4.87

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	1919, 1948
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	45.00

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	2.77
Unmet family planning	% women 15-49	n. a.
Early marriage	%	2.20
Mean age of women at birth of first child	years	29.20

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		105.00	21.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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		22.02	26.44	0.83
PhD graduates		0.43	0.79	0.60

Graduates	%	Female	Male	Value
Graduates from tertiary education		69.00	43.33	55.81

Health

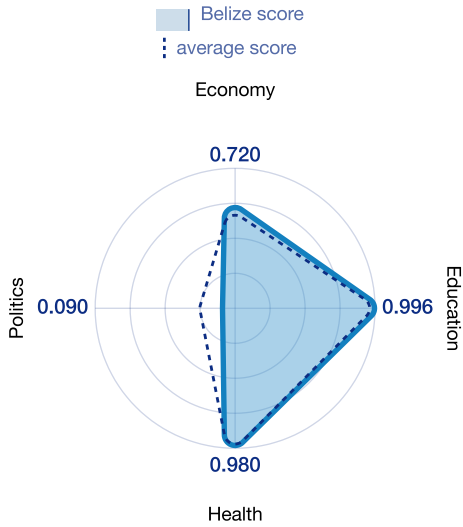
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	24.00
Births attended by skilled personnel	% live births	n. a.
Maternal mortality	deaths per 100,000 live births	5.00
Total fertility rate	births per woman	1.55

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.696	89th	0.695	95th
Economic Participation and Opportunity	0.720	49th	0.727	48th
Educational Attainment	0.996	52nd	0.997	45th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.090	126th	0.075	133rd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	49th	0.720		-	Min	Max	-
Labour-force participation rate %	114th	0.642		-27.05	48.56	75.61	0-100
Wage equality for similar work 1-7 (best)	-	-		-	-	-	-
Estimated earned income int'l \$ 1,000	54th	0.682		-3.31	7.10	10.41	0-150
Legislators, senior officials and managers %	41st	0.650		-21.19	39.42	60.61	0-100
Professional and technical workers %	1st	1.000		1.60	49.20	50.80	0-100
Educational Attainment	52nd	0.996		-	-	-	-
Literacy rate %	-	-		-	-	-	-
Enrolment in primary education %	82nd	0.994		-0.58	91.35	91.93	0-100
Enrolment in secondary education %	1st	1.000		2.55	86.97	89.52	0-200
Enrolment in tertiary education %	1st	1.000		11.64	17.42	29.06	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	126th	0.090		-	-	-	-
Women in parliament %	116th	0.185		-68.80	15.60	84.40	0-100
Women in ministerial positions %	113th	0.133		-76.47	11.77	88.24	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

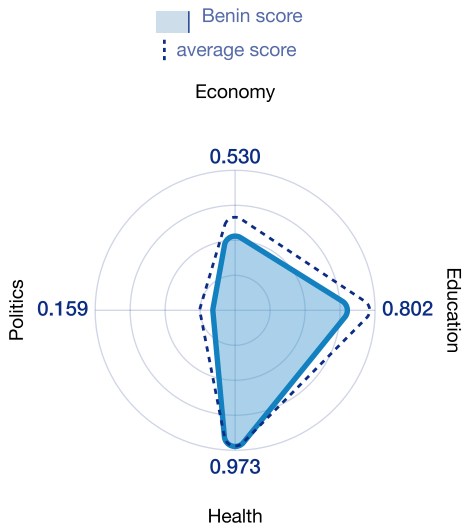
General indicators				
Indicator	Unit		Value	
GDP	US\$ billions		2.49	
GDP per capita	constant '17, intl. \$ 1000		8.76	
Population sex ratio	female/male		0.99	
Population growth rate	%		1.29	
Indicator	Million people	◆ Female	◆ Male	Value
Total population		0.20	0.20	0.41
Work participation and leadership				
Indicator	Unit		Value	
Gender pay gap	% (OECD countries only)		n. a.	
Share of women's membership in boards	% (OECD countries only)		n. a.	
Firms with female majority ownership	% firms		n. a.	
Firms with female top managers	% firms		n. a.	
Share of workers in informal sector	% workers		n. a.	
Indicator	1-7 (best)		Value	
Advancement of women to leadership roles			n. a.	
Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	15.44	7.03	10.43
Workers employed part-time	% of employed people	44.38	34.75	38.39
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.06	0.09	0.14
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		1954, 1981	
Number of female heads of state to date	number		0	
Seats held in upper house	% total seats		42.90	
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			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		22.25	
Early marriage	%		17.50	
Mean age of women at birth of first child	years		n. a.	
Indicator	0-1 (Equal rights)		Value	
Right to divorce			Equal rights ◆	
Indicator	Days	◆ Female	◆ Male	Value
Length of parental leave		98.00	0	0
Education and skills				
Graduates	Attainment %	◆ Female	◆ Male	Parity
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		3.27	3.71	0.88
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		94.60	
Maternal mortality	deaths per 100,000 live births		36.00	
Total fertility rate	births per woman		2.00	
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.616	138th	0.612	138th
Economic Participation and Opportunity	0.530	129th	0.596	114th
Educational Attainment	0.802	139th	0.790	138th
Health and Survival	0.973	61st	0.973	65th
Political Empowerment	0.159	92nd	0.090	126th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	129th	0.530		-	Min	Max	-
Labour-force participation rate %	63rd	0.812		-13.11	56.62	69.73	0-100
Wage equality for similar work 1-7 (best)	61st	0.651		-	-	-	-
Estimated earned income int'l \$ 1,000	115th	0.516		-2.12	2.26	4.38	0-150
Legislators, senior officials and managers %	129th	0.159		-72.51	13.75	86.25	0-100
Professional and technical workers %	138th	0.235		-61.97	19.02	80.98	0-100
Educational Attainment	139th	0.802		-	-	-	-
Literacy rate %	140th	0.615		-	-	-	-
Enrolment in primary education %	104th	0.940		-5.72	90.38	96.09	0-100
Enrolment in secondary education %	134th	0.832		-8.80	43.45	52.25	0-200
Enrolment in tertiary education %	131st	0.514		-7.09	7.51	14.60	0-200
Health and Survival	61st	0.973		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	71st	1.039		-	-	-	-
Political Empowerment	92nd	0.159		-	-	-	-
Women in parliament %	79th	0.346		-48.60	25.70	74.30	0-100
Women in ministerial positions %	86th	0.211		-65.22	17.39	82.61	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	17.14
GDP per capita	constant '17, intl. \$ 1000	3.32
Population sex ratio	female/male	1.00
Population growth rate	%	2.76

Indicator	Million people	Female	Male	Value
Total population		6.66	6.69	13.35

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries 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		4.79

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	1.79	1.28	1.52

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	n. a.	n. a.	n. a.

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.47	1.67	3.15

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	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	32.30
Early marriage	%	16.60
Mean age of women at birth of first child	years	n. a.

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	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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		0.99	2.07	0.48
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

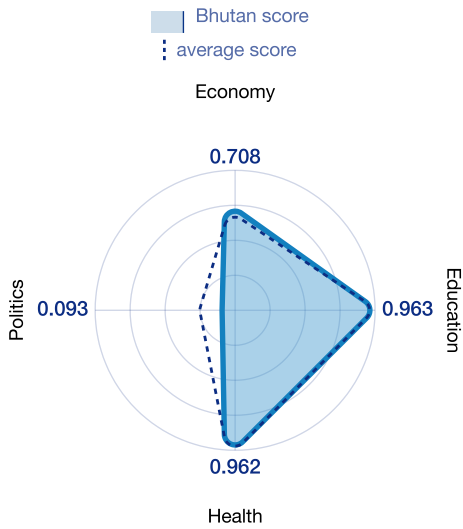
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	68.60
Births attended by skilled personnel	% live births	78.10
Maternal mortality	deaths per 100,000 live births	397.00
Total fertility rate	births per woman	5.05

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.682	103rd	0.637	126th
Economic Participation and Opportunity	0.708	59th	0.537	126th
Educational Attainment	0.963	109th	0.955	111th
Health and Survival	0.962	122nd	0.962	125th
Political Empowerment	0.093	125th	0.093	125th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	59th	0.708		-	Min	Max	-
Labour-force participation rate %	15th	0.893		-7.80	65.30	73.10	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	48th	0.690		-3.96	8.81	12.77	0-150
Legislators, senior officials and managers %	38th	0.659		-20.58	39.72	60.29	0-100
Professional and technical workers %	119th	0.498		-33.51	33.25	66.75	0-100
Educational Attainment	109th	0.963		-	-	-	-
Literacy rate %	125th	0.807		-	-	-	-
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		0.66	22.96	23.62	0-200
Health and Survival	122nd	0.962		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	132nd	1.004		-	-	-	-
Political Empowerment	125th	0.093		-	-	-	-
Women in parliament %	110th	0.211		-65.20	17.40	82.60	0-100
Women in ministerial positions %	123rd	0.111		-80.00	10.00	90.00	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	2.54
GDP per capita	constant '17, intl. \$ 1000	10.91
Population sex ratio	female/male	0.89
Population growth rate	%	0.64

Indicator	Million people	Female	Male	Value
Total population		0.37	0.41	0.78

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries 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	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	6.43	3.94	5.17

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	9.91	4.14	6.90

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	15.00	5.90	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.15	0.16	0.31

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	1953, 2008
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	16.00

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	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	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Restricted rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		60.00	14.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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

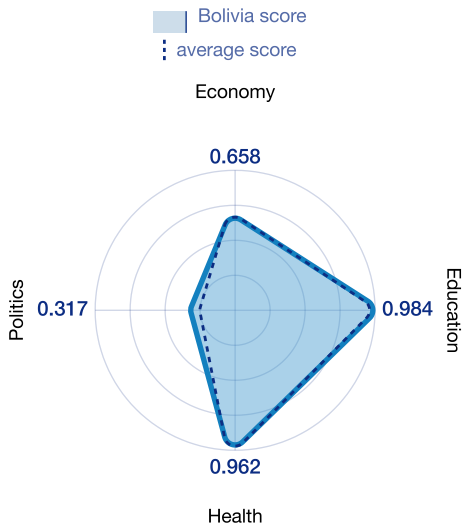
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	26.50
Births attended by skilled personnel	% live births	96.30
Maternal mortality	deaths per 100,000 live births	183.00
Total fertility rate	births per woman	1.43

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.730	56th	0.734	51st
Economic Participation and Opportunity	0.658	90th	0.642	97th
Educational Attainment	0.984	92nd	0.980	91st
Health and Survival	0.962	125th	0.962	128th
Political Empowerment	0.317	42nd	0.352	36th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	90th	0.658		-	Min	Max	-
Labour-force participation rate %	50th	0.840		-13.53	71.21	84.74	0-100
Wage equality for similar work 1-7 (best)	114th	0.539		-	-	-	-
Estimated earned income int'l \$ 1,000	80th	0.628		-3.67	6.21	9.88	0-150
Legislators, senior officials and managers %	72nd	0.542		-29.68	35.16	64.84	0-100
Professional and technical workers %	89th	0.853		-7.91	46.04	53.96	0-100
Educational Attainment	92nd	0.984		-	-	-	-
Literacy rate %	106th	0.929		-	-	-	-
Enrolment in primary education %	1st	1.000		0.46	95.59	96.05	0-100
Enrolment in secondary education %	82nd	0.996		-0.33	91.84	92.17	0-200
Enrolment in tertiary education %	-	-	-	-	-	-	-
Health and Survival	125th	0.962		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	135th	1.002		-	-	-	-
Political Empowerment	42nd	0.317		-	-	-	-
Women in parliament %	10th	0.859		-7.60	46.20	53.80	0-100
Women in ministerial positions %	109th	0.143		-75.00	12.50	87.50	0-100
Years with female/male head of state (last 50)	59th	0.034		-46.68	1.66	48.34	0-50

Complementary Targets and Contextual Indicators

2023

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			40.41
GDP per capita	constant '17, intl. \$ 1000			8.05
Population sex ratio	female/male			0.99
Population growth rate	%			1.19
Indicator	Million people	◆ Female	◆ Male	Value
Total population		6.10	6.13	12.22
Work participation and leadership				
Indicator	Unit			Value
Gender pay gap	% (OECD countries 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			81.50
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				3.63
Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	6.12	4.86	5.45
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.
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		2.43	2.73	5.16
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			1938, 1952
Number of female heads of state to date	number			2
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			23.20
Early marriage	%			12.00
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce				Equal rights ◆
Indicator	Days	◆ Female	◆ Male	Value
Length of parental leave		90.00	3.00	0
Education and skills				
Graduates	Attainment %	◆ Female	◆ Male	Parity
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		28.21	29.04	0.97
PhD graduates		0.07	0.17	0.12
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			81.10
Maternal mortality	deaths per 100,000 live births			155.00
Total fertility rate	births per woman			2.65
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 2023 Edition

■ Bosnia and Herzegovina score
⋮ average score



Overview

Index and Subindex

Global Gender Gap Index

	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.698	86th	0.710	73rd
Economic Participation and Opportunity	0.601	112th	0.589	116th
Educational Attainment	0.980	98th	0.974	100th
Health and Survival	0.970	74th	0.975	53rd
Political Empowerment	0.240	65th	0.302	44th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	◆ Female vs ◆ Male		Min Max
					Min	Max	
Economic Participation and Opportunity	112th	0.601		-	Min	Max	-
Labour-force participation rate %	106th	0.659		-21.03	40.64	61.67	0-100
Wage equality for similar work 1-7 (best)	109th	0.556		-	-	-	-
Estimated earned income int'l \$ 1,000	98th	0.581		-8.34	11.56	19.90	0-150
Legislators, senior officials and managers %	111th	0.319		-51.64	24.18	75.82	0-100
Professional and technical workers %	1st	1.000		1.57	49.22	50.78	0-100
Educational Attainment	98th	0.980		-	-	-	-
Literacy rate %	88th	0.974		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	106th	0.974		-0.01	0.49	0.51	0-200
Enrolment in tertiary education %	1st	1.000		17.32	30.84	48.16	0-200
Health and Survival	74th	0.970		-	-	-	-
Sex ratio at birth** %	131st	0.936		-	-	-	-
Healthy life expectancy** years	59th	1.046		-	-	-	-
Political Empowerment	65th	0.240		-	-	-	-
Women in parliament %	102nd	0.236		-61.80	19.10	80.90	0-100
Women in ministerial positions %	114th	0.125		-77.78	11.11	88.89	0-100
Years with female/male head of state (last 50)	13th	0.308		-26.48	11.76	38.24	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	23.37		
GDP per capita	constant '17, intl. \$ 1000	15.66		
Population sex ratio	female/male	1.03		
Population growth rate	%	-1.44		
Indicator	Million people	Female	Male	Value
Total population		1.64	1.59	3.23

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries 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	20.70

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		3.81

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	16.13	10.98	13.08
Workers employed part-time	% of employed people	20.82	9.93	14.22
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.57	0.80	1.37

Access to finance

Indicator	Unit	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	1949
Number of female heads of state to date	number	4
Seats held in upper house	% total seats	20.00

Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	

Indicator	Unit	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	27.70
Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		365.00	9.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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		21.07	23.40	0.90
PhD graduates		0.13	0.24	0.18

Graduates	%	Female	Male	Value
Graduates from tertiary education		34.58	22.09	28.14

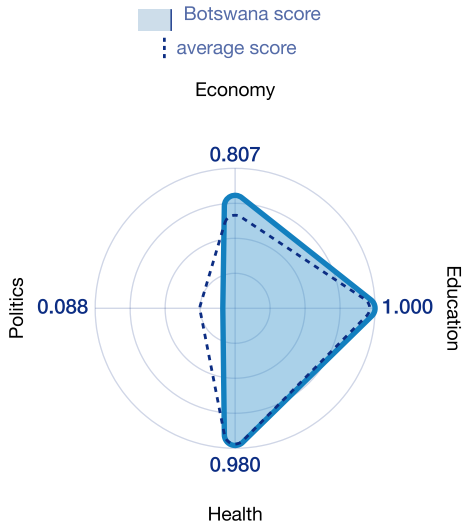
Health

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	1.36
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.719	64th	0.719	66th
Economic Participation and Opportunity	0.807	9th	0.810	7th
Educational Attainment	1.000	1st	1.000	22nd
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.088	127th	0.085	129th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	9th	0.807		-	Min	Max	-
Labour-force participation rate %	34th	0.862		-9.65	60.06	69.71	0-100
Wage equality for similar work 1-7 (best)	83rd	0.614		-	-	-	-
Estimated earned income int'l \$ 1,000	17th	0.793		-3.44	13.14	16.58	0-150
Legislators, senior officials and managers %	1st	1.000		16.96	41.52	58.48	0-100
Professional and technical workers %	1st	1.000		7.40	46.30	53.70	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		1.71	90.21	91.92	0-100
Enrolment in secondary education %	1st	1.000		7.88	69.70	77.58	0-200
Enrolment in tertiary education %	1st	1.000		11.11	19.23	30.35	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	127th	0.088		-	-	-	-
Women in parliament %	128th	0.125		-77.80	11.10	88.90	0-100
Women in ministerial positions %	88th	0.200		-66.67	16.67	83.33	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	17.61
GDP per capita	constant '17, intl. \$ 1000	14.84
Population sex ratio	female/male	1.03
Population growth rate	%	1.64

Indicator	Million people	Female	Male	Value
Total population		1.33	1.30	2.63

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	75.00

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.42

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	26.63	22.06	24.32

Indicator	Unit	Value
Workers employed part-time	% of employed people	n. a.

Indicator	Unit	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.44	0.45	0.89

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	1965
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	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	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Uneven rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		84.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
-----------	--------------	--------	------	--------

STEM Graduates		n. a.	n. a.	n. a.
----------------	--	-------	-------	-------

Agri., Forestry, Fisheries & Veterinary		57.96	42.04	1.38
---	--	-------	-------	------

Arts & Humanities		56.00	44.00	1.27
-------------------	--	-------	-------	------

Business, Admin. & Law		n. a.	n. a.	n. a.
------------------------	--	-------	-------	-------

Education		70.59	29.41	2.40
-----------	--	-------	-------	------

Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
------------------------------------	--	-------	-------	-------

Health & Welfare		70.04	29.96	2.34
------------------	--	-------	-------	------

Information & Comm. Technologies		n. a.	n. a.	n. a.
----------------------------------	--	-------	-------	-------

Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
--	--	-------	-------	-------

Social Sci., Journalism & Information		n. a.	n. a.	n. a.
---------------------------------------	--	-------	-------	-------

Vocational training		n. a.	n. a.	n. a.
---------------------	--	-------	-------	-------

PhD graduates		n. a.	n. a.	n. a.
---------------	--	-------	-------	-------

Graduates	%	Female	Male	Value
-----------	---	--------	------	-------

Graduates from tertiary education		n. a.	n. a.	n. a.
-----------------------------------	--	-------	-------	-------

Health

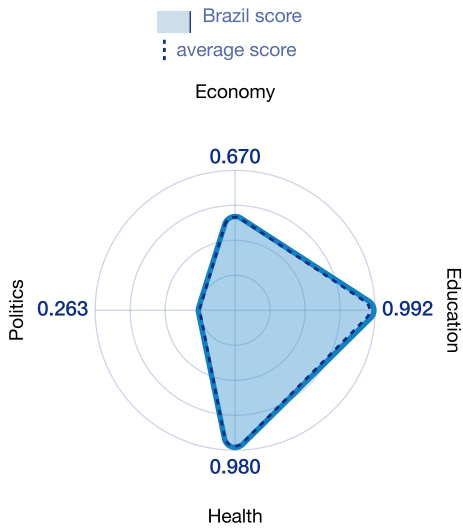
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	n. a.
Births attended by skilled personnel	% live births	99.80
Maternal mortality	deaths per 100,000 live births	144.00
Total fertility rate	births per woman	2.84

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.726	57th	0.696	94th
Economic Participation and Opportunity	0.670	86th	0.669	85th
Educational Attainment	0.992	73rd	1.000	1st
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.263	56th	0.136	104th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	86th	0.670		-	Min	Max	-
Labour-force participation rate %	89th	0.719		-20.50	52.37	72.87	0-100
Wage equality for similar work 1-7 (best)	110th	0.556		-	-	-	-
Estimated earned income int'l \$ 1,000	81st	0.628		-6.69	11.31	18.00	0-150
Legislators, senior officials and managers %	45th	0.634		-22.43	38.78	61.22	0-100
Professional and technical workers %	1st	1.000		4.32	47.84	52.16	0-100
Educational Attainment	73rd	0.992		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	98th	0.983		-1.67	94.63	96.30	0-100
Enrolment in secondary education %	1st	1.000		4.67	101.85	106.52	0-200
Enrolment in tertiary education %	1st	1.000		19.50	45.06	64.55	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	56th	0.263		-	-	-	-
Women in parliament %	109th	0.215		-64.60	17.70	82.30	0-100
Women in ministerial positions %	33rd	0.579		-26.67	36.67	63.33	0-100
Years with female/male head of state (last 50)	33rd	0.120		-39.28	5.36	44.64	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	1,608.98
GDP per capita	constant '17, intl. \$ 1000	14.59
Population sex ratio	female/male	1.04
Population growth rate	%	0.53

Indicator	Million people	Female	Male	Value
Total population		109.58	105.73	215.31

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	9.09
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	39.20

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.41

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	11.69	7.64	9.43

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	34.29	19.53	25.71

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	11.61	5.13	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		39.47	50.41	89.88

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	1932
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	14.80

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	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		120.00	7.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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		4.39	3.47	1.26
PhD graduates		0.21	0.31	0.26

Graduates	%	Female	Male	Value
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

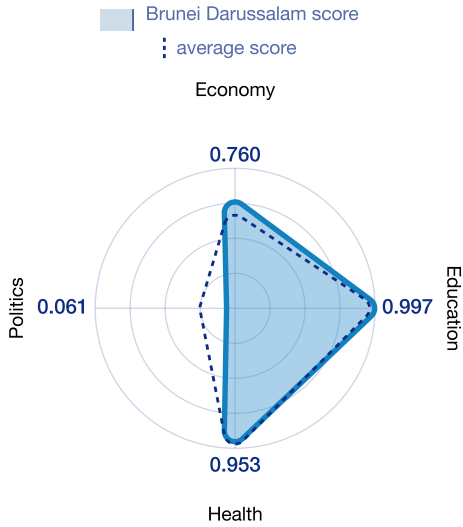
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	33.50
Births attended by skilled personnel	% live births	99.10
Maternal mortality	deaths per 100,000 live births	60.00
Total fertility rate	births per woman	1.65

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.693	96th	0.680	104th
Economic Participation and Opportunity	0.760	29th	0.726	49th
Educational Attainment	0.997	44th	0.997	48th
Health and Survival	0.953	140th	0.966	104th
Political Empowerment	0.061	136th	0.031	144th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Female	Male	
Economic Participation and Opportunity	29th	0.760		-	Min	Max	-
Labour-force participation rate %	76th	0.766		-16.76	54.89	71.65	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	51st	0.687		-22.15	48.67	70.82	0-150
Legislators, senior officials and managers %	28th	0.742		-14.79	42.61	57.40	0-100
Professional and technical workers %	81st	0.905		-4.96	47.52	52.48	0-100
Educational Attainment	44th	0.997		-	-	-	-
Literacy rate %	80th	0.986		-	-	-	-
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	39.37	0-200
Health and Survival	140th	0.953		-	-	-	-
Sex ratio at birth** %	142nd	0.926		-	-	-	-
Healthy life expectancy** years	115th	1.014		-	-	-	-
Political Empowerment	136th	0.061		-	-	-	-
Women in parliament %	132nd	0.096		-82.40	8.80	91.20	0-100
Women in ministerial positions %	114th	0.125		-77.78	11.11	88.89	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	14.01
GDP per capita	constant '17, intl. \$ 1000	60.13
Population sex ratio	female/male	0.93
Population growth rate	%	0.82

Indicator	Million people	Female	Male	Value
Total population		0.22	0.23	0.45

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	31.00

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.91

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	6.50	3.90	4.95

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	15.24	8.26	11.05

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.08	0.12	0.20

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	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Unequal rights	◇

Indicator	Days	Female	Male	Value
Length of parental leave		91.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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	1.00
---------------------	------	------	------

PhD graduates	n. a.	n. a.	n. a.
---------------	-------	-------	-------

Graduates	%	Female	Male	Value
Graduates from tertiary education		30.07	16.52	22.95

Health

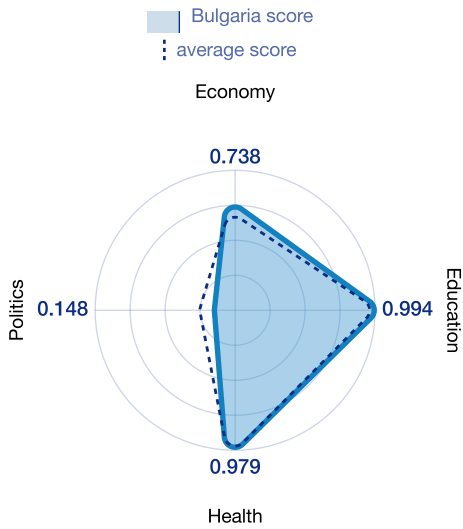
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	n. a.
Births attended by skilled personnel	% live births	99.80
Maternal mortality	deaths per 100,000 live births	31.00
Total fertility rate	births per woman	1.80

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.715	65th	0.740	42nd
Economic Participation and Opportunity	0.738	39th	0.737	42nd
Educational Attainment	0.994	63rd	0.995	58th
Health and Survival	0.979	28th	0.979	30th
Political Empowerment	0.148	98th	0.250	56th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	39th	0.738		-	Min	Max	-
Labour-force participation rate %	68th	0.791		-12.97	49.05	62.02	0-100
Wage equality for similar work 1-7 (best)	51st	0.666		-	-	-	-
Estimated earned income int'l \$ 1,000	37th	0.726		-7.77	20.63	28.40	0-150
Legislators, senior officials and managers %	47th	0.620		-23.42	38.29	61.71	0-100
Professional and technical workers %	1st	1.000		17.30	41.35	58.65	0-100
Educational Attainment	63rd	0.994		-	-	-	-
Literacy rate %	70th	0.995		-	-	-	-
Enrolment in primary education %	1st	1.000		0.03	84.54	84.57	0-100
Enrolment in secondary education %	103rd	0.978		-1.95	86.97	88.91	0-200
Enrolment in tertiary education %	1st	1.000		17.17	67.11	84.28	0-200
Health and Survival	28th	0.979		-	-	-	-
Sex ratio at birth** %	112th	0.943		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	98th	0.148		-	-	-	-
Women in parliament %	82nd	0.319		-51.60	24.20	75.80	0-100
Women in ministerial positions %	95th	0.188		-68.42	15.79	84.21	0-100
Years with female/male head of state (last 50)	73rd	0.006		-49.45	0.27	49.73	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	84.06
GDP per capita	constant '17, intl. \$ 1000	24.39
Population sex ratio	female/male	1.06
Population growth rate	%	-0.81

Indicator	Million people	Female	Male	Value
Total population		3.49	3.29	6.78

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	2.55
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	6.80

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.94

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	4.10	4.50	4.30

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	13.78	9.05	11.36

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.48	1.67	3.15

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	n. a.
Number of female heads of state to date	number	1
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	26.40

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		410.00	15.00	365.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
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	13.19	19.18	0.69
---------------------	-------	-------	------

PhD graduates	n. a.	n. a.	n. a.
---------------	-------	-------	-------

Graduates	%	Female	Male	Value
Graduates from tertiary education		58.25	38.57	48.07

Health

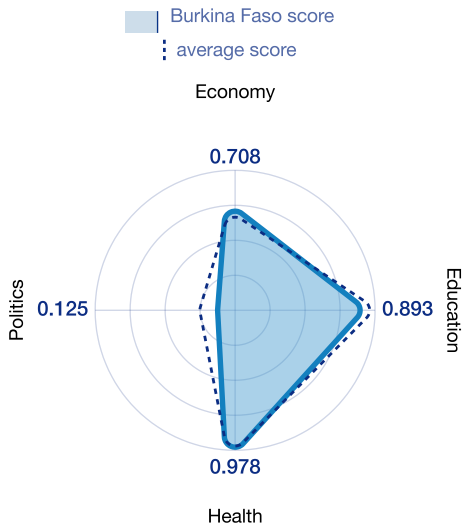
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	23.00
Births attended by skilled personnel	% live births	99.80
Maternal mortality	deaths per 100,000 live births	10.00
Total fertility rate	births per woman	1.56

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.676	109th	0.659	115th
Economic Participation and Opportunity	0.708	60th	0.718	57th
Educational Attainment	0.893	133rd	0.876	131st
Health and Survival	0.978	39th	0.978	43rd
Political Empowerment	0.125	109th	0.066	138th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	60th	0.708		-	Min	Max	-
Labour-force participation rate %	90th	0.716		-15.03	37.95	52.98	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	99th	0.578		-1.17	1.60	2.77	0-150
Legislators, senior officials and managers %	1st	1.000		16.22	41.89	58.11	0-100
Professional and technical workers %	110th	0.573		-27.15	36.42	63.58	0-100
Educational Attainment	133rd	0.893		-	-	-	-
Literacy rate %	135th	0.694		-	-	-	-
Enrolment in primary education %	1st	1.000		0.50	74.89	75.39	0-100
Enrolment in secondary education %	1st	1.000		4.48	37.35	41.82	0-200
Enrolment in tertiary education %	128th	0.597		-4.80	7.10	11.90	0-200
Health and Survival	39th	0.978		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	51st	1.054		-	-	-	-
Political Empowerment	109th	0.125		-	-	-	-
Women in parliament %	113th	0.203		-66.20	16.90	83.10	0-100
Women in ministerial positions %	74th	0.250		-60.00	20.00	80.00	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	19.74		
GDP per capita	constant '17, intl. \$ 1000	2.18		
Population sex ratio	female/male	1.01		
Population growth rate	%	2.65		
Indicator	Million people	Female	Male	Value
Total population		11.38	11.30	22.67

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	95.70

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		3.45

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	4.76	4.87	4.82
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.

Indicator	Million people	Female	Male	Value
Labour-force		1.65	2.10	3.75

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	1958
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	n. a.

Indicator Yes/No

Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	

Indicator 0-1 (Equal rights)

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	22.33
Early marriage	%	32.40
Mean age of women at birth of first child	years	n. a.

Indicator 0-1 (Equal rights)

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	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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		0.74	1.21	0.61
PhD graduates		0.01	0.12	0.06

Graduates	%	Female	Male	Value
Graduates from tertiary education		2.10	3.66	2.89

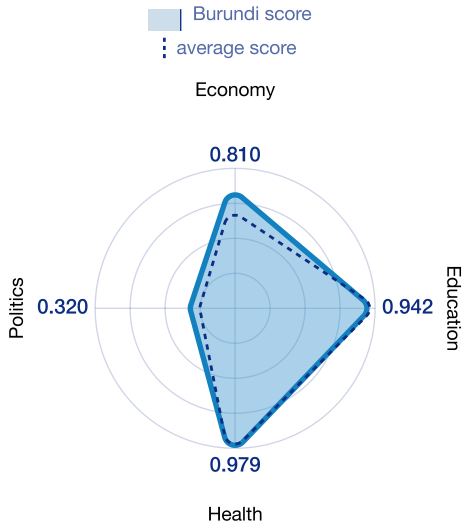
Health

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	4.87
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.763	35th	0.777	24th
Economic Participation and Opportunity	0.810	8th	0.855	2nd
Educational Attainment	0.942	120th	0.927	121st
Health and Survival	0.979	27th	0.979	29th
Political Empowerment	0.320	41st	0.345	37th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	8th	0.810		-	Min	Max	-
Labour-force participation rate %	1st	0.991		-0.69	78.25	78.94	0-100
Wage equality for similar work 1-7 (best)	2nd	0.841		-	-	-	-
Estimated earned income int'l \$ 1,000	4th	0.883		-0.09	0.66	0.75	0-150
Legislators, senior officials and managers %	78th	0.510		-32.42	33.79	66.20	0-100
Professional and technical workers %	101st	0.673		-19.57	40.22	59.78	0-100
Educational Attainment	120th	0.942		-	-	-	-
Literacy rate %	124th	0.841		-	-	-	-
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 %	121st	0.772		-1.53	5.19	6.72	0-200
Health and Survival	27th	0.979		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	39th	1.060		-	-	-	-
Political Empowerment	41st	0.320		-	-	-	-
Women in parliament %	32nd	0.618		-23.60	38.20	61.80	0-100
Women in ministerial positions %	37th	0.500		-33.33	33.33	66.67	0-100
Years with female/male head of state (last 50)	69th	0.012		-48.84	0.58	49.42	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	2.78
GDP per capita	constant '17, intl. \$ 1000	0.71
Population sex ratio	female/male	1.01
Population growth rate	%	2.67

Indicator	Million people	Female	Male	Value
Total population		6.49	6.40	12.89

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries 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	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	1.03	1.15	1.08

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	25.92	23.66	24.91

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		2.08	1.73	3.81

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
Seats held in upper house	% total seats	41.00

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	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	n. a.

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	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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	0.99
---------------------	------	------	------

PhD graduates	n. a.	n. a.	n. a.
---------------	-------	-------	-------

Graduates	%	Female	Male	Value
Graduates from tertiary education		2.52	5.86	4.18

Health

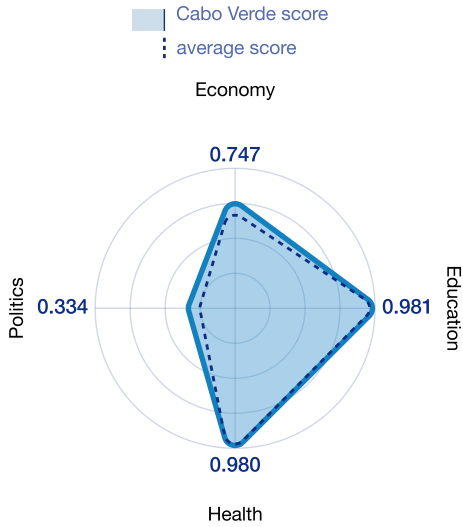
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	46.70
Births attended by skilled personnel	% live births	85.10
Maternal mortality	deaths per 100,000 live births	548.00
Total fertility rate	births per woman	5.18

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.761	37th	0.736	45th
Economic Participation and Opportunity	0.747	32nd	0.752	30th
Educational Attainment	0.981	95th	0.975	99th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.334	40th	0.238	62nd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	32nd	0.747		-	Min	Max	-
Labour-force participation rate %	72nd	0.784		-13.93	50.53	64.46	0-100
Wage equality for similar work 1-7 (best)	97th	0.597		-	-	-	-
Estimated earned income int'l \$ 1,000	29th	0.749		-1.76	5.24	7.00	0-150
Legislators, senior officials and managers %	16th	0.853		-7.94	46.04	53.98	0-100
Professional and technical workers %	75th	0.938		-3.20	48.40	51.60	0-100
Educational Attainment	95th	0.981		-	-	-	-
Literacy rate %	107th	0.928		-	-	-	-
Enrolment in primary education %	89th	0.989		-0.99	91.78	92.77	0-100
Enrolment in secondary education %	1st	1.000		7.36	85.32	92.69	0-200
Enrolment in tertiary education %	1st	1.000		9.30	19.05	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	40th	0.334		-	-	-	-
Women in parliament %	21st	0.715		-16.60	41.70	58.30	0-100
Women in ministerial positions %	48th	0.455		-37.50	31.25	68.75	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	1.94
GDP per capita	constant '17, intl. \$ 1000	6.11
Population sex ratio	female/male	1.01
Population growth rate	%	0.90

Indicator	Million people	Female	Male	Value
Total population		0.30	0.29	0.59

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	63.80

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.23

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	12.21	10.77	11.41

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	28.23	20.05	23.68

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.09	0.11	0.20

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, 1989
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	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	%	10.60
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Restricted rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		60.00	2.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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	0.69
---------------------	------	------	------

PhD graduates	n. a.	n. a.	n. a.
---------------	-------	-------	-------

Graduates	%	Female	Male	Value
Graduates from tertiary education		18.35	9.30	13.74

Health

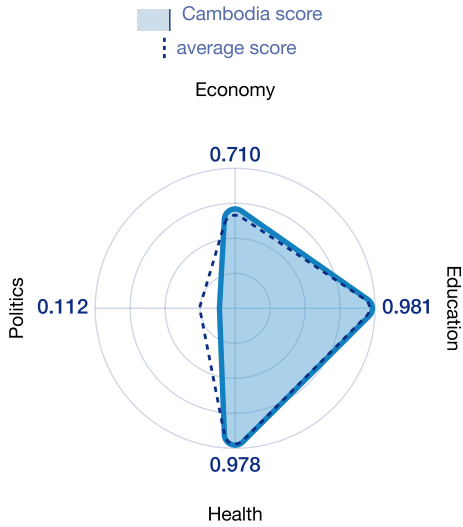
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	12.60
Births attended by skilled personnel	% live births	97.30
Maternal mortality	deaths per 100,000 live births	58.00
Total fertility rate	births per woman	1.91

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.695	92nd	0.690	98th
Economic Participation and Opportunity	0.710	58th	0.710	61st
Educational Attainment	0.981	96th	0.966	105th
Health and Survival	0.978	38th	0.978	42nd
Political Empowerment	0.112	115th	0.107	121st

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	58th	0.710		-	Min	Max	-
Labour-force participation rate %	47th	0.843		-13.00	69.94	82.94	0-100
Wage equality for similar work 1-7 (best)	25th	0.724		-	-	-	-
Estimated earned income int'l \$ 1,000	23rd	0.765		-1.16	3.78	4.94	0-150
Legislators, senior officials and managers %	90th	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	96th	0.981		-	-	-	-
Literacy rate %	115th	0.902		-	-	-	-
Enrolment in primary education %	1st	1.000		0.47	86.31	86.78	0-100
Enrolment in secondary education %	1st	1.000		9.24	53.04	62.27	0-200
Enrolment in tertiary education %	1st	1.000		0.41	12.78	13.19	0-200
Health and Survival	38th	0.978		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	49th	1.054		-	-	-	-
Political Empowerment	115th	0.112		-	-	-	-
Women in parliament %	92nd	0.263		-58.40	20.80	79.20	0-100
Women in ministerial positions %	114th	0.125		-77.78	11.11	88.89	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	26.96
GDP per capita	constant '17, intl. \$ 1000	4.35
Population sex ratio	female/male	1.02
Population growth rate	%	1.17

Indicator	Million people	Female	Male	Value
Total population		8.47	8.30	16.77

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries 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		5.12

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	0.44	0.40	0.41

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	21.93	17.82	19.83

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		3.63	3.85	7.48

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	n. a.
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	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		90.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		16.68	83.32	0.20

Graduates	Attainment %	Female	Male	Parity
Agri., Forestry, Fisheries & Veterinary		31.27	68.73	0.45

Graduates	Attainment %	Female	Male	Parity
Arts & Humanities		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Business, Admin. & Law		49.44	50.56	0.98

Graduates	Attainment %	Female	Male	Parity
Education		43.58	56.42	0.77

Graduates	Attainment %	Female	Male	Parity
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Health & Welfare		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Information & Comm. Technologies		8.44	91.56	0.09

Graduates	Attainment %	Female	Male	Parity
Natural Sci., Mathematics & Statistics		34.08	65.92	0.52

Graduates	Attainment %	Female	Male	Parity
Social Sci., Journalism & Information		22.95	77.05	0.30

Graduates	Attainment %	Female	Male	Parity
Vocational training		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

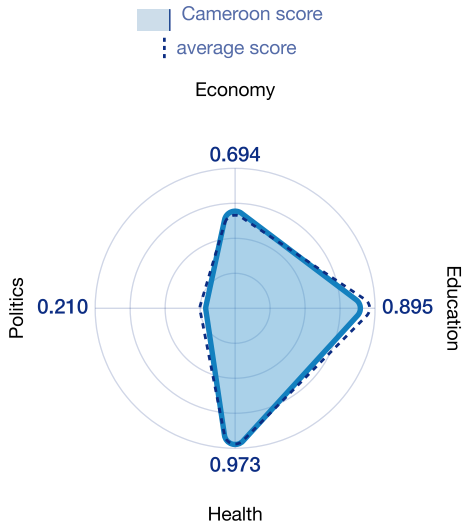
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	20.90
Births attended by skilled personnel	% live births	89.00
Maternal mortality	deaths per 100,000 live births	160.00
Total fertility rate	births per woman	2.38

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.693	94th	0.692	97th
Economic Participation and Opportunity	0.694	70th	0.704	66th
Educational Attainment	0.895	132nd	0.887	129th
Health and Survival	0.973	57th	0.973	60th
Political Empowerment	0.210	74th	0.202	76th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	70th	0.694		-	Min	Max	-
Labour-force participation rate %	29th	0.867		-10.31	67.19	77.50	0-100
Wage equality for similar work 1-7 (best)	67th	0.640		-	-	-	-
Estimated earned income int'l \$ 1,000	118th	0.500		-2.47	2.47	4.94	0-150
Legislators, senior officials and managers %	14th	0.971		-1.47	49.26	50.74	0-100
Professional and technical workers %	111th	0.563		-27.94	36.03	63.97	0-100
Educational Attainment	132nd	0.895		-	-	-	-
Literacy rate %	119th	0.877		-	-	-	-
Enrolment in primary education %	107th	0.909		-8.72	87.28	96.00	0-100
Enrolment in secondary education %	129th	0.887		-5.38	42.32	47.69	0-200
Enrolment in tertiary education %	113th	0.886		-1.72	13.40	15.13	0-200
Health and Survival	57th	0.973		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	67th	1.040		-	-	-	-
Political Empowerment	74th	0.210		-	-	-	-
Women in parliament %	44th	0.513		-32.20	33.90	66.10	0-100
Women in ministerial positions %	87th	0.207		-65.71	17.14	82.86	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	45.34
GDP per capita	constant '17, intl. \$ 1000	3.70
Population sex ratio	female/male	1.01
Population growth rate	%	2.64

Indicator	Million people	Female	Male	Value
Total population		13.99	13.92	27.91

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries 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	87.10

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.22

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	4.27	3.23	3.73

Indicator	Unit	Value
Workers employed part-time	% of employed people	n. a.

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	15.82	4.57	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		3.35	3.46	6.80

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	1946
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	n. a.

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	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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		3.30	6.08	0.54
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

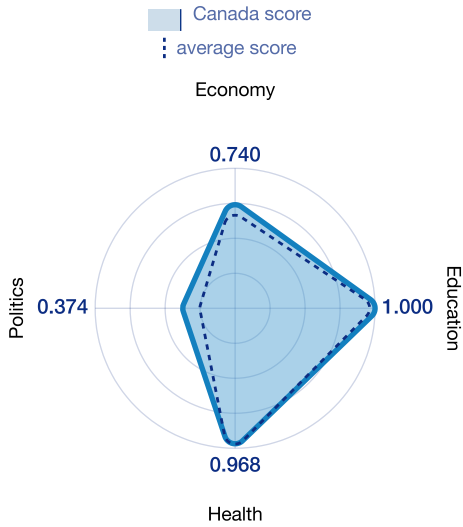
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	51.10
Births attended by skilled personnel	% live births	69.00
Maternal mortality	deaths per 100,000 live births	529.00
Total fertility rate	births per woman	4.54

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.770	30th	0.772	25th
Economic Participation and Opportunity	0.740	36th	0.736	43rd
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.968	93rd	0.968	94th
Political Empowerment	0.374	33rd	0.386	31st

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	36th	0.740		-	Min	Max	-
Labour-force participation rate %	21st	0.881		-8.20	60.95	69.15	0-100
Wage equality for similar work 1-7 (best)	52nd	0.665		-	-	-	-
Estimated earned income int'l \$ 1,000	44th	0.703		-16.73	39.58	56.31	0-150
Legislators, senior officials and managers %	65th	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		1.26	114.25	115.51	0-200
Enrolment in tertiary education %	1st	1.000		22.38	68.60	90.98	0-200
Health and Survival	93rd	0.968		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	103rd	1.021		-	-	-	-
Political Empowerment	33rd	0.374		-	-	-	-
Women in parliament %	50th	0.443		-38.60	30.70	69.30	0-100
Women in ministerial positions %	12th	0.944		-2.86	48.57	51.43	0-100
Years with female/male head of state (last 50)	71st	0.007		-49.28	0.36	49.64	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	1,988.34
GDP per capita	constant '17, intl. \$ 1000	47.89
Population sex ratio	female/male	1.01
Population growth rate	%	0.55

Indicator	Million people	Female	Male	Value
Total population		19.34	19.11	38.45

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	16.67
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		4.97

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	5.14	5.41	5.28

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	49.17	32.80	40.58

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	14.58	9.58	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		8.39	9.38	17.77

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	1917, 1918, 1950, 1960
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	51.60

Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	

Indicator	0-1 (Equal rights)	Value
Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Public spending on family benefits	% GDP	1.76
Unmet family planning	% women 15-49	n. a.
Early marriage	%	1.70
Mean age of women at birth of first child	years	29.40

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		105.00	0	210.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		31.43	68.57	0.46

Graduates	Attainment %	Female	Male	Parity
Agri., Forestry, Fisheries & Veterinary		54.19	45.81	1.18

Graduates	Attainment %	Female	Male	Parity
Arts & Humanities		62.93	37.07	1.70

Graduates	Attainment %	Female	Male	Parity
Business, Admin. & Law		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Education		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Health & Welfare		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Information & Comm. Technologies		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Natural Sci., Mathematics & Statistics		53.76	46.24	1.16

Graduates	Attainment %	Female	Male	Parity
Social Sci., Journalism & Information		70.24	29.76	2.36

Graduates	Attainment %	Female	Male	Parity
Vocational training		7.64	8.13	0.94

Graduates	Attainment %	Female	Male	Parity
PhD graduates		0.69	1.22	0.95

Graduates	%	Female	Male	Value
Graduates from tertiary education		52.60	34.44	43.31

Health

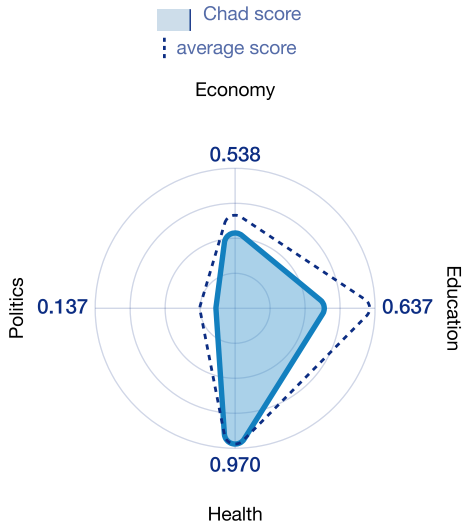
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	1.90
Births attended by skilled personnel	% live births	98.00
Maternal mortality	deaths per 100,000 live births	10.00
Total fertility rate	births per woman	1.40

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.570	145th	0.579	142nd
Economic Participation and Opportunity	0.538	126th	0.539	124th
Educational Attainment	0.637	145th	0.603	145th
Health and Survival	0.970	72nd	0.970	79th
Political Empowerment	0.137	105th	0.202	74th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	126th	0.538		-	Min	Max	-
Labour-force participation rate %	99th	0.677		-23.48	49.29	72.77	0-100
Wage equality for similar work 1-7 (best)	107th	0.559		-	-	-	-
Estimated earned income int'l \$ 1,000	104th	0.561		-0.80	1.02	1.82	0-150
Legislators, senior officials and managers %	-	-	-	-	-	-	-
Professional and technical workers %	139th	0.217		-64.30	17.85	82.15	0-100
Educational Attainment	145th	0.637		-	-	-	-
Literacy rate %	143rd	0.515		-	-	-	-
Enrolment in primary education %	110th	0.804		-16.85	69.29	86.14	0-100
Enrolment in secondary education %	140th	0.583		-12.57	17.58	30.14	0-200
Enrolment in tertiary education %	136th	0.290		-3.57	1.46	5.03	0-200
Health and Survival	72nd	0.970		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	86th	1.029		-	-	-	-
Political Empowerment	105th	0.137		-	-	-	-
Women in parliament %	78th	0.350		-48.20	25.90	74.10	0-100
Women in ministerial positions %	122nd	0.115		-79.31	10.35	89.66	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	11.78		
GDP per capita	constant '17, intl. \$ 1000	1.43		
Population sex ratio	female/male	0.99		
Population growth rate	%	3.16		
Indicator	Million people	◆ Female	◆ Male	Value
Total population		8.83	8.90	17.72

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries 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)

Indicator	Unit	Value
Advancement of women to leadership roles		3.71

Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	0.81	1.51	1.20
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.

Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		1.45	1.95	3.40

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	1958
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	30.20
Early marriage	%	40.50
Mean age of women at birth of first child	years	n. a.
Indicator	0-1 (Equal rights)	Value
Right to divorce	Uneven rights	◆

Indicator	Days	◆ Female	◆ Male	Value
Length of parental leave		98.00	1.00	0

Education and skills

Graduates	Attainment %	◆ Female	◆ Male	Parity
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.

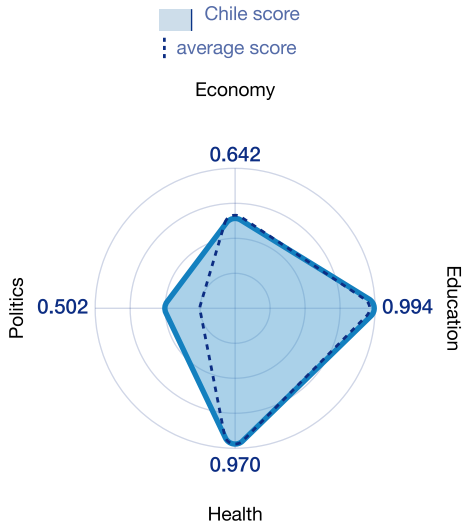
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	28.60
Births attended by skilled personnel	% live births	38.80
Maternal mortality	deaths per 100,000 live births	1.14
Total fertility rate	births per woman	6.35
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.777	27th	0.736	47th
Economic Participation and Opportunity	0.642	96th	0.616	105th
Educational Attainment	0.994	64th	0.994	62nd
Health and Survival	0.970	69th	0.970	76th
Political Empowerment	0.502	12th	0.363	34th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	96th	0.642		-	Min	Max	-
Labour-force participation rate %	98th	0.677		-22.23	46.67	68.90	0-100
Wage equality for similar work 1-7 (best)	72nd	0.624		-	-	-	-
Estimated earned income int'l \$ 1,000	101st	0.576		-13.73	18.64	32.36	0-150
Legislators, senior officials and managers %	92nd	0.436		-39.26	30.37	69.63	0-100
Professional and technical workers %	1st	1.000		4.94	47.53	52.47	0-100
Educational Attainment	64th	0.994		-	-	-	-
Literacy rate %	59th	0.999		-	-	-	-
Enrolment in primary education %	84th	0.992		-0.82	99.12	99.94	0-100
Enrolment in secondary education %	89th	0.991		-0.95	103.16	104.11	0-200
Enrolment in tertiary education %	1st	1.000		15.38	84.10	99.48	0-200
Health and Survival	69th	0.970		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	83rd	1.030		-	-	-	-
Political Empowerment	12th	0.502		-	-	-	-
Women in parliament %	38th	0.550		-29.00	35.50	64.50	0-100
Women in ministerial positions %	1st	1.000		16.67	41.67	58.33	0-100
Years with female/male head of state (last 50)	18th	0.191		-33.99	8.01	42.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	317.06
GDP per capita	constant '17, intl. \$ 1000	25.45
Population sex ratio	female/male	1.01
Population growth rate	%	0.99

Indicator	Million people	Female	Male	Value
Total population		9.87	9.73	19.60

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries 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	27.40

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.83

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	9.02	8.09	8.49

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	38.20	23.53	29.58

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	22.10	9.85	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		3.78	5.12	8.90

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	1931, 1949
Number of female heads of state to date	number	1
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	8.15
Unmet family planning	% women 15-49	n. a.
Early marriage	%	5.90
Mean age of women at birth of first child	years	n. a.

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	42.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
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	13.55	12.80	1.06
---------------------	-------	-------	------

PhD graduates	n. a.	n. a.	n. a.
---------------	-------	-------	-------

Graduates	%	Female	Male	Value
Graduates from tertiary education		11.57	12.57	12.07

Health

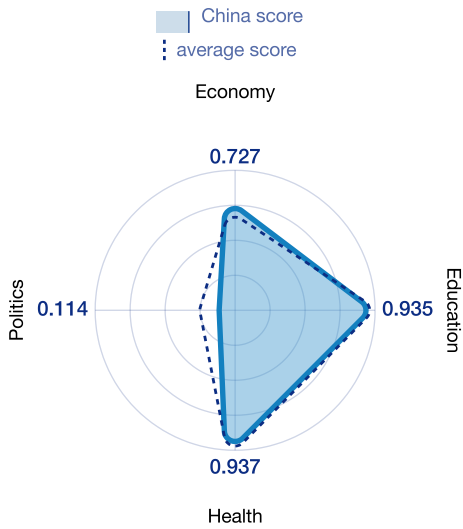
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	6.70
Births attended by skilled personnel	% live births	99.80
Maternal mortality	deaths per 100,000 live births	13.00
Total fertility rate	births per woman	1.54

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.678	107th	0.682	102nd
Economic Participation and Opportunity	0.727	45th	0.741	37th
Educational Attainment	0.935	123rd	0.936	120th
Health and Survival	0.937	145th	0.940	145th
Political Empowerment	0.114	114th	0.113	120th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	45th	0.727		-	Min	Max	-
Labour-force participation rate %	62nd	0.815		-14.43	63.73	78.16	0-100
Wage equality for similar work 1-7 (best)	22nd	0.729		-	-	-	-
Estimated earned income int'l \$ 1,000	70th	0.644		-7.59	13.73	21.32	0-150
Legislators, senior officials and managers %	-	-	-	-	-	-	-
Professional and technical workers %	-	-	-	-	-	-	-
Educational Attainment	123rd	0.935		-	-	-	-
Literacy rate %	93rd	0.969		-	-	-	-
Enrolment in primary education %	-	-	-	-	-	-	-
Enrolment in secondary education %	131st	0.873		-0.07	0.47	0.53	0-200
Enrolment in tertiary education %	1st	1.000		10.12	58.87	68.99	0-200
Health and Survival	145th	0.937		-	-	-	-
Sex ratio at birth** %	145th	0.890		-	-	-	-
Healthy life expectancy** years	65th	1.042		-	-	-	-
Political Empowerment	114th	0.114		-	-	-	-
Women in parliament %	80th	0.332		-50.20	24.90	75.10	0-100
Women in ministerial positions %	138th	0.043		-91.67	4.17	95.83	0-100
Years with female/male head of state (last 50)	75th	0.001		-49.93	0.03	49.97	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	17,734.06		
GDP per capita	constant '17, intl. \$ 1000	17.60		
Population sex ratio	female/male	0.96		
Population growth rate	%	0.09		
Indicator	Million people	Female	Male	Value
Total population		698.24	727.64	1425.89

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries 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	n. a.
Share of workers in informal sector	% workers	n. a.

Indicator 1-7 (best)

Indicator	Value
Advancement of women to leadership roles	5.09

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	n. a.	n. a.	n. a.
Workers employed part-time	% of employed people	n. a.	n. a.	n. a.
Proportion of time spent on unpaid domestic and care work	%	15.35	5.90	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		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	1946, 1949
Number of female heads of state to date	number	1
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	%	3.20
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value		
Right to divorce	Equal rights	◆		
Indicator	Days	Female	Male	Value
Length of parental leave		158.00	14.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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		8.47	7.61	1.11
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Graduates from tertiary education		45.87	32.46	38.74

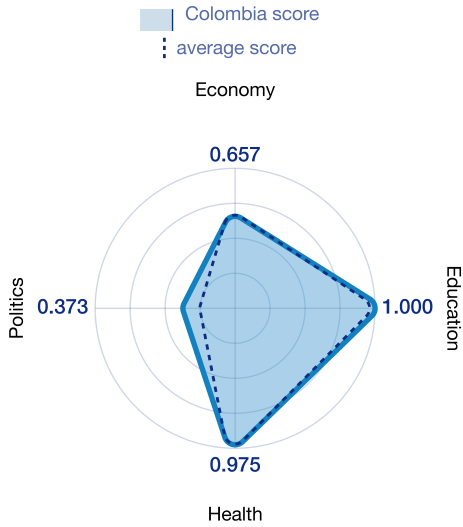
Health

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	1.28
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.751	42nd	0.710	75th
Economic Participation and Opportunity	0.657	92nd	0.649	93rd
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.975	51st	0.975	56th
Political Empowerment	0.373	34th	0.215	70th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	92nd	0.657		-	Min	Max	-
Labour-force participation rate %	104th	0.667		-25.90	51.78	77.68	0-100
Wage equality for similar work 1-7 (best)	100th	0.591		-	-	-	-
Estimated earned income int'l \$ 1,000	52nd	0.683		-5.53	11.92	17.45	0-150
Legislators, senior officials and managers %	70th	0.546		-29.38	35.31	64.69	0-100
Professional and technical workers %	84th	0.896		-5.48	47.26	52.74	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		1.04	98.35	99.38	0-100
Enrolment in secondary education %	1st	1.000		4.63	102.81	107.44	0-200
Enrolment in tertiary education %	1st	1.000		9.97	52.22	62.19	0-200
Health and Survival	51st	0.975		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	62nd	1.045		-	-	-	-
Political Empowerment	34th	0.373		-	-	-	-
Women in parliament %	58th	0.406		-42.20	28.90	71.10	0-100
Women in ministerial positions %	1st	1.000		0	50.00	50.00	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	314.46
GDP per capita	constant '17, intl. \$ 1000	14.65
Population sex ratio	female/male	1.03
Population growth rate	%	1.14

Indicator	Million people	Female	Male	Value
Total population		26.30	25.58	51.87

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries 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		4.61

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	13.57	8.78	10.82

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	35.26	18.49	25.10

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	5.02	2.93	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		8.86	12.16	21.02

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	1954
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	30.20

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	2.27
Unmet family planning	% women 15-49	7.04
Early marriage	%	14.50
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		84.00	14.00	42.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
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		9.86	8.76	1.13
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Graduates from tertiary education		35.64	24.08	29.77

Health

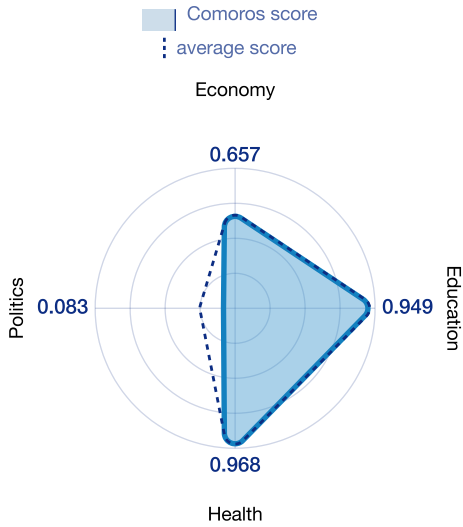
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	37.40
Births attended by skilled personnel	% live births	98.80
Maternal mortality	deaths per 100,000 live births	83.00
Total fertility rate	births per woman	1.74

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.664	114th	0.631	134th
Economic Participation and Opportunity	0.657	91st	0.523	129th
Educational Attainment	0.949	118th	0.943	116th
Health and Survival	0.968	84th	0.968	87th
Political Empowerment	0.083	129th	0.090	127th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	91st	0.657		-	Min	Max	-
Labour-force participation rate %	94th	0.693		-18.22	41.13	59.35	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	127th	0.456		-2.41	2.02	4.43	0-150
Legislators, senior officials and managers %	1st	1.000		2.25	48.84	51.09	0-100
Professional and technical workers %	113th	0.543		-29.64	35.18	64.82	0-100
Educational Attainment	118th	0.949		-	-	-	-
Literacy rate %	123rd	0.850		-	-	-	-
Enrolment in primary education %	66th	1.000		-0.03	81.83	81.86	0-100
Enrolment in secondary education %	1st	1.000		3.83	57.59	61.42	0-200
Enrolment in tertiary education %	117th	0.812		-1.86	8.05	9.91	0-200
Health and Survival	84th	0.968		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	95th	1.023		-	-	-	-
Political Empowerment	129th	0.083		-	-	-	-
Women in parliament %	114th	0.200		-66.60	16.70	83.30	0-100
Women in ministerial positions %	129th	0.083		-84.62	7.69	92.31	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	1.3
GDP per capita	constant '17, intl. \$ 1000	3.23
Population sex ratio	female/male	0.99
Population growth rate	%	1.90

Indicator	Million people	Female	Male	Value
Total population		0.42	0.42	0.84

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	87.50

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		n. a.

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	6.76	5.56	6.06

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	25.97	22.19	23.77

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.09	0.12	0.21

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	n. a.
Early marriage	%	19.60
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Restricted rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		98.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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

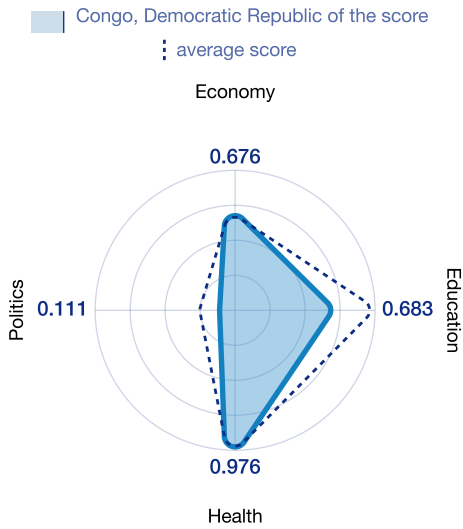
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	6.40
Births attended by skilled personnel	% live births	n. a.
Maternal mortality	deaths per 100,000 live births	273.00
Total fertility rate	births per woman	4.05

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.612	140th	0.575	144th
Economic Participation and Opportunity	0.676	83rd	0.565	120th
Educational Attainment	0.683	144th	0.661	144th
Health and Survival	0.976	43rd	0.976	49th
Political Empowerment	0.111	116th	0.099	124th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	83rd	0.676		-	Min	Max	-
Labour-force participation rate %	10th	0.903		-6.46	60.29	66.75	0-100
Wage equality for similar work 1-7 (best)	101st	0.590		-	-	-	-
Estimated earned income int'l \$ 1,000	47th	0.693		-0.39	0.88	1.27	0-150
Legislators, senior officials and managers %	29th	0.722		-16.11	41.94	58.06	0-100
Professional and technical workers %	124th	0.433		-39.58	30.21	69.79	0-100
Educational Attainment	144th	0.683		-	-	-	-
Literacy rate %	127th	0.791		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	139th	0.640		-20.28	35.98	56.26	0-200
Enrolment in tertiary education %	127th	0.597		-3.53	5.23	8.76	0-200
Health and Survival	43rd	0.976		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	55th	1.050		-	-	-	-
Political Empowerment	116th	0.111		-	-	-	-
Women in parliament %	126th	0.147		-74.40	12.80	87.20	0-100
Women in ministerial positions %	71st	0.265		-58.14	20.93	79.07	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

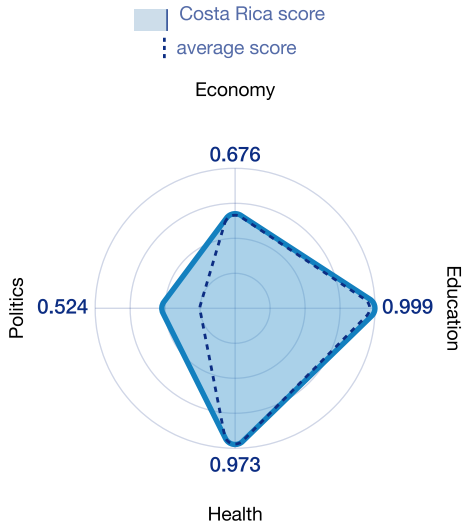
General indicators				
Indicator	Unit		Value	
GDP	US\$ billions		55.35	
GDP per capita	constant '17, intl. \$ 1000		1.07	
Population sex ratio	female/male		1.02	
Population growth rate	%		3.22	
Indicator	Million people	◆ Female	◆ Male	Value
Total population		49.89	49.12	99.01
Work participation and leadership				
Indicator	Unit		Value	
Gender pay gap	% (OECD countries 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		n. a.	
Indicator	1-7 (best)		Value	
Advancement of women to leadership roles			3.66	
Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	1.13	1.87	1.51
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.
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		11.37	12.63	24.00
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		28.75	
Early marriage	%		23.90	
Mean age of women at birth of first child	years		n. a.	
Indicator	0-1 (Equal rights)		Value	
Right to divorce		Restricted rights	◆	
Indicator	Days	◆ Female	◆ Male	Value
Length of parental leave		98.00	2.00	0
Education and skills				
Graduates	Attainment %	◆ Female	◆ Male	Parity
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	0.03	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		85.20	
Maternal mortality	deaths per 100,000 live births		473.00	
Total fertility rate	births per woman		6.21	
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.793	14th	0.796	12th
Economic Participation and Opportunity	0.676	84th	0.645	94th
Educational Attainment	0.999	31st	0.999	31st
Health and Survival	0.973	60th	0.973	64th
Political Empowerment	0.524	10th	0.565	6th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	84th	0.676		-	Min	Max	-
Labour-force participation rate %	97th	0.682		-23.38	50.04	73.42	0-100
Wage equality for similar work 1-7 (best)	94th	0.601		-	-	-	-
Estimated earned income int'l \$ 1,000	57th	0.676		-8.18	17.11	25.29	0-150
Legislators, senior officials and managers %	35th	0.673		-19.52	40.24	59.76	0-100
Professional and technical workers %	87th	0.857		-7.70	46.15	53.85	0-100
Educational Attainment	31st	0.999		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	71st	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	60th	0.973		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	70th	1.039		-	-	-	-
Political Empowerment	10th	0.524		-	-	-	-
Women in parliament %	7th	0.901		-5.20	47.40	52.60	0-100
Women in ministerial positions %	17th	0.833		-9.09	45.46	54.55	0-100
Years with female/male head of state (last 50)	40th	0.087		-41.99	4.00	46.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	64.28
GDP per capita	constant '17, intl. \$ 1000	21.20
Population sex ratio	female/male	1.00
Population growth rate	%	0.60

Indicator	Million people	Female	Male	Value
Total population		2.59	2.59	5.18

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	4.73
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		4.82

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	15.67	9.04	11.78

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	35.79	20.05	26.03

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	22.15	8.38	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.89	1.29	2.18

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
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	0.96
Unmet family planning	% women 15-49	13.70
Early marriage	%	8.40
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Uneven rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		120.00	8.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		32.20	67.80	0.47

Graduates	Attainment %	Female	Male	Parity
Agri., Forestry, Fisheries & Veterinary		42.69	57.31	0.74

Graduates	Attainment %	Female	Male	Parity
Arts & Humanities		59.34	40.66	1.46

Graduates	Attainment %	Female	Male	Parity
Business, Admin. & Law		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Education		71.87	28.13	2.56

Graduates	Attainment %	Female	Male	Parity
Engineering, Manuf. & Construction		35.37	64.63	0.55

Graduates	Attainment %	Female	Male	Parity
Health & Welfare		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Information & Comm. Technologies		20.29	79.71	0.25

Graduates	Attainment %	Female	Male	Parity
Natural Sci., Mathematics & Statistics		51.72	48.28	1.07

Graduates	Attainment %	Female	Male	Parity
Social Sci., Journalism & Information		69.02	30.98	2.23

Graduates	Attainment %	Female	Male	Parity
Vocational training		9.72	8.92	1.09

Graduates	Attainment %	Female	Male	Parity
PhD graduates		0.13	0.33	0.22

Graduates	%	Female	Male	Value
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

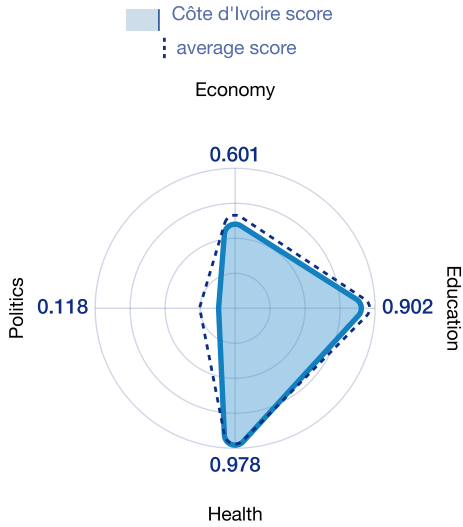
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	36.00
Births attended by skilled personnel	% live births	99.00
Maternal mortality	deaths per 100,000 live births	27.00
Total fertility rate	births per woman	1.55

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.650	122nd	0.632	133rd
Economic Participation and Opportunity	0.601	111th	0.570	119th
Educational Attainment	0.902	128th	0.890	128th
Health and Survival	0.978	33rd	0.978	35th
Political Empowerment	0.118	112th	0.087	128th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	111th	0.601		-	Min	Max	-
Labour-force participation rate %	74th	0.772		-16.60	56.24	72.84	0-100
Wage equality for similar work 1-7 (best)	44th	0.690		-	-	-	-
Estimated earned income int'l \$ 1,000	97th	0.591		-2.73	3.95	6.68	0-150
Legislators, senior officials and managers %	91st	0.443		-38.57	30.72	69.28	0-100
Professional and technical workers %	133rd	0.305		-53.28	23.36	76.64	0-100
Educational Attainment	128th	0.902		-	-	-	-
Literacy rate %	105th	0.931		-	-	-	-
Enrolment in primary education %	103rd	0.943		-5.67	93.93	99.60	0-100
Enrolment in secondary education %	133rd	0.859		-9.19	56.02	65.20	0-200
Enrolment in tertiary education %	120th	0.783		-2.41	8.71	11.12	0-200
Health and Survival	33rd	0.978		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	44th	1.056		-	-	-	-
Political Empowerment	112th	0.118		-	-	-	-
Women in parliament %	122nd	0.159		-72.60	13.70	86.30	0-100
Women in ministerial positions %	65th	0.280		-56.25	21.88	78.13	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	70.04		
GDP per capita	constant '17, intl. \$ 1000	5.33		
Population sex ratio	female/male	0.98		
Population growth rate	%	2.46		
Indicator	Million people	Female	Male	Value
Total population		13.95	14.22	28.16

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries 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		4.32

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.05	1.97	2.44
Workers employed part-time	% of employed people	37.95	24.19	30.03
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		3.09	4.34	7.43

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	21.40

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	26.29		
Early marriage	%	22.60		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Equal rights	◆		
Indicator	Days	Female	Male	Value
Length of parental leave		98.00	2.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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		1.82	2.18	0.84
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Graduates from tertiary education		n. a.	n. a.	n. a.

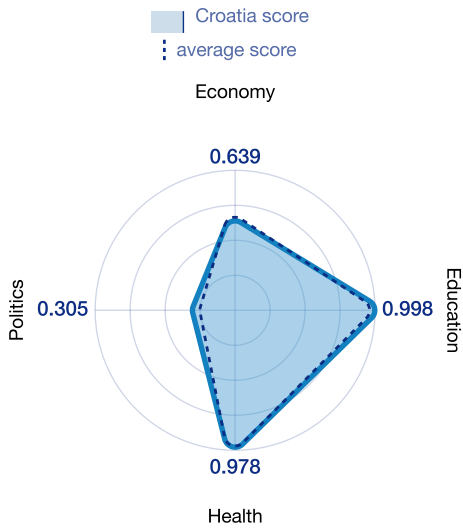
Health

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	4.47
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 2023 Edition



Overview

Index and Subindex

Global Gender Gap Index

	Score	Rank
Global Gender Gap Index	0.730	55th
Economic Participation and Opportunity	0.639	99th
Educational Attainment	0.998	38th
Health and Survival	0.978	35th
Political Empowerment	0.305	47th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	99th	0.639		-			-
Labour-force participation rate %	71st	0.785		-12.52	45.79	58.31	0-100
Wage equality for similar work 1-7 (best)	118th	0.497		-	-	-	-
Estimated earned income int'l \$ 1,000	64th	0.663		-12.88	25.35	38.24	0-150
Legislators, senior officials and managers %	98th	0.406		-42.21	28.89	71.11	0-100
Professional and technical workers %	1st	1.000		11.02	44.49	55.51	0-100
Educational Attainment	38th	0.998		-	-	-	-
Literacy rate %	68th	0.995		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	1st	1.000		5.61	97.67	103.28	0-200
Enrolment in tertiary education %	1st	1.000		23.16	56.81	79.97	0-200
Health and Survival	35th	0.978		-	-	-	-
Sex ratio at birth** %	112th	0.943		-	-	-	-
Healthy life expectancy** years	43rd	1.056		-	-	-	-
Political Empowerment	47th	0.305		-	-	-	-
Women in parliament %	49th	0.466		-36.40	31.80	68.20	0-100
Women in ministerial positions %	56th	0.333		-50.00	25.00	75.00	0-100
Years with female/male head of state (last 50)	21st	0.176		-35.07	7.47	42.53	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	68.96
GDP per capita	constant '17, intl. \$ 1000	31.63
Population sex ratio	female/male	1.05
Population growth rate	%	-3.74

Indicator	Million people	Female	Male	Value
Total population		2.07	1.96	4.03

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	7.57
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	16.80
Firms with female top managers	% firms	27.00
Share of workers in informal sector	% workers	3.40

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		3.61

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	7.90	6.30	7.10

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	30.24	24.52	27.15

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.80	0.89	1.69

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	1945
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	n. a.

Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	

Indicator	0-1 (Equal rights)	Value
Access to justice	Near-equal rights	◆
Freedom of movement	Equal 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	%	2.00
Mean age of women at birth of first child	years	29.00

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		208.00	14.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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.
---------------------------------------	-------	-------	-------

Graduates	Attainment %	Female	Male	Parity
Vocational training		19.33	23.43	0.83

PhD graduates	n. a.	n. a.	n. a.
---------------	-------	-------	-------

Graduates	%	Female	Male	Value
Graduates from tertiary education		54.15	33.68	43.65

Health

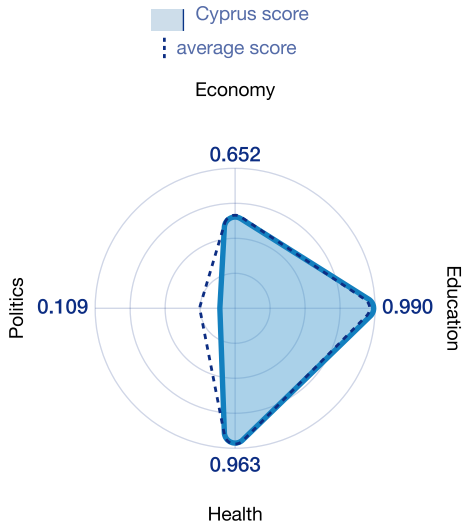
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	13.00
Births attended by skilled personnel	% live births	99.96
Maternal mortality	deaths per 100,000 live births	8.00
Total fertility rate	births per woman	1.48

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.678	106th	0.696	93rd
Economic Participation and Opportunity	0.652	93rd	0.690	76th
Educational Attainment	0.990	80th	0.991	74th
Health and Survival	0.963	120th	0.960	132nd
Political Empowerment	0.109	117th	0.144	101st

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	93rd	0.652		-	Min	Max	-
Labour-force participation rate %	57th	0.824		-12.36	57.89	70.25	0-100
Wage equality for similar work 1-7 (best)	70th	0.626		-	-	-	-
Estimated earned income int'l \$ 1,000	93rd	0.604		-20.57	31.39	51.96	0-150
Legislators, senior officials and managers %	118th	0.266		-57.96	21.02	78.98	0-100
Professional and technical workers %	1st	1.000		1.73	49.14	50.87	0-100
Educational Attainment	80th	0.990		-	-	-	-
Literacy rate %	67th	0.996		-	-	-	-
Enrolment in primary education %	81st	0.995		-0.48	99.18	99.66	0-100
Enrolment in secondary education %	108th	0.969		-3.14	99.84	102.98	0-200
Enrolment in tertiary education %	1st	1.000		10.64	87.48	98.12	0-200
Health and Survival	120th	0.963		-	-	-	-
Sex ratio at birth** %	123rd	0.939		-	-	-	-
Healthy life expectancy** years	110th	1.016		-	-	-	-
Political Empowerment	117th	0.109		-	-	-	-
Women in parliament %	121st	0.167		-71.40	14.30	85.70	0-100
Women in ministerial positions %	77th	0.231		-62.50	18.75	81.25	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	28.41
GDP per capita	constant '17, intl. \$ 1000	41.69
Population sex ratio	female/male	1.00
Population growth rate	%	0.54

Indicator	Million people	Female	Male	Value
Total population		0.63	0.63	1.25

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	16.58
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	4.80

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.66

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	7.80	6.10	6.90

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	37.69	31.66	34.49

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.21	0.23	0.44

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	Yes	
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	30.00

Indicator	0-1 (Equal rights)	Value
Right to divorce	Uneven rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		126.00	14.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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	10.37	0.38
---------------------	------	-------	------

PhD graduates	0.85	1.26	1.05
---------------	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		30.91	26.04	28.53

Health

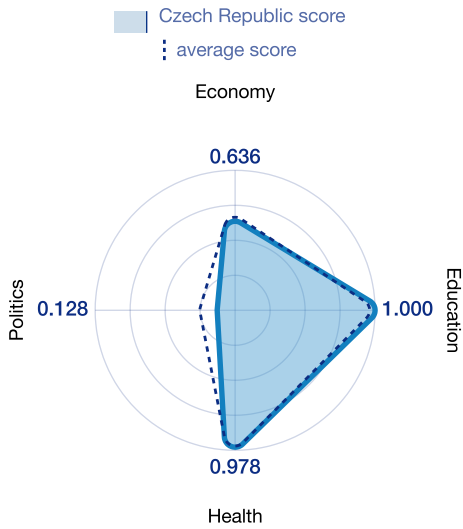
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	15.00
Births attended by skilled personnel	% live births	99.30
Maternal mortality	deaths per 100,000 live births	6.00
Total fertility rate	births per woman	1.33

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.685	101st	0.710	76th
Economic Participation and Opportunity	0.636	101st	0.645	95th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.978	37th	0.978	41st
Political Empowerment	0.128	108th	0.216	67th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	101st	0.636		-	Min	Max	-
Labour-force participation rate %	78th	0.764		-16.09	51.96	68.05	0-100
Wage equality for similar work 1-7 (best)	104th	0.587		-	-	-	-
Estimated earned income int'l \$ 1,000	95th	0.599		-20.54	30.62	51.16	0-150
Legislators, senior officials and managers %	101st	0.396		-43.27	28.37	71.63	0-100
Professional and technical workers %	77th	0.917		-4.32	47.84	52.16	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.75	98.32	99.06	0-100
Enrolment in secondary education %	1st	1.000		0.98	100.46	101.44	0-200
Enrolment in tertiary education %	1st	1.000		22.20	57.23	79.43	0-200
Health and Survival	37th	0.978		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	48th	1.054		-	-	-	-
Political Empowerment	108th	0.128		-	-	-	-
Women in parliament %	77th	0.351		-48.00	26.00	74.00	0-100
Women in ministerial positions %	130th	0.077		-85.71	7.14	92.86	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	281.78
GDP per capita	constant '17, intl. \$ 1000	40.74
Population sex ratio	female/male	1.03
Population growth rate	%	-1.81

Indicator	Million people	Female	Male	Value
Total population		5.33	5.17	10.49

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	11.52
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	16.80

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.43

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	2.80	1.80	2.30

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	34.46	23.16	28.14

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		2.24	2.78	5.02

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	1993
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	18.50

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	Near-equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Public spending on family benefits	% GDP	2.10
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.20
Mean age of women at birth of first child	years	28.50

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		196.00	14.00	720.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		35.57	64.43	0.55

Graduates	Attainment %	Female	Male	Parity
Agri., Forestry, Fisheries & Veterinary		63.18	36.82	1.72

Graduates	Attainment %	Female	Male	Parity
Arts & Humanities		68.76	31.24	2.20

Graduates	Attainment %	Female	Male	Parity
Business, Admin. & Law		64.67	35.33	1.83

Graduates	Attainment %	Female	Male	Parity
Education		83.23	16.77	4.96

Graduates	Attainment %	Female	Male	Parity
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Health & Welfare		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Information & Comm. Technologies		15.57	84.43	0.18

Graduates	Attainment %	Female	Male	Parity
Natural Sci., Mathematics & Statistics		59.87	40.13	1.49

Graduates	Attainment %	Female	Male	Parity
Social Sci., Journalism & Information		68.64	31.36	2.19

Graduates	Attainment %	Female	Male	Parity
Vocational training		25.44	29.98	0.85

Graduates	Attainment %	Female	Male	Parity
PhD graduates		0.45	0.92	0.68

Graduates	%	Female	Male	Value
Graduates from tertiary education		57.15	33.17	44.87

Health

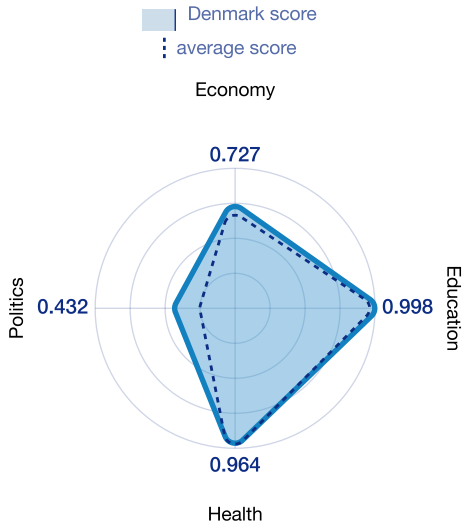
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	21.00
Births attended by skilled personnel	% live births	99.80
Maternal mortality	deaths per 100,000 live births	3.00
Total fertility rate	births per woman	1.71

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.780	23rd	0.764	32nd
Economic Participation and Opportunity	0.727	46th	0.722	54th
Educational Attainment	0.998	40th	0.998	40th
Health and Survival	0.964	112th	0.964	114th
Political Empowerment	0.432	24th	0.370	32nd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	46th	0.727		-	Min	Max	-
Labour-force participation rate %	31st	0.865		-9.04	58.07	67.11	0-100
Wage equality for similar work 1-7 (best)	50th	0.667		-	-	-	-
Estimated earned income int'l \$ 1,000	25th	0.760		-15.85	50.08	65.93	0-150
Legislators, senior officials and managers %	102nd	0.393		-43.55	28.22	71.78	0-100
Professional and technical workers %	1st	1.000		1.13	49.44	50.57	0-100
Educational Attainment	40th	0.998		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.65	99.00	99.65	0-100
Enrolment in secondary education %	87th	0.993		-0.96	130.37	131.33	0-200
Enrolment in tertiary education %	1st	1.000		27.28	69.56	96.85	0-200
Health and Survival	112th	0.964		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	121st	1.010		-	-	-	-
Political Empowerment	24th	0.432		-	-	-	-
Women in parliament %	16th	0.773		-12.80	43.60	56.40	0-100
Women in ministerial positions %	45th	0.467		-36.36	31.82	68.18	0-100
Years with female/male head of state (last 50)	22nd	0.174		-35.17	7.42	42.58	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	398.3
GDP per capita	constant '17, intl. \$ 1000	57.96
Population sex ratio	female/male	1.01
Population growth rate	%	0.43

Indicator	Million people	Female	Male	Value
Total population		2.96	2.93	5.88

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	4.99
Share of women's membership in boards	% (OECD countries only)	34.90
Firms with female majority ownership	% firms	9.20
Firms with female top managers	% firms	8.30
Share of workers in informal sector	% workers	7.60

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.93

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	4.50	4.50	4.50
Workers employed part-time	% of employed people	53.25	34.08	43.08
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.27	1.42	2.69

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	1908, 1908, 1915
Number of female heads of state to date	number	2
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	3.31
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.10
Mean age of women at birth of first child	years	29.80

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		42.00	14.00	182.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		64.31	35.69	1.80
Arts & Humanities		65.21	34.79	1.87
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		70.49	29.51	2.39
Engineering, Manuf. & Construction		29.04	70.96	0.41
Health & Welfare		75.58	24.42	3.10
Information & Comm. Technologies		24.00	76.00	0.32
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		60.53	39.47	1.53
Vocational training		8.69	14.93	0.58
PhD graduates		0.93	1.32	1.13

Graduates	%	Female	Male	Value
Graduates from tertiary education		71.66	47.34	59.18

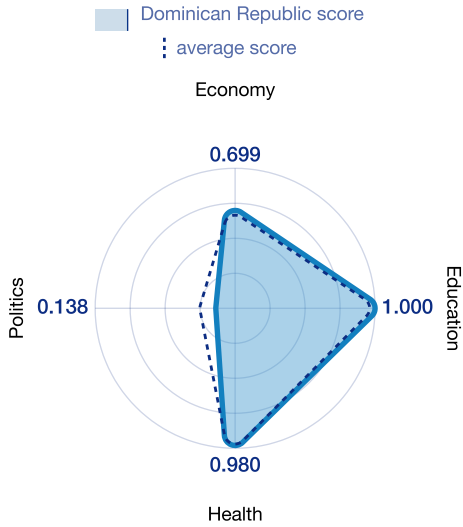
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	32.00
Births attended by skilled personnel	% live births	95.30
Maternal mortality	deaths per 100,000 live births	4.00
Total fertility rate	births per woman	1.67
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.704	81st	0.703	84th
Economic Participation and Opportunity	0.699	65th	0.662	87th
Educational Attainment	1.000	1st	1.000	23rd
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.138	104th	0.172	86th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	65th	0.699		-	Min	Max	-
Labour-force participation rate %	100th	0.675		-24.71	51.33	76.04	0-100
Wage equality for similar work 1-7 (best)	73rd	0.623		-	-	-	-
Estimated earned income int'l \$ 1,000	79th	0.629		-8.48	14.37	22.85	0-150
Legislators, senior officials and managers %	27th	0.749		-14.35	42.82	57.18	0-100
Professional and technical workers %	1st	1.000		18.28	40.86	59.14	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		1.52	88.73	90.25	0-100
Enrolment in secondary education %	1st	1.000		6.94	72.03	78.97	0-200
Enrolment in tertiary education %	1st	1.000		34.03	42.98	77.01	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	0.138		-	-	-	-
Women in parliament %	65th	0.387		-44.20	27.90	72.10	0-100
Women in ministerial positions %	132nd	0.071		-86.67	6.67	93.33	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

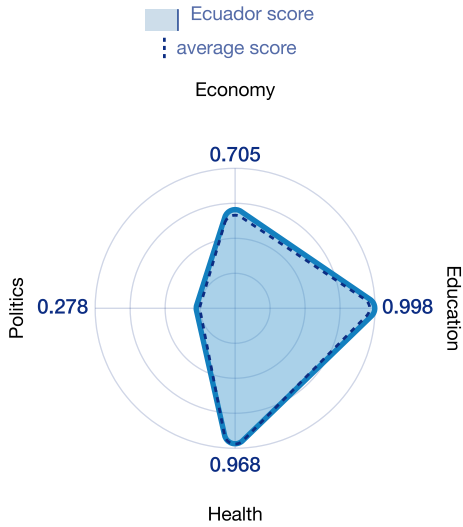
2023

General indicators				
Indicator	Unit		Value	
GDP	US\$ billions		94.24	
GDP per capita	constant '17, intl. \$ 1000		18.63	
Population sex ratio	female/male		0.99	
Population growth rate	%		1.07	
Indicator	Million people	Female	Male	Value
Total population		5.59	5.63	11.23
Work participation and leadership				
Indicator	Unit		Value	
Gender pay gap	% (OECD countries only)		n. a.	
Share of women's membership in boards	% (OECD countries only)		n. a.	
Firms with female majority ownership	% firms		13.40	
Firms with female top managers	% firms		21.20	
Share of workers in informal sector	% workers		57.30	
Indicator	1-7 (best)		Value	
Advancement of women to leadership roles			4.93	
Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	12.83	4.61	8.14
Workers employed part-time	% of employed people	37.50	24.08	29.48
Proportion of time spent on unpaid domestic and care work	%	16.71	3.79	n. a.
Indicator	Million people	Female	Male	Value
Labour-force		1.77	2.34	4.11
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		n. a.	
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			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		15.34	
Early marriage	%		27.40	
Mean age of women at birth of first child	years		n. a.	
Indicator	0-1 (Equal rights)		Value	
Right to divorce			Near-equal rights	
Indicator	Days	Female	Male	Value
Length of parental leave		98.00	2.00	0
Education and skills				
Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		73.75	26.25	2.81
Business, Admin. & Law		60.69	39.31	1.54
Education		79.13	20.87	3.79
Engineering, Manuf. & Construction		38.40	61.60	0.62
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		39.41	60.59	0.65
Natural Sci., Mathematics & Statistics		54.07	45.93	1.18
Social Sci., Journalism & Information		56.97	43.03	1.32
Vocational training		6.76	4.69	1.44
PhD graduates		0	0	0
Graduates	%	Female	Male	Value
Graduates from tertiary education		41.71	21.05	31.36
Health				
Indicator	Unit		Value	
Prevalence of gender violence in lifetime	% women		20.40	
Births attended by skilled personnel	% live births		99.20	
Maternal mortality	deaths per 100,000 live births		95.00	
Total fertility rate	births per woman		2.30	
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.737	50th	0.743	41st
Economic Participation and Opportunity	0.705	61st	0.699	71st
Educational Attainment	0.998	42nd	0.991	71st
Health and Survival	0.968	85th	0.968	88th
Political Empowerment	0.278	53rd	0.312	41st

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	61st	0.705		-	Min	Max	-
Labour-force participation rate %	95th	0.688		-24.41	53.85	78.26	0-100
Wage equality for similar work 1-7 (best)	92nd	0.602		-	-	-	-
Estimated earned income int'l \$ 1,000	22nd	0.767		-2.81	9.26	12.08	0-150
Legislators, senior officials and managers %	53rd	0.607		-24.46	37.77	62.23	0-100
Professional and technical workers %	1st	1.000		6.41	46.80	53.20	0-100
Educational Attainment	42nd	0.998		-	-	-	-
Literacy rate %	78th	0.991		-	-	-	-
Enrolment in primary education %	1st	1.000		2.57	94.97	97.53	0-100
Enrolment in secondary education %	1st	1.000		2.14	99.81	101.95	0-200
Enrolment in tertiary education %	1st	1.000		9.32	48.01	57.33	0-200
Health and Survival	85th	0.968		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	96th	1.023		-	-	-	-
Political Empowerment	53rd	0.278		-	-	-	-
Women in parliament %	29th	0.631		-22.60	38.70	61.30	0-100
Women in ministerial positions %	56th	0.333		-50.00	25.00	75.00	0-100
Years with female/male head of state (last 50)	77th	0.000		-49.99	0.01	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	106.17
GDP per capita	constant '17, intl. \$ 1000	10.67
Population sex ratio	female/male	1.00
Population growth rate	%	1.18

Indicator	Million people	Female	Male	Value
Total population		9.02	8.98	18.00

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	17.70
Firms with female top managers	% firms	22.90
Share of workers in informal sector	% workers	68.60

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.53

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	4.70	3.42	3.97

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	52.10	35.40	42.30

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		3.04	3.98	7.02

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	Restricted rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1929, 1967
Number of female heads of state to date	number	1
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	7.14
Early marriage	%	21.90
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		84.00	14.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		29.23	70.77	0.41

Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n. a.
---	-------	-------	-------

Arts & Humanities	48.78	51.22	0.95
-------------------	-------	-------	------

Business, Admin. & Law	59.75	40.25	1.48
------------------------	-------	-------	------

Education	72.91	27.09	2.69
-----------	-------	-------	------

Engineering, Manuf. & Construction	20.66	79.34	0.26
------------------------------------	-------	-------	------

Health & Welfare	71.30	28.70	2.48
------------------	-------	-------	------

Information & Comm. Technologies	36.82	63.18	0.58
----------------------------------	-------	-------	------

Natural Sci., Mathematics & Statistics	47.86	52.14	0.92
--	-------	-------	------

Social Sci., Journalism & Information	64.50	35.50	1.82
---------------------------------------	-------	-------	------

Vocational training	6.64	8.29	0.80
---------------------	------	------	------

PhD graduates	n. a.	n. a.	n. a.
---------------	-------	-------	-------

Graduates	%	Female	Male	Value
Graduates from tertiary education		41.87	29.99	35.85

Health

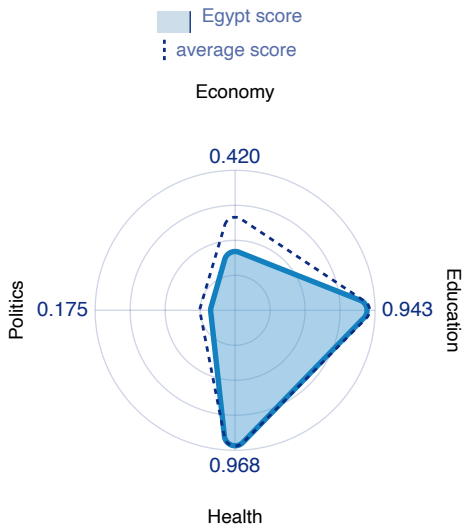
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	37.50
Births attended by skilled personnel	% live births	97.15
Maternal mortality	deaths per 100,000 live births	59.00
Total fertility rate	births per woman	2.05

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.626	134th	0.635	129th
Economic Participation and Opportunity	0.420	140th	0.403	142nd
Educational Attainment	0.943	119th	0.971	103rd
Health and Survival	0.968	90th	0.968	93rd
Political Empowerment	0.175	85th	0.198	78th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	140th	0.420		-	Min	Max	-
Labour-force participation rate %	145th	0.222		-53.76	15.34	69.10	0-100
Wage equality for similar work 1-7 (best)	3rd	0.794		-	-	-	-
Estimated earned income int'l \$ 1,000	143rd	0.197		-15.39	3.78	19.17	0-150
Legislators, senior officials and managers %	134th	0.141		-75.27	12.37	87.63	0-100
Professional and technical workers %	114th	0.540		-29.86	35.07	64.93	0-100
Educational Attainment	119th	0.943		-	-	-	-
Literacy rate %	122nd	0.855		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	90th	0.990		-0.86	89.04	89.90	0-200
Enrolment in tertiary education %	103rd	0.990		-0.45	42.49	42.94	0-200
Health and Survival	90th	0.968		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	99th	1.022		-	-	-	-
Political Empowerment	85th	0.175		-	-	-	-
Women in parliament %	68th	0.379		-45.00	27.50	72.50	0-100
Women in ministerial positions %	77th	0.231		-62.50	18.75	81.25	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

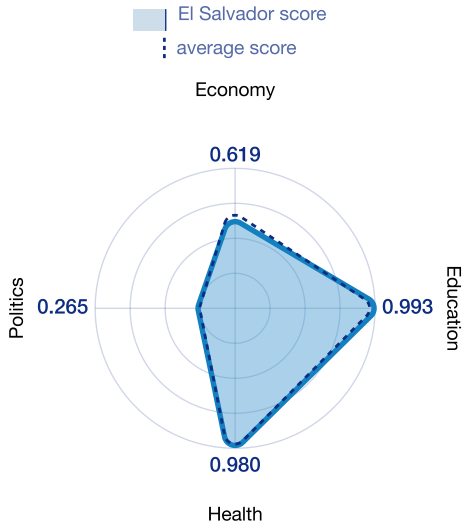
General indicators				
Indicator	Unit		Value	
GDP	US\$ billions		404.14	
GDP per capita	constant '17, intl. \$ 1000		11.57	
Population sex ratio	female/male		0.98	
Population growth rate	%		1.66	
Indicator	Million people	Female	Male	Value
Total population		54.87	56.13	110.99
Work participation and leadership				
Indicator	Unit		Value	
Gender pay gap	% (OECD countries only)		n. a.	
Share of women's membership in boards	% (OECD countries only)		n. a.	
Firms with female majority ownership	% firms		n. a.	
Firms with female top managers	% firms		6.30	
Share of workers in informal sector	% workers		67.00	
Indicator	1-7 (best)		Value	
Advancement of women to leadership roles			5.63	
Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	16.22	5.72	7.56
Workers employed part-time	% of employed people	32.26	17.18	19.55
Proportion of time spent on unpaid domestic and care work	%	22.36	2.43	n. a.
Indicator	Million people	Female	Male	Value
Labour-force		4.32	20.23	24.55
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		Restricted rights	◆	
Access to non-land assets		Restricted rights	◆	
Civil and political freedom				
Indicator	Unit		Value	
Year women received right to vote	year		1956, 1979	
Number of female heads of state to date	number		0	
Seats held in upper house	% total seats		13.70	
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		12.60	
Early marriage	%		14.80	
Mean age of women at birth of first child	years		n. a.	
Indicator	0-1 (Equal rights)		Value	
Right to divorce		Unequal rights	◆	
Indicator	Days	Female	Male	Value
Length of parental leave		90.00	0	0
Education and skills				
Graduates	Attainment %	Female	Male	Parity
STEM Graduates		36.90	63.10	0.58
Agri., Forestry, Fisheries & Veterinary		49.37	50.63	0.98
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		35.85	64.15	0.56
Education		69.15	30.85	2.24
Engineering, Manuf. & Construction		20.93	79.07	0.26
Health & Welfare		55.95	44.05	1.27
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		64.16	35.84	1.79
Social Sci., Journalism & Information		41.34	58.66	0.70
Vocational training		9.96	13.19	0.76
PhD graduates		0.24	0.36	0.31
Graduates	%	Female	Male	Value
Graduates from tertiary education		18.64	16.88	17.74
Health				
Indicator	Unit		Value	
Prevalence of gender violence in lifetime	% women		n. a.	
Births attended by skilled personnel	% live births		91.50	
Maternal mortality	deaths per 100,000 live births		37.00	
Total fertility rate	births per woman		2.96	
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.714	68th	0.727	59th
Economic Participation and Opportunity	0.619	103rd	0.628	103rd
Educational Attainment	0.993	69th	0.993	64th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.265	55th	0.309	43rd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	103rd	0.619		-	Min	Max	-
Labour-force participation rate %	120th	0.591		-31.39	45.40	76.79	0-100
Wage equality for similar work 1-7 (best)	115th	0.528		-	-	-	-
Estimated earned income int'l \$ 1,000	89th	0.613		-4.41	6.99	11.40	0-150
Legislators, senior officials and managers %	32nd	0.697		-17.88	41.06	58.94	0-100
Professional and technical workers %	93rd	0.810		-10.49	44.75	55.25	0-100
Educational Attainment	69th	0.993		-	-	-	-
Literacy rate %	95th	0.965		-	-	-	-
Enrolment in primary education %	1st	1.000		0.40	92.97	93.36	0-100
Enrolment in secondary education %	1st	1.000		0.48	76.66	77.14	0-200
Enrolment in tertiary education %	1st	1.000		3.98	27.91	31.89	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	55th	0.265		-	-	-	-
Women in parliament %	69th	0.377		-45.20	27.40	72.60	0-100
Women in ministerial positions %	30th	0.600		-25.00	37.50	62.50	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	28.74
GDP per capita	constant '17, intl. \$ 1000	9.09
Population sex ratio	female/male	1.10
Population growth rate	%	0.34

Indicator	Million people	Female	Male	Value
Total population		3.32	3.02	6.34

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	24.20
Firms with female top managers	% firms	28.00
Share of workers in informal sector	% workers	69.00

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		3.99

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.47	2.96	3.17

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	23.91	16.37	19.52

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	20.21	7.03	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.06	1.38	2.44

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	1939
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	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	11.09
Early marriage	%	21.00
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		112.00	3.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
-----------	--------------	--------	------	--------

STEM Graduates		23.14	76.86	0.30
----------------	--	-------	-------	------

Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
---	--	-------	-------	-------

Arts & Humanities		56.68	43.32	1.31
-------------------	--	-------	-------	------

Business, Admin. & Law		58.82	41.18	1.43
------------------------	--	-------	-------	------

Education		70.93	29.07	2.44
-----------	--	-------	-------	------

Engineering, Manuf. & Construction		18.66	81.34	0.23
------------------------------------	--	-------	-------	------

Health & Welfare		74.40	25.60	2.91
------------------	--	-------	-------	------

Information & Comm. Technologies		26.16	73.84	0.35
----------------------------------	--	-------	-------	------

Natural Sci., Mathematics & Statistics		50.24	49.76	1.01
--	--	-------	-------	------

Social Sci., Journalism & Information		69.13	30.87	2.24
---------------------------------------	--	-------	-------	------

Vocational training		8.71	8.49	1.03
---------------------	--	------	------	------

PhD graduates		0.04	0.04	0.04
---------------	--	------	------	------

Graduates	%	Female	Male	Value
-----------	---	--------	------	-------

Graduates from tertiary education		15.49	11.47	13.53
-----------------------------------	--	-------	-------	-------

Health

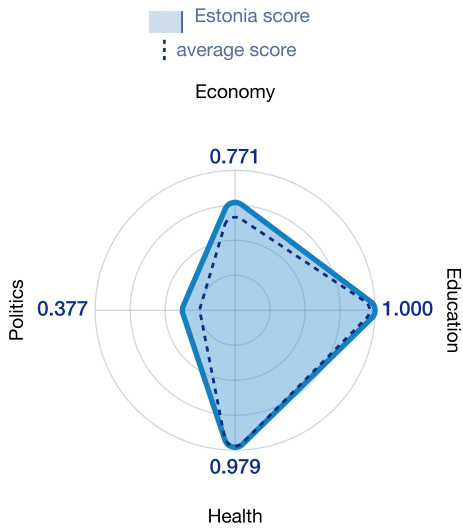
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	26.30
Births attended by skilled personnel	% live births	99.90
Maternal mortality	deaths per 100,000 live births	46.00
Total fertility rate	births per woman	1.82

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Unequal 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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.782	22nd	0.733	52nd
Economic Participation and Opportunity	0.771	25th	0.747	34th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.979	32nd	0.977	47th
Political Empowerment	0.377	31st	0.210	73rd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	25th	0.771		-	Min	Max	-
Labour-force participation rate %	55th	0.834		-11.61	58.29	69.90	0-100
Wage equality for similar work 1-7 (best)	30th	0.714		-	-	-	-
Estimated earned income int'l \$ 1,000	39th	0.718		-12.81	32.64	45.45	0-150
Legislators, senior officials and managers %	30th	0.700		-17.64	41.18	58.82	0-100
Professional and technical workers %	1st	1.000		19.20	40.40	59.60	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.42	97.36	97.79	0-100
Enrolment in secondary education %	1st	1.000		5.26	112.40	117.66	0-200
Enrolment in tertiary education %	1st	1.000		28.93	55.06	83.99	0-200
Health and Survival	32nd	0.979		-	-	-	-
Sex ratio at birth** %	115th	0.943		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	31st	0.377		-	-	-	-
Women in parliament %	67th	0.383		-44.60	27.70	72.30	0-100
Women in ministerial positions %	20th	0.750		-14.29	42.86	57.14	0-100
Years with female/male head of state (last 50)	24th	0.165		-35.80	7.10	42.90	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	37.19
GDP per capita	constant '17, intl. \$ 1000	38.72
Population sex ratio	female/male	1.11
Population growth rate	%	0.11

Indicator	Million people	Female	Male	Value
Total population		0.70	0.63	1.33

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	19.60
Share of women's membership in boards	% (OECD countries only)	9.10
Firms with female majority ownership	% firms	16.20
Firms with female top managers	% firms	22.50
Share of workers in informal sector	% workers	9.10

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.87

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	5.40	6.30	5.90

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	38.62	26.23	32.34

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.33	0.34	0.66

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	2
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	3.21
Unmet family planning	% women 15-49	9.30
Early marriage	%	0.50
Mean age of women at birth of first child	years	28.20

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		100.00	0	475.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		38.38	61.62	0.62

Graduates	Attainment %	Female	Male	Parity
Agri., Forestry, Fisheries & Veterinary		57.89	42.11	1.37

Graduates	Attainment %	Female	Male	Parity
Arts & Humanities		70.45	29.55	2.38

Graduates	Attainment %	Female	Male	Parity
Business, Admin. & Law		68.65	31.35	2.19

Graduates	Attainment %	Female	Male	Parity
Education		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Health & Welfare		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Information & Comm. Technologies		28.89	71.11	0.41

Graduates	Attainment %	Female	Male	Parity
Natural Sci., Mathematics & Statistics		63.86	36.14	1.77

Graduates	Attainment %	Female	Male	Parity
Social Sci., Journalism & Information		74.38	25.62	2.90

Graduates	Attainment %	Female	Male	Parity
Vocational training		8.71	13.57	0.64

Graduates	Attainment %	Female	Male	Parity
PhD graduates		0.85	1.03	0.93

Graduates	%	Female	Male	Value
Graduates from tertiary education		6.05	2.32	4.16

Health

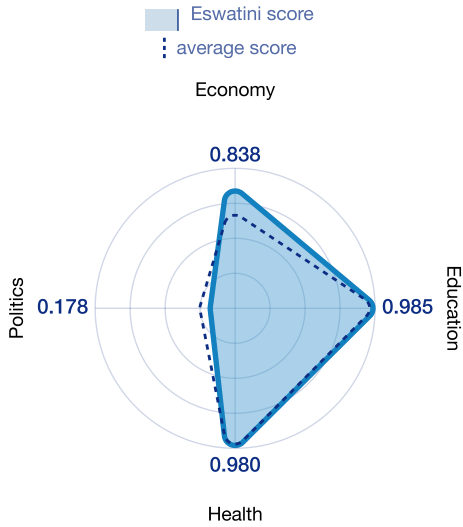
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	20.00
Births attended by skilled personnel	% live births	99.60
Maternal mortality	deaths per 100,000 live births	9.00
Total fertility rate	births per woman	1.58

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.745	46th	0.728	58th
Economic Participation and Opportunity	0.838	6th	0.789	19th
Educational Attainment	0.985	88th	0.985	86th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.178	84th	0.157	94th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	6th	0.838		-	Min	Max	-
Labour-force participation rate %	45th	0.844		-8.72	47.13	55.85	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	19th	0.790		-2.08	7.83	9.90	0-150
Legislators, senior officials and managers %	21st	0.767		-13.16	43.42	56.58	0-100
Professional and technical workers %	1st	1.000		1.66	49.17	50.83	0-100
Educational Attainment	88th	0.985		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	97th	0.984		-1.33	84.10	85.43	0-100
Enrolment in secondary education %	84th	0.995		-0.44	82.19	82.63	0-200
Enrolment in tertiary education %	109th	0.944		-0.39	6.56	6.95	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	84th	0.178		-	-	-	-
Women in parliament %	119th	0.175		-70.20	14.90	85.10	0-100
Women in ministerial positions %	37th	0.500		-33.33	33.33	66.67	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	4.74
GDP per capita	constant '17, intl. \$ 1000	8.86
Population sex ratio	female/male	1.01
Population growth rate	%	0.98

Indicator	Million people	Female	Male	Value
Total population		0.61	0.60	1.20

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries 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	27.40
Share of workers in informal sector	% workers	58.80

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.08

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	34.20	33.04	33.64

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	21.64	15.25	18.37

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.16	0.14	0.30

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	Unequal rights	◆
Access to non-land assets	Restricted rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1968
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	40.00

Indicator	Yes/No	Value
Election list quotas for women, national		n. a.
Party membership quotas, voluntary	Yes	

Indicator	0-1 (Equal rights)	Value
Access to justice	Restricted rights	◆
Freedom of movement	Near-equal rights	◆

Family and care

Indicator	Unit	Value
Public spending on family benefits	% GDP	n. a.
Unmet family planning	% women 15-49	15.23
Early marriage	%	4.00
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Restricted rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		14.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.

Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n. a.
---	-------	-------	-------

Arts & Humanities	n. a.	n. a.	n. a.
-------------------	-------	-------	-------

Business, Admin. & Law	n. a.	n. a.	n. a.
------------------------	-------	-------	-------

Education	0	100.00	0
-----------	---	--------	---

Engineering, Manuf. & Construction	n. a.	n. a.	n. a.
------------------------------------	-------	-------	-------

Health & Welfare	n. a.	n. a.	n. a.
------------------	-------	-------	-------

Information & Comm. Technologies	n. a.	n. a.	n. a.
----------------------------------	-------	-------	-------

Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.
--	-------	-------	-------

Social Sci., Journalism & Information	n. a.	n. a.	n. a.
---------------------------------------	-------	-------	-------

Vocational training	n. a.	n. a.	n. a.
---------------------	-------	-------	-------

PhD graduates	n. a.	n. a.	n. a.
---------------	-------	-------	-------

Graduates	%	Female	Male	Value
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

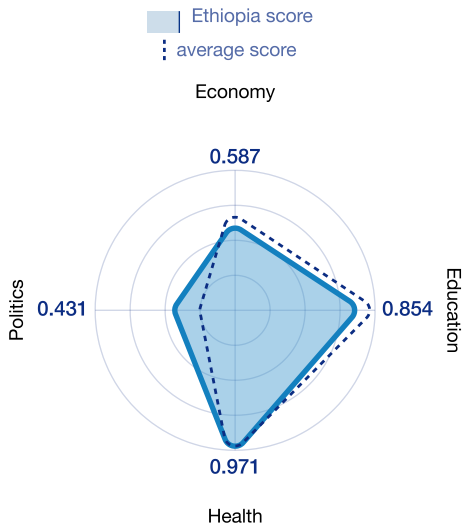
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	n. a.
Births attended by skilled personnel	% live births	88.30
Maternal mortality	deaths per 100,000 live births	437.00
Total fertility rate	births per woman	2.89

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.711	75th	0.710	74th
Economic Participation and Opportunity	0.587	116th	0.600	112th
Educational Attainment	0.854	135th	0.854	133rd
Health and Survival	0.971	67th	0.971	74th
Political Empowerment	0.431	25th	0.416	26th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	116th	0.587		-	Min	Max	-
Labour-force participation rate %	88th	0.727		-21.60	57.60	79.20	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	65th	0.661		-0.94	1.84	2.79	0-150
Legislators, senior officials and managers %	108th	0.341		-49.14	25.43	74.57	0-100
Professional and technical workers %	117th	0.521		-31.50	34.25	65.75	0-100
Educational Attainment	135th	0.854		-	-	-	-
Literacy rate %	131st	0.750		-	-	-	-
Enrolment in primary education %	105th	0.912		-7.16	74.08	81.24	0-100
Enrolment in secondary education %	113th	0.962		-1.36	34.25	35.61	0-200
Enrolment in tertiary education %	129th	0.596		-5.27	7.76	13.03	0-200
Health and Survival	67th	0.971		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	81st	1.031		-	-	-	-
Political Empowerment	25th	0.431		-	-	-	-
Women in parliament %	23rd	0.704		-17.40	41.30	58.70	0-100
Women in ministerial positions %	27th	0.692		-18.18	40.91	59.09	0-100
Years with female/male head of state (last 50)	39th	0.095		-41.30	4.35	45.65	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	111.27		
GDP per capita	constant '17, intl. \$ 1000	2.32		
Population sex ratio	female/male	0.99		
Population growth rate	%	2.60		
Indicator	Million people	◆ Female	◆ Male	Value
Total population		61.40	61.98	123.38

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	16.50
Firms with female top managers	% firms	4.50
Share of workers in informal sector	% workers	85.20
Indicator	1-7 (best)	Value
Advancement of women to leadership roles		3.27

Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	5.43	3.07	4.10
Workers employed part-time	% of employed people	66.47	42.91	53.77
Proportion of time spent on unpaid domestic and care work	%	19.31	6.60	n. a.

Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		11.91	16.81	28.72

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	1955
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	30.60

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	19.20
Early marriage	%	22.50
Mean age of women at birth of first child	years	n. a.
Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	◆ Female	◆ Male	Value
Length of parental leave		120.00	3.00	0

Education and skills

Graduates	Attainment %	◆ Female	◆ Male	Parity
STEM Graduates		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Vocational training		1.78	1.59	1.12
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	◆ Female	◆ Male	Value
Graduates from tertiary education		n. a.	n. a.	n. a.

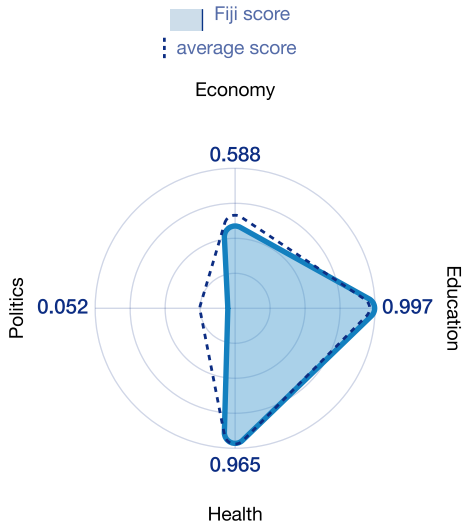
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	28.00
Births attended by skilled personnel	% live births	49.80
Maternal mortality	deaths per 100,000 live births	401.00
Total fertility rate	births per woman	4.24
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.650	121st	0.676	107th
Economic Participation and Opportunity	0.588	115th	0.586	118th
Educational Attainment	0.997	46th	0.997	44th
Health and Survival	0.965	107th	0.972	69th
Political Empowerment	0.052	139th	0.150	97th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	115th	0.588		-	Min	Max	-
Labour-force participation rate %	129th	0.501		-38.44	38.55	76.99	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	120th	0.492		-7.05	6.83	13.87	0-150
Legislators, senior officials and managers %	44th	0.636		-22.23	38.89	61.12	0-100
Professional and technical workers %	91st	0.846		-8.33	45.84	54.16	0-100
Educational Attainment	46th	0.997		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	83rd	0.994		-0.63	98.79	99.42	0-100
Enrolment in secondary education %	1st	1.000		7.30	92.88	100.18	0-200
Enrolment in tertiary education %	1st	1.000		20.70	43.36	64.06	0-200
Health and Survival	107th	0.965		-	-	-	-
Sex ratio at birth** %	136th	0.933		-	-	-	-
Healthy life expectancy** years	74th	1.038		-	-	-	-
Political Empowerment	139th	0.052		-	-	-	-
Women in parliament %	130th	0.122		-78.20	10.90	89.10	0-100
Women in ministerial positions %	135th	0.056		-89.47	5.26	94.74	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

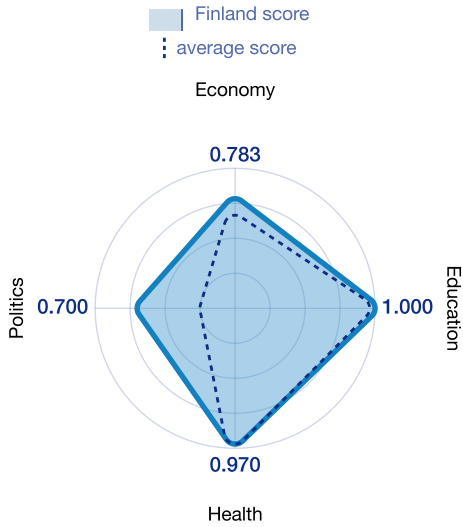
2023

General indicators				
Indicator	Unit		Value	
GDP	US\$ billions		4.3	
GDP per capita	constant '17, intl. \$ 1000		10.36	
Population sex ratio	female/male		0.99	
Population growth rate	%		0.45	
Indicator	Million people	◆ Female	◆ Male	Value
Total population		0.46	0.47	0.93
Work participation and leadership				
Indicator	Unit		Value	
Gender pay gap	% (OECD countries only)		n. a.	
Share of women's membership in boards	% (OECD countries only)		n. a.	
Firms with female majority ownership	% firms		n. a.	
Firms with female top managers	% firms		n. a.	
Share of workers in informal sector	% workers		43.60	
Indicator	1-7 (best)		Value	
Advancement of women to leadership roles			n. a.	
Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	5.71	3.83	4.47
Workers employed part-time	% of employed people	n. a.	n. a.	n. a.
Proportion of time spent on unpaid domestic and care work	%	15.16	5.19	n. a.
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.10	0.19	0.29
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		1970	
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			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	%		8.50	
Mean age of women at birth of first child	years		n. a.	
Indicator	0-1 (Equal rights)		Value	
Right to divorce			Equal rights ◆	
Indicator	Days	◆ Female	◆ Male	Value
Length of parental leave		98.00	1.00	0
Education and skills				
Graduates	Attainment %	◆ Female	◆ Male	Parity
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		0.46	0.85	0.54
PhD graduates		0.05	0.10	0.07
Graduates	%	◆ Female	◆ Male	Value
Graduates from tertiary education		n. a.	n. a.	n. a.
Health				
Indicator	Unit		Value	
Prevalence of gender violence in lifetime	% women		64.10	
Births attended by skilled personnel	% live births		99.80	
Maternal mortality	deaths per 100,000 live births		34.00	
Total fertility rate	births per woman		2.50	
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.863	3rd	0.860	2nd
Economic Participation and Opportunity	0.783	20th	0.789	18th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.970	71st	0.970	78th
Political Empowerment	0.700	4th	0.682	2nd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	20th	0.783		-	Min	Max	-
Labour-force participation rate %	19th	0.882		-7.57	56.68	64.25	0-100
Wage equality for similar work 1-7 (best)	10th	0.763		-	-	-	-
Estimated earned income int'l \$ 1,000	31st	0.743		-14.37	41.65	56.02	0-150
Legislators, senior officials and managers %	60th	0.576		-26.91	36.54	63.46	0-100
Professional and technical workers %	1st	1.000		3.70	48.15	51.85	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.58	98.02	98.60	0-100
Enrolment in secondary education %	1st	1.000		13.82	137.48	151.30	0-200
Enrolment in tertiary education %	1st	1.000		19.57	85.51	105.08	0-200
Health and Survival	71st	0.970		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	85th	1.030		-	-	-	-
Political Empowerment	4th	0.700		-	-	-	-
Women in parliament %	13th	0.835		-9.00	45.50	54.50	0-100
Women in ministerial positions %	1st	1.000		28.57	35.71	64.29	0-100
Years with female/male head of state (last 50)	8th	0.438		-19.53	15.23	34.77	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	297.3
GDP per capita	constant '17, intl. \$ 1000	48.75
Population sex ratio	female/male	1.02
Population growth rate	%	0.21

Indicator	Million people	Female	Male	Value
Total population		2.80	2.74	5.54

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	15.98
Share of women's membership in boards	% (OECD countries only)	35.20
Firms with female majority ownership	% firms	9.50
Firms with female top managers	% firms	12.90
Share of workers in informal sector	% workers	6.40

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		6.16

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	6.50	7.30	6.90

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	51.12	38.42	44.51

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.21	1.31	2.51

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	n. a.
Number of female heads of state to date	number	4
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	2.89
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.30
Mean age of women at birth of first child	years	29.50

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		56.00	0	148.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		27.40	72.60	0.38

Graduates	Attainment %	Female	Male	Parity
Agri., Forestry, Fisheries & Veterinary		61.11	38.89	1.57

Graduates	Attainment %	Female	Male	Parity
Arts & Humanities		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Business, Admin. & Law		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Education		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Engineering, Manuf. & Construction		22.16	77.84	0.28

Graduates	Attainment %	Female	Male	Parity
Health & Welfare		84.98	15.02	5.66

Graduates	Attainment %	Female	Male	Parity
Information & Comm. Technologies		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Natural Sci., Mathematics & Statistics		53.83	46.17	1.17

Graduates	Attainment %	Female	Male	Parity
Social Sci., Journalism & Information		71.31	28.69	2.48

Graduates	Attainment %	Female	Male	Parity
Vocational training		16.46	21.44	0.77

Graduates	Attainment %	Female	Male	Parity
PhD graduates		1.07	1.39	1.23

Graduates	%	Female	Male	Value
Graduates from tertiary education		78.39	51.89	64.79

Health

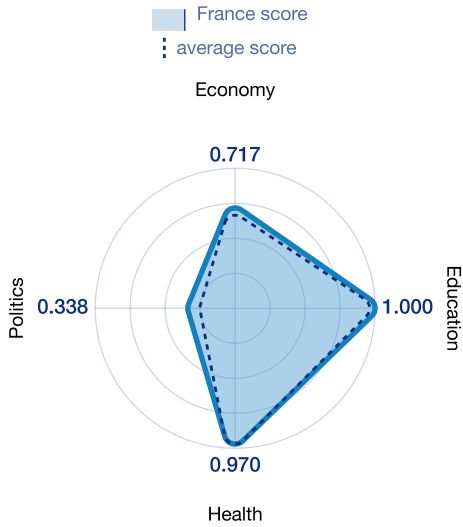
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	30.00
Births attended by skilled personnel	% live births	99.60
Maternal mortality	deaths per 100,000 live births	3.00
Total fertility rate	births per woman	1.37

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.756	40th	0.791	15th
Economic Participation and Opportunity	0.717	51st	0.737	40th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.970	76th	0.970	81st
Political Empowerment	0.338	39th	0.457	20th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	51st	0.717		-	Min	Max	-
Labour-force participation rate %	27th	0.872		-7.64	52.20	59.84	0-100
Wage equality for similar work 1-7 (best)	82nd	0.614		-	-	-	-
Estimated earned income int'l \$ 1,000	74th	0.639		-19.95	35.35	55.30	0-150
Legislators, senior officials and managers %	52nd	0.608		-24.41	37.79	62.21	0-100
Professional and technical workers %	1st	1.000		6.71	46.65	53.36	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.28	99.70	99.97	0-100
Enrolment in secondary education %	1st	1.000		0.03	104.62	104.65	0-200
Enrolment in tertiary education %	1st	1.000		16.99	61.06	78.05	0-200
Health and Survival	76th	0.970		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	89th	1.028		-	-	-	-
Political Empowerment	39th	0.338		-	-	-	-
Women in parliament %	33rd	0.608		-24.40	37.80	62.20	0-100
Women in ministerial positions %	35th	0.545		-29.41	35.29	64.71	0-100
Years with female/male head of state (last 50)	58th	0.035		-46.65	1.68	48.32	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	2,957.88
GDP per capita	constant '17, intl. \$ 1000	44.99
Population sex ratio	female/male	1.07
Population growth rate	%	0.26

Indicator	Million people	Female	Male	Value
Total population		33.40	31.23	64.63

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	11.82
Share of women's membership in boards	% (OECD countries only)	45.30
Firms with female majority ownership	% firms	15.50
Firms with female top managers	% firms	19.90
Share of workers in informal sector	% workers	4.40

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.91

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	7.20	7.60	7.40

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	47.91	30.96	39.26

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		13.39	13.87	27.26

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	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1944
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	35.10

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	2.93
Unmet family planning	% women 15-49	n. a.
Early marriage	%	2.80
Mean age of women at birth of first child	years	28.90

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		112.00	25.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
-----------	--------------	--------	------	--------

STEM Graduates		31.81	68.19	0.47
----------------	--	-------	-------	------

Agri., Forestry, Fisheries & Veterinary		43.19	56.81	0.76
---	--	-------	-------	------

Arts & Humanities		69.23	30.77	2.25
-------------------	--	-------	-------	------

Business, Admin. & Law		n. a.	n. a.	n. a.
------------------------	--	-------	-------	-------

Education		n. a.	n. a.	n. a.
-----------	--	-------	-------	-------

Engineering, Manuf. & Construction		26.11	73.89	0.35
------------------------------------	--	-------	-------	------

Health & Welfare		73.99	26.01	2.84
------------------	--	-------	-------	------

Information & Comm. Technologies		16.46	83.54	0.20
----------------------------------	--	-------	-------	------

Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
--	--	-------	-------	-------

Social Sci., Journalism & Information		n. a.	n. a.	n. a.
---------------------------------------	--	-------	-------	-------

Vocational training		16.76	21.94	0.76
---------------------	--	-------	-------	------

PhD graduates		0.65	1.07	0.85
---------------	--	------	------	------

Graduates	%	Female	Male	Value
-----------	---	--------	------	-------

Graduates from tertiary education		57.94	42.36	49.95
-----------------------------------	--	-------	-------	-------

Health

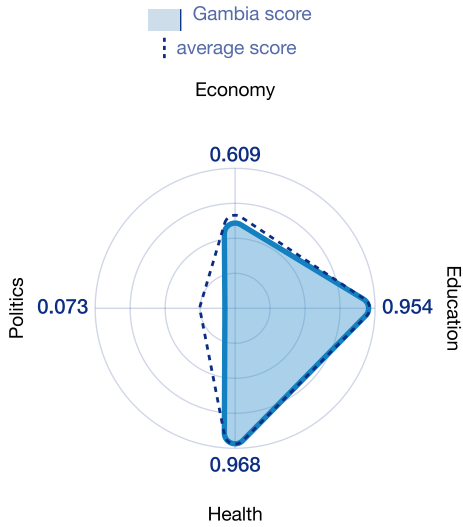
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	26.00
Births attended by skilled personnel	% live births	97.60
Maternal mortality	deaths per 100,000 live births	8.00
Total fertility rate	births per woman	1.83

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.651	119th	0.641	121st
Economic Participation and Opportunity	0.609	106th	0.604	109th
Educational Attainment	0.954	114th	0.873	132nd
Health and Survival	0.968	83rd	0.968	86th
Political Empowerment	0.073	132nd	0.118	115th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	106th	0.609		-	Min	Max	-
Labour-force participation rate %	40th	0.850		-9.90	56.19	66.09	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	13th	0.814		-0.43	1.86	2.29	0-150
Legislators, senior officials and managers %	120th	0.243		-60.85	19.57	80.43	0-100
Professional and technical workers %	134th	0.289		-55.11	22.44	77.56	0-100
Educational Attainment	114th	0.954		-	-	-	-
Literacy rate %	128th	0.785		-	-	-	-
Enrolment in primary education %	1st	1.000		11.56	80.23	91.79	0-100
Enrolment in secondary education %	1st	1.000		18.81	105.35	124.16	0-200
Enrolment in tertiary education %	-	-	-	-	-	-	-
Health and Survival	83rd	0.968		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	94th	1.023		-	-	-	-
Political Empowerment	132nd	0.073		-	-	-	-
Women in parliament %	133rd	0.094		-82.80	8.60	91.40	0-100
Women in ministerial positions %	99th	0.176		-70.00	15.00	85.00	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	2.04
GDP per capita	constant '17, intl. \$ 1000	2.08
Population sex ratio	female/male	1.01
Population growth rate	%	2.53

Indicator	Million people	Female	Male	Value
Total population		1.36	1.35	2.71

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	12.30
Firms with female top managers	% firms	9.60
Share of workers in informal sector	% workers	79.50

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.01

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.25	5.24	4.27

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	12.32	7.88	10.05

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.28	0.32	0.61

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	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	Restricted rights	◇

Family and care

Indicator	Unit	Value
Public spending on family benefits	% GDP	n. a.
Unmet family planning	% women 15-49	24.20
Early marriage	%	25.50
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Unequal rights	◇

Indicator	Days	Female	Male	Value
Length of parental leave		180.00	14.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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

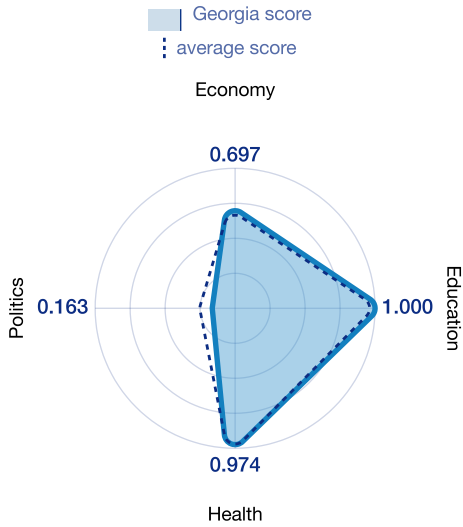
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	20.10
Births attended by skilled personnel	% live births	83.80
Maternal mortality	deaths per 100,000 live births	597.00
Total fertility rate	births per woman	4.78

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.708	76th	0.731	55th
Economic Participation and Opportunity	0.697	68th	0.697	72nd
Educational Attainment	1.000	28th	1.000	29th
Health and Survival	0.974	56th	0.978	37th
Political Empowerment	0.163	91st	0.248	57th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	68th	0.697		-	Min	Max	-
Labour-force participation rate %	83rd	0.753		-18.05	55.00	73.05	0-100
Wage equality for similar work 1-7 (best)	19th	0.740		-	-	-	-
Estimated earned income int'l \$ 1,000	116th	0.509		-10.28	10.66	20.93	0-150
Legislators, senior officials and managers %	62nd	0.566		-27.75	36.13	63.88	0-100
Professional and technical workers %	1st	1.000		23.39	38.30	61.70	0-100
Educational Attainment	28th	1.000		-	-	-	-
Literacy rate %	61st	0.999		-	-	-	-
Enrolment in primary education %	1st	1.000		1.00	98.18	99.18	0-100
Enrolment in secondary education %	1st	1.000		0.40	101.15	101.55	0-200
Enrolment in tertiary education %	1st	1.000		11.85	66.98	78.83	0-200
Health and Survival	56th	0.974		-	-	-	-
Sex ratio at birth** %	132nd	0.935		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	91st	0.163		-	-	-	-
Women in parliament %	108th	0.225		-63.20	18.40	81.60	0-100
Women in ministerial positions %	88th	0.200		-66.67	16.67	83.33	0-100
Years with female/male head of state (last 50)	38th	0.100		-40.93	4.53	45.47	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	18.63
GDP per capita	constant '17, intl. \$ 1000	15.49
Population sex ratio	female/male	1.13
Population growth rate	%	-0.38

Indicator	Million people	Female	Male	Value
Total population		1.98	1.76	3.74

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	11.50
Firms with female top managers	% firms	16.50
Share of workers in informal sector	% workers	55.60

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.35

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	11.84	14.29	13.18
Workers employed part-time	% of employed people	17.95	16.20	17.02
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.83	0.93	1.76

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	1918, 1921
Number of female heads of state to date	number	2
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	23.70
Early marriage	%	14.40
Mean age of women at birth of first child	years	25.90

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		126.00	0	57.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		38.68	61.32	0.63
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		58.53	41.47	1.41
Education		95.79	4.21	22.74
Engineering, Manuf. & Construction		15.73	84.27	0.19
Health & Welfare		70.99	29.01	2.45
Information & Comm. Technologies		20.58	79.42	0.26
Natural Sci., Mathematics & Statistics		68.13	31.87	2.14
Social Sci., Journalism & Information		64.61	35.39	1.83
Vocational training		3.26	2.76	1.18
PhD graduates		0.46	0.58	0.51

Graduates	%	Female	Male	Value
Graduates from tertiary education		44.26	30.68	37.04

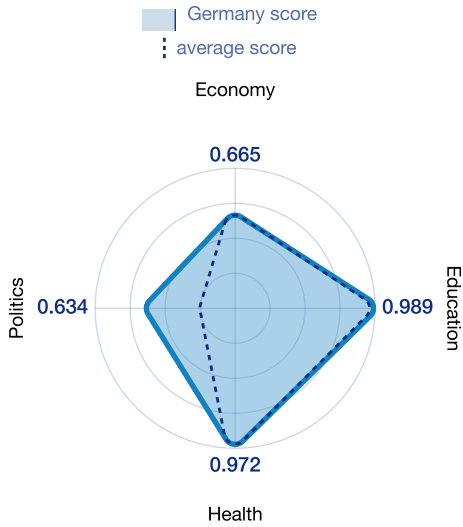
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	6.10
Births attended by skilled personnel	% live births	99.80
Maternal mortality	deaths per 100,000 live births	25.00
Total fertility rate	births per woman	1.97
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.815	6th	0.801	10th
Economic Participation and Opportunity	0.665	88th	0.695	75th
Educational Attainment	0.989	82nd	0.988	81st
Health and Survival	0.972	64th	0.972	70th
Political Empowerment	0.634	5th	0.550	8th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	88th	0.665		-	Min	Max	-
Labour-force participation rate %	49th	0.843		-10.36	55.46	65.82	0-100
Wage equality for similar work 1-7 (best)	89th	0.606		-	-	-	-
Estimated earned income int'l \$ 1,000	102nd	0.572		-29.08	38.83	67.91	0-150
Legislators, senior officials and managers %	95th	0.413		-41.58	29.21	70.79	0-100
Professional and technical workers %	1st	1.000		3.16	48.42	51.58	0-100
Educational Attainment	82nd	0.989		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		1.35	97.29	98.64	0-100
Enrolment in secondary education %	117th	0.954		-4.59	94.73	99.31	0-200
Enrolment in tertiary education %	1st	1.000		4.02	71.07	75.08	0-200
Health and Survival	64th	0.972		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	77th	1.035		-	-	-	-
Political Empowerment	5th	0.634		-	-	-	-
Women in parliament %	40th	0.541		-29.80	35.10	64.90	0-100
Women in ministerial positions %	1st	1.000		0	50.00	50.00	0-100
Years with female/male head of state (last 50)	5th	0.495		-16.90	16.55	33.45	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	4,259.93
GDP per capita	constant '17, intl. \$ 1000	53.18
Population sex ratio	female/male	1.03
Population growth rate	%	0.04

Indicator	Million people	Female	Male	Value
Total population		42.23	41.14	83.37

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	14.20
Share of women's membership in boards	% (OECD countries only)	36.00
Firms with female majority ownership	% firms	12.90
Firms with female top managers	% firms	14.20
Share of workers in informal sector	% workers	3.80

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.79

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.00	3.40	3.20

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	59.02	28.25	42.63

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	16.40	10.40	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		18.44	20.99	39.44

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	2
Seats held in upper house	% total seats	40.60

Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	

Indicator	0-1 (Equal rights)	Value
Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Public spending on family benefits	% GDP	2.42
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.40
Mean age of women at birth of first child	years	29.90

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		98.00	0	300.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		27.56	72.44	0.38

Graduates	Attainment %	Female	Male	Parity
Agri., Forestry, Fisheries & Veterinary		42.32	57.68	0.73

Graduates	Attainment %	Female	Male	Parity
Arts & Humanities		69.76	30.24	2.31

Graduates	Attainment %	Female	Male	Parity
Business, Admin. & Law		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Education		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Engineering, Manuf. & Construction		21.12	78.88	0.27

Graduates	Attainment %	Female	Male	Parity
Health & Welfare		70.58	29.42	2.40

Graduates	Attainment %	Female	Male	Parity
Information & Comm. Technologies		19.41	80.59	0.24

Graduates	Attainment %	Female	Male	Parity
Natural Sci., Mathematics & Statistics		46.76	53.24	0.88

Graduates	Attainment %	Female	Male	Parity
Social Sci., Journalism & Information		65.70	34.30	1.92

Graduates	Attainment %	Female	Male	Parity
Vocational training		17.83	22.63	0.79

Graduates	Attainment %	Female	Male	Parity
PhD graduates		1.03	2.01	1.51

Graduates	%	Female	Male	Value
Graduates from tertiary education		47.56	41.92	44.61

Health

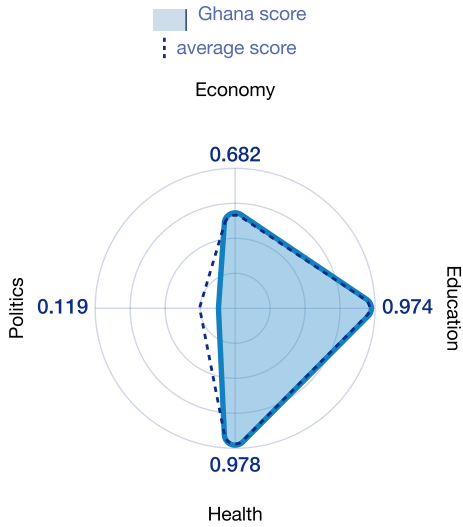
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	22.00
Births attended by skilled personnel	% live births	96.20
Maternal mortality	deaths per 100,000 live births	7.00
Total fertility rate	births per woman	1.53

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.688	100th	0.672	108th
Economic Participation and Opportunity	0.682	80th	0.608	108th
Educational Attainment	0.974	105th	0.968	104th
Health and Survival	0.978	36th	0.978	40th
Political Empowerment	0.119	111th	0.135	105th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	80th	0.682		-	Min	Max	-
Labour-force participation rate %	4th	0.946		-3.96	69.49	73.45	0-100
Wage equality for similar work 1-7 (best)	45th	0.690		-	-	-	-
Estimated earned income int'l \$ 1,000	96th	0.597		-2.74	4.07	6.81	0-150
Legislators, senior officials and managers %	80th	0.509		-32.55	33.73	66.28	0-100
Professional and technical workers %	108th	0.592		-25.64	37.18	62.82	0-100
Educational Attainment	105th	0.974		-	-	-	-
Literacy rate %	116th	0.902		-	-	-	-
Enrolment in primary education %	1st	1.000		1.79	93.14	94.93	0-100
Enrolment in secondary education %	1st	1.000		0.75	79.58	80.33	0-200
Enrolment in tertiary education %	110th	0.937		-1.27	18.89	20.16	0-200
Health and Survival	36th	0.978		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	47th	1.054		-	-	-	-
Political Empowerment	111th	0.119		-	-	-	-
Women in parliament %	120th	0.171		-70.80	14.60	85.40	0-100
Women in ministerial positions %	68th	0.267		-57.89	21.05	78.95	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	77.59
GDP per capita	constant '17, intl. \$ 1000	5.44
Population sex ratio	female/male	1.01
Population growth rate	%	2.01

Indicator	Million people	Female	Male	Value
Total population		16.78	16.70	33.48

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	14.70
Firms with female top managers	% firms	14.90
Share of workers in informal sector	% workers	78.10

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.78

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.67	3.42	3.55

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	35.64	29.83	32.84

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		5.22	4.77	9.98

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Restricted rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Uneven rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1954
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	33.60
Early marriage	%	8.00
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Restricted rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		84.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		19.76	80.24	0.25
Agri., Forestry, Fisheries & Veterinary		26.78	73.22	0.37
Arts & Humanities		46.23	53.77	0.86
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		42.11	57.89	0.73
Engineering, Manuf. & Construction		16.41	83.59	0.20
Health & Welfare		60.85	39.15	1.55
Information & Comm. Technologies		19.87	80.13	0.25
Natural Sci., Mathematics & Statistics		26.76	73.24	0.37
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Vocational training		0.79	2.17	0.36
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Graduates from tertiary education		8.55	10.50	9.55

Health

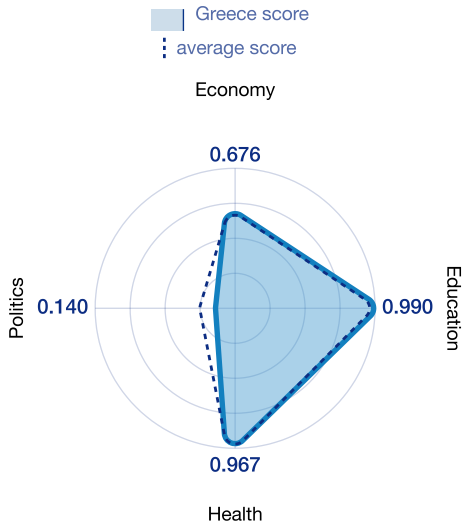
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	24.40
Births attended by skilled personnel	% live births	78.90
Maternal mortality	deaths per 100,000 live births	308.00
Total fertility rate	births per woman	3.62

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.693	93rd	0.689	100th
Economic Participation and Opportunity	0.676	82nd	0.672	83rd
Educational Attainment	0.990	81st	0.986	84th
Health and Survival	0.967	96th	0.966	98th
Political Empowerment	0.140	102nd	0.130	108th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	82nd	0.676		-	Min	Max	-
Labour-force participation rate %	86th	0.743		-15.02	43.53	58.55	0-100
Wage equality for similar work 1-7 (best)	65th	0.641		-	-	-	-
Estimated earned income int'l \$ 1,000	67th	0.658		-12.25	23.55	35.80	0-150
Legislators, senior officials and managers %	94th	0.420		-40.80	29.60	70.40	0-100
Professional and technical workers %	1st	1.000		4.31	47.84	52.16	0-100
Educational Attainment	81st	0.990		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.53	98.85	99.38	0-100
Enrolment in secondary education %	116th	0.955		-4.87	103.05	107.92	0-200
Enrolment in tertiary education %	1st	1.000		3.00	149.41	152.40	0-200
Health and Survival	96th	0.967		-	-	-	-
Sex ratio at birth** %	121st	0.940		-	-	-	-
Healthy life expectancy** years	87th	1.029		-	-	-	-
Political Empowerment	102nd	0.140		-	-	-	-
Women in parliament %	90th	0.266		-58.00	21.00	79.00	0-100
Women in ministerial positions %	120th	0.118		-78.95	10.53	89.47	0-100
Years with female/male head of state (last 50)	45th	0.065		-43.93	3.04	46.96	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	214.87
GDP per capita	constant '17, intl. \$ 1000	29.55
Population sex ratio	female/male	1.04
Population growth rate	%	-0.54

Indicator	Million people	Female	Male	Value
Total population		5.30	5.08	10.38

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	5.91
Share of women's membership in boards	% (OECD countries only)	19.60
Firms with female majority ownership	% firms	16.50
Firms with female top managers	% firms	17.20
Share of workers in informal sector	% workers	6.30

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.66

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	16.60	9.30	12.60

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	34.55	18.85	25.48

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	18.12	7.01	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.98	2.50	4.48

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	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	1949, 1952
Number of female heads of state to date	number	2
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	1.77
Unmet family planning	% women 15-49	n. a.
Early marriage	%	1.90
Mean age of women at birth of first child	years	30.70

Indicator	0-1 (Equal rights)	Value
Right to divorce	Uneven rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		119.00	18.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		40.09	59.91	0.67
Agri., Forestry, Fisheries & Veterinary		47.79	52.21	0.92
Arts & Humanities		73.94	26.06	2.84
Business, Admin. & Law		58.56	41.44	1.41
Education		85.19	14.81	5.75
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		70.59	29.41	2.40
Information & Comm. Technologies		35.69	64.31	0.55
Natural Sci., Mathematics & Statistics		52.37	47.63	1.10
Social Sci., Journalism & Information		63.75	36.25	1.76
Vocational training		10.79	15.40	0.70
PhD graduates		0.45	1.00	0.72

Graduates	%	Female	Male	Value
Graduates from tertiary education		52.15	36.11	43.99

Health

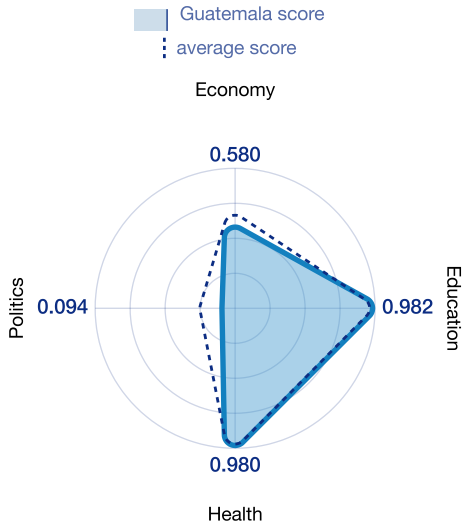
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	19.00
Births attended by skilled personnel	% live births	99.90
Maternal mortality	deaths per 100,000 live births	3.00
Total fertility rate	births per woman	1.34

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.659	117th	0.664	113th
Economic Participation and Opportunity	0.580	117th	0.589	117th
Educational Attainment	0.982	94th	0.976	98th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.094	123rd	0.113	119th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	117th	0.580		-	Min	Max	-
Labour-force participation rate %	131st	0.452		-45.82	37.84	83.66	0-100
Wage equality for similar work 1-7 (best)	98th	0.595		-	-	-	-
Estimated earned income int'l \$ 1,000	126th	0.458		-6.66	5.63	12.29	0-150
Legislators, senior officials and managers %	58th	0.581		-26.49	36.75	63.25	0-100
Professional and technical workers %	72nd	0.971		-1.48	49.26	50.74	0-100
Educational Attainment	94th	0.982		-	-	-	-
Literacy rate %	114th	0.903		-	-	-	-
Enrolment in primary education %	1st	1.000		1.26	89.96	91.21	0-100
Enrolment in secondary education %	1st	1.000		0.80	46.73	47.53	0-200
Enrolment in tertiary education %	1st	1.000		3.28	20.52	23.81	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	123rd	0.094		-	-	-	-
Women in parliament %	101st	0.241		-61.20	19.40	80.60	0-100
Women in ministerial positions %	130th	0.077		-85.71	7.14	92.86	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	85.99
GDP per capita	constant '17, intl. \$ 1000	8.93
Population sex ratio	female/male	1.02
Population growth rate	%	1.48

Indicator	Million people	Female	Male	Value
Total population		9.01	8.83	17.84

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	18.40
Firms with female top managers	% firms	18.50
Share of workers in informal sector	% workers	79.00

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.66

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	4.77	2.28	3.23

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	42.62	22.75	29.36

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	19.48	2.61	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		2.12	3.40	5.52

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	1946, 1985
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	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	13.90
Early marriage	%	21.60
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		84.00	2.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
-----------	--------------	--------	------	--------

STEM Graduates		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		30.86	69.14	0.45
Arts & Humanities		55.97	44.03	1.27
Business, Admin. & Law		54.93	45.07	1.22
Education		71.41	28.59	2.50
Engineering, Manuf. & Construction		34.98	65.02	0.54
Health & Welfare		70.51	29.49	2.39
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		45.21	54.79	0.83
Social Sci., Journalism & Information		64.34	35.66	1.80
Vocational training		8.73	7.75	1.13
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Graduates from tertiary education		5.12	3.92	4.52

Health

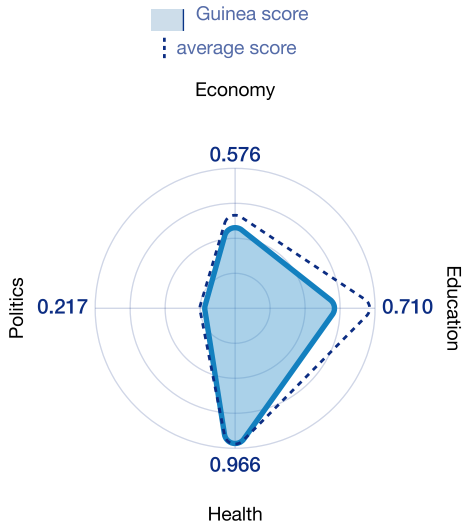
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	18.00
Births attended by skilled personnel	% live births	69.60
Maternal mortality	deaths per 100,000 live births	95.00
Total fertility rate	births per woman	2.48

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.617	137th	0.647	118th
Economic Participation and Opportunity	0.576	119th	0.712	60th
Educational Attainment	0.710	143rd	0.687	143rd
Health and Survival	0.966	102nd	0.966	101st
Political Empowerment	0.217	70th	0.225	65th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	119th	0.576		-	Min	Max	-
Labour-force participation rate %	107th	0.658		-22.32	42.87	65.19	0-100
Wage equality for similar work 1-7 (best)	20th	0.736		-	-	-	-
Estimated earned income int'l \$ 1,000	108th	0.550		-1.54	1.88	3.42	0-150
Legislators, senior officials and managers %	112th	0.305		-53.24	23.38	76.62	0-100
Professional and technical workers %	128th	0.414		-41.42	29.29	70.71	0-100
Educational Attainment	143rd	0.710		-	-	-	-
Literacy rate %	144th	0.511		-	-	-	-
Enrolment in primary education %	109th	0.852		-13.66	78.66	92.32	0-100
Enrolment in secondary education %	137th	0.722		-11.61	30.22	41.82	0-200
Enrolment in tertiary education %	134th	0.459		-4.97	4.21	9.18	0-200
Health and Survival	102nd	0.966		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	111th	1.016		-	-	-	-
Political Empowerment	70th	0.217		-	-	-	-
Women in parliament %	54th	0.420		-40.80	29.60	70.40	0-100
Women in ministerial positions %	55th	0.350		-48.15	25.93	74.07	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	16.09
GDP per capita	constant '17, intl. \$ 1000	2.64
Population sex ratio	female/male	1.02
Population growth rate	%	2.44

Indicator	Million people	Female	Male	Value
Total population		7.00	6.85	13.86

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	5.30
Firms with female top managers	% firms	5.80
Share of workers in informal sector	% workers	n. a.

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.48

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	5.19	5.13	5.16

Indicator	Unit	Value
Workers employed part-time	% of employed people	n. a.

Indicator	Unit	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.23	1.66	2.89

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	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1958
Number of female heads of state to date	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	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	22.10
Early marriage	%	34.30
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Unequal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		98.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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	0.79	0.83	0.95
---------------------	------	------	------

PhD graduates	0.03	0.16	0.09
---------------	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		3.19	8.08	5.64

Health

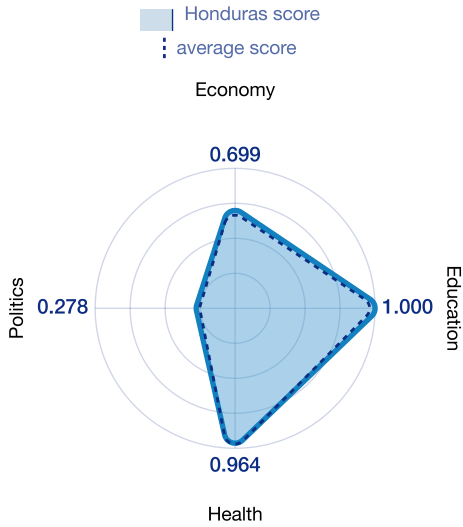
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	80.00
Births attended by skilled personnel	% live births	55.30
Maternal mortality	deaths per 100,000 live births	576.00
Total fertility rate	births per woman	4.49

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.735	53rd	0.705	82nd
Economic Participation and Opportunity	0.699	66th	0.643	96th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.964	110th	0.964	112th
Political Empowerment	0.278	52nd	0.213	71st

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	66th	0.699		-	Min	Max	-
Labour-force participation rate %	110th	0.651		-25.92	48.40	74.32	0-100
Wage equality for similar work 1-7 (best)	96th	0.598		-	-	-	-
Estimated earned income int'l \$ 1,000	20th	0.789		-1.31	4.91	6.22	0-150
Legislators, senior officials and managers %	36th	0.669		-19.82	40.09	59.91	0-100
Professional and technical workers %	80th	0.910		-4.72	47.64	52.36	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		2.51	80.08	82.60	0-100
Enrolment in secondary education %	1st	1.000		0.08	0.46	0.54	0-200
Enrolment in tertiary education %	1st	1.000		8.33	21.37	29.70	0-200
Health and Survival	110th	0.964		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	119th	1.010		-	-	-	-
Political Empowerment	52nd	0.278		-	-	-	-
Women in parliament %	71st	0.376		-45.40	27.30	72.70	0-100
Women in ministerial positions %	29th	0.615		-23.81	38.10	61.91	0-100
Years with female/male head of state (last 50)	63rd	0.022		-47.82	1.09	48.91	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	28.49
GDP per capita	constant '17, intl. \$ 1000	5.57
Population sex ratio	female/male	0.98
Population growth rate	%	1.54

Indicator	Million people	Female	Male	Value
Total population		5.17	5.27	10.43

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	26.50
Firms with female top managers	% firms	28.00
Share of workers in informal sector	% workers	82.60

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.50

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	14.46	8.47	11.11

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	40.29	24.48	30.62

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.43	1.79	3.23

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	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1955
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	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	12.87
Early marriage	%	27.30
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		84.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		37.79	62.21	0.61

Graduates	Attainment %	Female	Male	Parity
Agri., Forestry, Fisheries & Veterinary		24.73	75.27	0.33

Graduates	Attainment %	Female	Male	Parity
Arts & Humanities		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Business, Admin. & Law		62.38	37.62	1.66

Graduates	Attainment %	Female	Male	Parity
Education		75.47	24.53	3.08

Graduates	Attainment %	Female	Male	Parity
Engineering, Manuf. & Construction		38.50	61.50	0.63

Graduates	Attainment %	Female	Male	Parity
Health & Welfare		73.47	26.53	2.77

Graduates	Attainment %	Female	Male	Parity
Information & Comm. Technologies		27.14	72.86	0.37

Graduates	Attainment %	Female	Male	Parity
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Graduates from tertiary education		13.51	8.11	10.76

Health

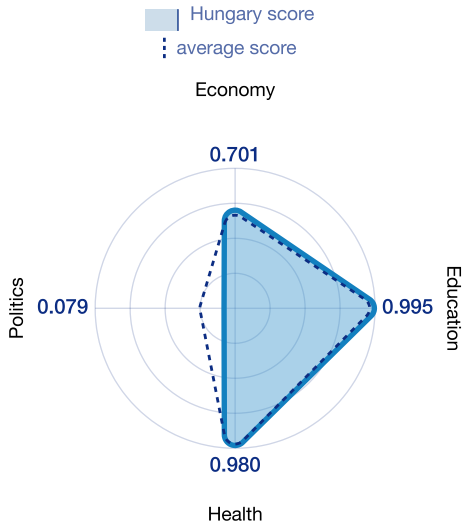
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	21.60
Births attended by skilled personnel	% live births	94.10
Maternal mortality	deaths per 100,000 live births	65.00
Total fertility rate	births per woman	2.39

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Unequal 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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.689	99th	0.699	88th
Economic Participation and Opportunity	0.701	62nd	0.703	67th
Educational Attainment	0.995	58th	0.998	42nd
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.079	130th	0.114	117th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	62nd	0.701		-	Min	Max	-
Labour-force participation rate %	69th	0.788		-14.23	52.81	67.04	0-100
Wage equality for similar work 1-7 (best)	85th	0.614		-	-	-	-
Estimated earned income int'l \$ 1,000	61st	0.666		-13.56	27.08	40.64	0-150
Legislators, senior officials and managers %	59th	0.577		-26.81	36.60	63.40	0-100
Professional and technical workers %	1st	1.000		13.76	43.12	56.88	0-100
Educational Attainment	58th	0.995		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	85th	0.992		-0.79	94.09	94.88	0-100
Enrolment in secondary education %	83rd	0.995		-0.53	102.78	103.30	0-200
Enrolment in tertiary education %	1st	1.000		11.63	49.49	61.12	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	130th	0.079		-	-	-	-
Women in parliament %	124th	0.151		-73.80	13.10	86.90	0-100
Women in ministerial positions %	127th	0.100		-81.82	9.09	90.91	0-100
Years with female/male head of state (last 50)	67th	0.016		-48.38	0.81	49.19	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	181.85
GDP per capita	constant '17, intl. \$ 1000	33.59
Population sex ratio	female/male	1.09
Population growth rate	%	-0.41

Indicator	Million people	Female	Male	Value
Total population		5.18	4.79	9.97

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	12.35
Share of women's membership in boards	% (OECD countries only)	9.40
Firms with female majority ownership	% firms	15.30
Firms with female top managers	% firms	22.10
Share of workers in informal sector	% workers	10.20

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.67

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.50	3.80	3.70

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	33.32	21.75	27.15

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		2.16	2.43	4.58

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	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	1918, 1945, 1953
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	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	2.39
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.70
Mean age of women at birth of first child	years	28.40

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		168.00	7.00	225.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
-----------	--------------	--------	------	--------

STEM Graduates		31.68	68.32	0.46
----------------	--	-------	-------	------

Agri., Forestry, Fisheries & Veterinary		48.35	51.65	0.94
---	--	-------	-------	------

Arts & Humanities		n. a.	n. a.	n. a.
-------------------	--	-------	-------	-------

Business, Admin. & Law		65.24	34.76	1.88
------------------------	--	-------	-------	------

Education		84.76	15.24	5.56
-----------	--	-------	-------	------

Engineering, Manuf. & Construction		29.85	70.15	0.43
------------------------------------	--	-------	-------	------

Health & Welfare		73.65	26.35	2.79
------------------	--	-------	-------	------

Information & Comm. Technologies		16.70	83.30	0.20
----------------------------------	--	-------	-------	------

Natural Sci., Mathematics & Statistics		52.23	47.77	1.09
--	--	-------	-------	------

Social Sci., Journalism & Information		68.59	31.41	2.18
---------------------------------------	--	-------	-------	------

Vocational training		20.28	23.98	0.85
---------------------	--	-------	-------	------

PhD graduates		0.55	0.85	0.69
---------------	--	------	------	------

Graduates	%	Female	Male	Value
-----------	---	--------	------	-------

Graduates from tertiary education		174.74	104.18	138.56
-----------------------------------	--	--------	--------	--------

Health

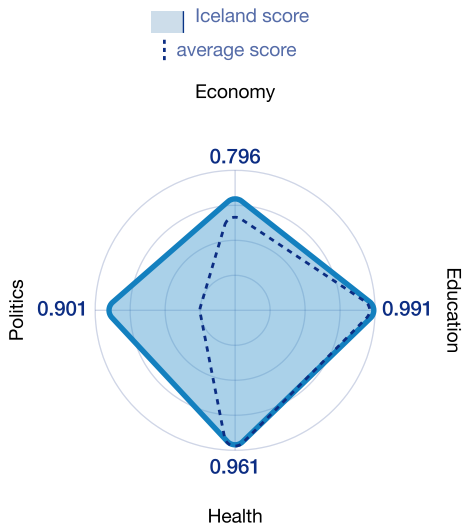
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	21.00
Births attended by skilled personnel	% live births	99.70
Maternal mortality	deaths per 100,000 live births	12.00
Total fertility rate	births per woman	1.56

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.912	1st	0.908	1st
Economic Participation and Opportunity	0.796	14th	0.803	11th
Educational Attainment	0.991	79th	0.993	68th
Health and Survival	0.961	128th	0.964	121st
Political Empowerment	0.901	1st	0.874	1st

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	14th	0.796		-	Min	Max	-
Labour-force participation rate %	14th	0.894		-8.25	69.27	77.52	0-100
Wage equality for similar work 1-7 (best)	5th	0.784		-	-	-	-
Estimated earned income int'l \$ 1,000	33rd	0.742		-15.80	45.49	61.29	0-150
Legislators, senior officials and managers %	54th	0.602		-24.86	37.57	62.43	0-100
Professional and technical workers %	1st	1.000		9.99	45.01	55.00	0-100
Educational Attainment	79th	0.991		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	74th	0.998		-0.17	99.46	99.63	0-100
Enrolment in secondary education %	111th	0.962		-4.39	112.13	116.52	0-200
Enrolment in tertiary education %	1st	1.000		55.01	57.41	112.42	0-200
Health and Survival	128th	0.961		-	-	-	-
Sex ratio at birth** %	117th	0.941		-	-	-	-
Healthy life expectancy** years	128th	1.008		-	-	-	-
Political Empowerment	1st	0.901		-	-	-	-
Women in parliament %	6th	0.908		-4.80	47.60	52.40	0-100
Women in ministerial positions %	25th	0.714		-16.67	41.67	58.33	0-100
Years with female/male head of state (last 50)	1st	1.000		1.14	24.43	25.57	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	25.6
GDP per capita	constant '17, intl. \$ 1000	53.59
Population sex ratio	female/male	0.95
Population growth rate	%	1.64

Indicator	Million people	Female	Male	Value
Total population		0.18	0.19	0.37

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	12.90
Share of women's membership in boards	% (OECD countries only)	47.10
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	1.40

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		6.07

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.50	4.30	3.90

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	59.80	38.10	48.03

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.08	0.10	0.19

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	1882, 1908, 1915, 1920
Number of female heads of state to date	number	3
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	3.34
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.50
Mean age of women at birth of first child	years	28.70

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		180.00	180.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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.
---------------------------------------	-------	-------	-------

Graduates	Attainment %	Female	Male	Parity
Vocational training		5.53	12.72	0.44

PhD graduates	0.95	1.85	1.42
---------------	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		69.36	39.99	54.34

Health

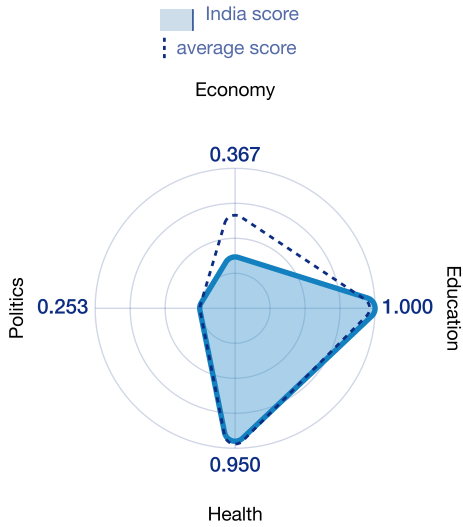
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	22.40
Births attended by skilled personnel	% live births	97.40
Maternal mortality	deaths per 100,000 live births	4.00
Total fertility rate	births per woman	1.72

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.643	127th	0.629	135th
Economic Participation and Opportunity	0.367	142nd	0.350	143rd
Educational Attainment	1.000	26th	0.961	107th
Health and Survival	0.950	142nd	0.937	146th
Political Empowerment	0.253	59th	0.267	48th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	142nd	0.367		-	Min	Max	-
Labour-force participation rate %	139th	0.371		-47.88	28.26	76.14	0-100
Wage equality for similar work 1-7 (best)	116th	0.511		-	-	-	-
Estimated earned income int'l \$ 1,000	141st	0.228		-8.12	2.40	10.52	0-150
Legislators, senior officials and managers %	124th	0.190		-68.13	15.94	84.07	0-100
Professional and technical workers %	121st	0.465		-36.51	31.74	68.25	0-100
Educational Attainment	26th	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		1.91	96.53	98.44	0-100
Enrolment in secondary education %	80th	1.000		-0.03	78.75	78.78	0-200
Enrolment in tertiary education %	1st	1.000		2.60	30.85	33.45	0-200
Health and Survival	142nd	0.950		-	-	-	-
Sex ratio at birth** %	140th	0.927		-	-	-	-
Healthy life expectancy** years	137th	1.002		-	-	-	-
Political Empowerment	59th	0.253		-	-	-	-
Women in parliament %	117th	0.178		-69.80	15.10	84.90	0-100
Women in ministerial positions %	132nd	0.071		-86.67	6.67	93.33	0-100
Years with female/male head of state (last 50)	10th	0.407		-21.06	14.47	35.53	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	3,176.3
GDP per capita	constant '17, intl. \$ 1000	6.59
Population sex ratio	female/male	0.94
Population growth rate	%	0.80

Indicator	Million people	Female	Male	Value
Total population		685.99	731.18	1417.17

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	17.10
Firms with female majority ownership	% firms	1.80
Firms with female top managers	% firms	8.90
Share of workers in informal sector	% workers	89.10

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		3.74

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	4.66	5.06	4.95

Indicator	Unit	Value
Workers employed part-time	% of employed people	n. a.

Indicator	Unit	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		112.08	293.57	405.66
Labour-force		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	1937, 1950
Number of female heads of state to date	number	3
Seats held in upper house	% total seats	13.80

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	9.40
Early marriage	%	21.50
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Uneven rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		182.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.

Agri., Forestry, Fisheries & Veterinary	27.50	72.50	0.38
---	-------	-------	------

Arts & Humanities	n. a.	n. a.	n. a.
-------------------	-------	-------	-------

Business, Admin. & Law	46.80	53.20	0.88
------------------------	-------	-------	------

Education	61.07	38.93	1.57
-----------	-------	-------	------

Engineering, Manuf. & Construction	30.83	69.17	0.45
------------------------------------	-------	-------	------

Health & Welfare	61.55	38.45	1.60
------------------	-------	-------	------

Information & Comm. Technologies	n. a.	n. a.	n. a.
----------------------------------	-------	-------	-------

Natural Sci., Mathematics & Statistics	51.37	48.63	1.06
--	-------	-------	------

Social Sci., Journalism & Information	55.11	44.89	1.23
---------------------------------------	-------	-------	------

Vocational training	1.51	3.16	0.48
---------------------	------	------	------

PhD graduates	n. a.	n. a.	n. a.
---------------	-------	-------	-------

Graduates	%	Female	Male	Value
Graduates from tertiary education		34.30	28.23	31.09

Health

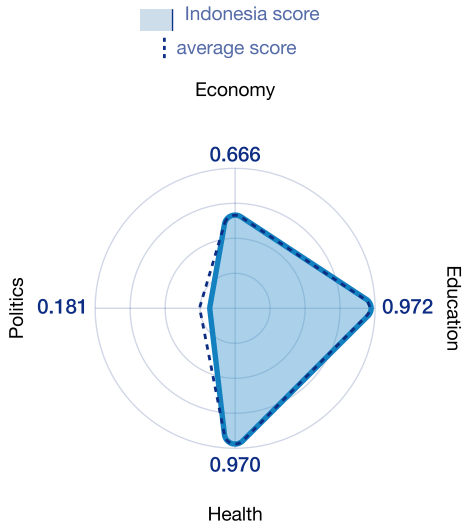
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	28.70
Births attended by skilled personnel	% live births	89.40
Maternal mortality	deaths per 100,000 live births	145.00
Total fertility rate	births per woman	2.05

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.697	87th	0.697	92nd
Economic Participation and Opportunity	0.666	87th	0.674	80th
Educational Attainment	0.972	106th	0.972	102nd
Health and Survival	0.970	73rd	0.970	77th
Political Empowerment	0.181	81st	0.169	90th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	87th	0.666		-	Min	Max	-
Labour-force participation rate %	112th	0.645		-28.95	52.50	81.45	0-100
Wage equality for similar work 1-7 (best)	12th	0.750		-	-	-	-
Estimated earned income int'l \$ 1,000	114th	0.519		-7.49	8.09	15.58	0-150
Legislators, senior officials and managers %	87th	0.463		-36.67	31.67	68.33	0-100
Professional and technical workers %	1st	1.000		1.00	49.50	50.50	0-100
Educational Attainment	106th	0.972		-	-	-	-
Literacy rate %	92nd	0.970		-	-	-	-
Enrolment in primary education %	102nd	0.952		-4.59	92.02	96.61	0-100
Enrolment in secondary education %	1st	1.000		2.20	87.84	90.04	0-200
Enrolment in tertiary education %	1st	1.000		5.24	33.75	38.99	0-200
Health and Survival	73rd	0.970		-	-	-	-
Sex ratio at birth** %	112th	0.943		-	-	-	-
Healthy life expectancy** years	84th	1.030		-	-	-	-
Political Empowerment	81st	0.181		-	-	-	-
Women in parliament %	89th	0.276		-56.80	21.60	78.40	0-100
Women in ministerial positions %	72nd	0.261		-58.62	20.69	79.31	0-100
Years with female/male head of state (last 50)	43rd	0.069		-43.51	3.25	46.75	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	1,186.09
GDP per capita	constant '17, intl. \$ 1000	11.86
Population sex ratio	female/male	0.99
Population growth rate	%	0.69

Indicator	Million people	Female	Male	Value
Total population		136.80	138.70	275.50

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	12.20
Firms with female majority ownership	% firms	18.20
Firms with female top managers	% firms	22.10
Share of workers in informal sector	% workers	80.20

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.02

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.36	3.90	3.69

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	44.82	28.97	35.18

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		46.45	73.51	119.95

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	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1945, 2003
Number of female heads of state to date	number	1
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	Unequal 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	10.60
Early marriage	%	13.80
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		90.00	2.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.

Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
---	--	-------	-------	-------

Arts & Humanities		58.86	41.14	1.43
-------------------	--	-------	-------	------

Business, Admin. & Law		57.93	42.07	1.38
------------------------	--	-------	-------	------

Education		69.58	30.42	2.29
-----------	--	-------	-------	------

Engineering, Manuf. & Construction		24.92	75.08	0.33
------------------------------------	--	-------	-------	------

Health & Welfare		n. a.	n. a.	n. a.
------------------	--	-------	-------	-------

Information & Comm. Technologies		34.67	65.33	0.53
----------------------------------	--	-------	-------	------

Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
--	--	-------	-------	-------

Social Sci., Journalism & Information		50.56	49.44	1.02
---------------------------------------	--	-------	-------	------

Vocational training		11.89	13.67	0.87
---------------------	--	-------	-------	------

PhD graduates		0.03	0.06	0.04
---------------	--	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		25.27	17.31	21.20

Health

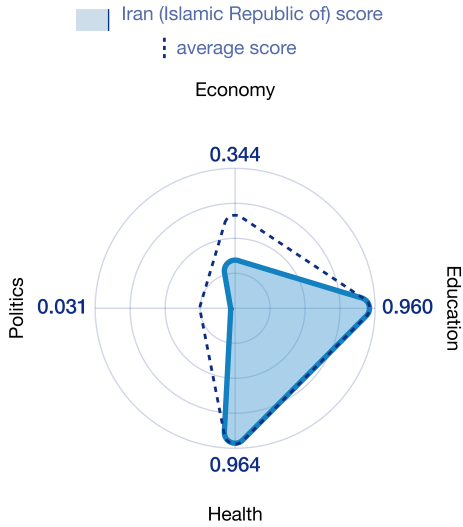
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	18.30
Births attended by skilled personnel	% live births	94.70
Maternal mortality	deaths per 100,000 live births	177.00
Total fertility rate	births per woman	2.19

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.575	143rd	0.576	143rd
Economic Participation and Opportunity	0.344	144th	0.343	144th
Educational Attainment	0.960	112th	0.963	106th
Health and Survival	0.964	116th	0.964	118th
Political Empowerment	0.031	143rd	0.036	142nd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	144th	0.344		-	Min	Max	-
Labour-force participation rate %	146th	0.204		-54.17	13.88	68.05	0-100
Wage equality for similar work 1-7 (best)	113th	0.542		-	-	-	-
Estimated earned income int'l \$ 1,000	145th	0.171		-21.08	4.36	25.44	0-150
Legislators, senior officials and managers %	122nd	0.219		-64.04	17.98	82.02	0-100
Professional and technical workers %	116th	0.534		-30.37	34.81	65.19	0-100
Educational Attainment	112th	0.960		-	-	-	-
Literacy rate %	110th	0.920		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	91st	0.990		-0.94	88.89	89.83	0-200
Enrolment in tertiary education %	108th	0.965		-2.06	57.18	59.24	0-200
Health and Survival	116th	0.964		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	125th	1.008		-	-	-	-
Political Empowerment	143rd	0.031		-	-	-	-
Women in parliament %	137th	0.059		-88.80	5.60	94.40	0-100
Women in ministerial positions %	137th	0.053		-90.00	5.00	95.00	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	359.71
GDP per capita	constant '17, intl. \$ 1000	15.00
Population sex ratio	female/male	0.98
Population growth rate	%	0.72

Indicator	Million people	Female	Male	Value
Total population		43.84	44.72	88.55

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	n. a.

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		3.18

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	16.18	8.12	9.45

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	55.69	26.91	32.16

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		3.77	19.46	23.23

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	1963
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	Unequal 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	%	21.40
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Unequal rights	◇

Indicator	Days	Female	Male	Value
Length of parental leave		180.00	14.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		31.16	68.84	0.45

Graduates	Attainment %	Female	Male	Parity
Agri., Forestry, Fisheries & Veterinary		47.53	52.47	0.91

Graduates	Attainment %	Female	Male	Parity
Arts & Humanities		64.14	35.86	1.79

Graduates	Attainment %	Female	Male	Parity
Business, Admin. & Law		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Education		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Engineering, Manuf. & Construction		22.66	77.34	0.29

Graduates	Attainment %	Female	Male	Parity
Health & Welfare		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Information & Comm. Technologies		39.11	60.89	0.64

Graduates	Attainment %	Female	Male	Parity
Natural Sci., Mathematics & Statistics		68.02	31.98	2.13

Graduates	Attainment %	Female	Male	Parity
Social Sci., Journalism & Information		55.46	44.54	1.25

Graduates	Attainment %	Female	Male	Parity
Vocational training		6.47	10.53	0.61

Graduates	Attainment %	Female	Male	Parity
PhD graduates		0.30	0.43	0.37

Graduates	%	Female	Male	Value
Graduates from tertiary education		26.06	25.72	25.89

Health

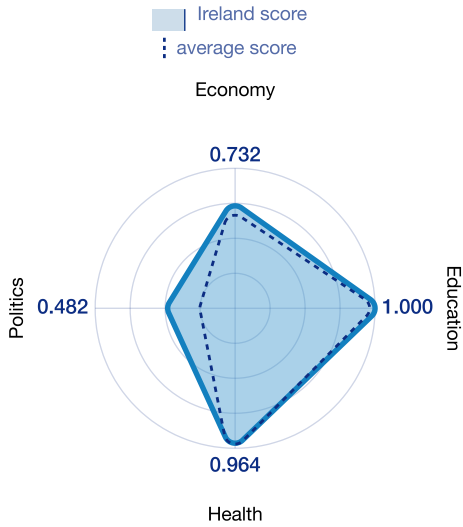
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	66.00
Births attended by skilled personnel	% live births	99.00
Maternal mortality	deaths per 100,000 live births	16.00
Total fertility rate	births per woman	1.71

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.795	11th	0.804	9th
Economic Participation and Opportunity	0.732	41st	0.746	35th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.964	111th	0.964	113th
Political Empowerment	0.482	17th	0.507	11th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	41st	0.732		-	Min	Max	-
Labour-force participation rate %	51st	0.839		-11.09	57.86	68.95	0-100
Wage equality for similar work 1-7 (best)	46th	0.687		-	-	-	-
Estimated earned income int'l \$ 1,000	78th	0.632		-46.34	79.53	125.87	0-150
Legislators, senior officials and managers %	49th	0.613		-23.98	38.01	61.99	0-100
Professional and technical workers %	1st	1.000		2.99	48.51	51.49	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	1st	1.000		13.20	128.77	141.98	0-200
Enrolment in tertiary education %	1st	1.000		11.97	68.78	80.76	0-200
Health and Survival	111th	0.964		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	120th	1.010		-	-	-	-
Political Empowerment	17th	0.482		-	-	-	-
Women in parliament %	85th	0.300		-53.80	23.10	76.90	0-100
Women in ministerial positions %	62nd	0.300		-53.85	23.08	76.92	0-100
Years with female/male head of state (last 50)	3rd	0.712		-8.43	20.79	29.21	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	504.18
GDP per capita	constant '17, intl. \$ 1000	102.50
Population sex ratio	female/male	1.02
Population growth rate	%	0.95

Indicator	Million people	Female	Male	Value
Total population		2.53	2.49	5.02

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	8.28
Share of women's membership in boards	% (OECD countries only)	30.20
Firms with female majority ownership	% firms	6.10
Firms with female top managers	% firms	15.10
Share of workers in informal sector	% workers	2.10

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.44

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	4.70	4.50	4.60

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	38.80	20.73	29.14

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.08	1.24	2.32

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, 1922
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	39.00

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	1.64
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.30
Mean age of women at birth of first child	years	30.90

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		182.00	14.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.

Agri., Forestry, Fisheries & Veterinary	39.55	60.45	0.65
---	-------	-------	------

Arts & Humanities	59.10	40.90	1.44
-------------------	-------	-------	------

Business, Admin. & Law	49.52	50.48	0.98
------------------------	-------	-------	------

Education	71.31	28.69	2.48
-----------	-------	-------	------

Engineering, Manuf. & Construction	17.56	82.44	0.21
------------------------------------	-------	-------	------

Health & Welfare	76.42	23.58	3.24
------------------	-------	-------	------

Information & Comm. Technologies	n. a.	n. a.	n. a.
----------------------------------	-------	-------	-------

Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.
--	-------	-------	-------

Social Sci., Journalism & Information	61.53	38.47	1.60
---------------------------------------	-------	-------	------

Vocational training	5.62	7.71	0.73
---------------------	------	------	------

PhD graduates	0.85	1.13	0.99
---------------	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

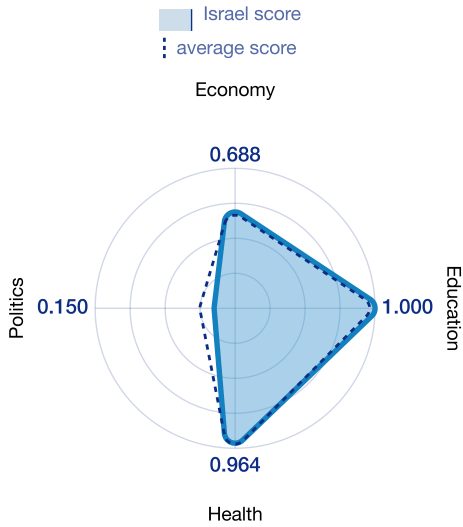
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	15.00
Births attended by skilled personnel	% live births	99.70
Maternal mortality	deaths per 100,000 live births	5.00
Total fertility rate	births per woman	1.63

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.701	83rd	0.727	60th
Economic Participation and Opportunity	0.688	75th	0.701	69th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.964	109th	0.964	111th
Political Empowerment	0.150	96th	0.241	61st

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	75th	0.688		-	Min	Max	-
Labour-force participation rate %	16th	0.890		-7.38	59.73	67.11	0-100
Wage equality for similar work 1-7 (best)	81st	0.615		-	-	-	-
Estimated earned income int'l \$ 1,000	84th	0.626		-19.36	32.41	51.76	0-150
Legislators, senior officials and managers %	96th	0.409		-41.91	29.05	70.95	0-100
Professional and technical workers %	1st	1.000		11.89	44.06	55.95	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	1st	1.000		1.58	104.17	105.75	0-200
Enrolment in tertiary education %	1st	1.000		23.14	49.81	72.95	0-200
Health and Survival	109th	0.964		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	118th	1.011		-	-	-	-
Political Empowerment	96th	0.150		-	-	-	-
Women in parliament %	82nd	0.319		-51.60	24.20	75.80	0-100
Women in ministerial positions %	109th	0.143		-75.00	12.50	87.50	0-100
Years with female/male head of state (last 50)	55th	0.036		-46.55	1.73	48.27	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	488.53
GDP per capita	constant '17, intl. \$ 1000	42.06
Population sex ratio	female/male	1.01
Population growth rate	%	1.60

Indicator	Million people	Female	Male	Value
Total population		4.53	4.51	9.04

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	24.32
Share of women's membership in boards	% (OECD countries only)	26.70
Firms with female majority ownership	% firms	3.10
Firms with female top managers	% firms	10.10
Share of workers in informal sector	% workers	n. a.

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.16

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	4.82	5.06	4.94

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	46.19	27.27	36.38

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.71	1.84	3.54

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	1948
Number of female heads of state to date	number	2
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	Restricted rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Public spending on family benefits	% GDP	1.89
Unmet family planning	% women 15-49	n. a.
Early marriage	%	2.50
Mean age of women at birth of first child	years	27.70

Indicator	0-1 (Equal rights)	Value
Right to divorce	Restricted rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		105.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Agri., Forestry, Fisheries & Veterinary		48.21	51.79	0.93

Graduates	Attainment %	Female	Male	Parity
Arts & Humanities		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Business, Admin. & Law		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Education		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Health & Welfare		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Information & Comm. Technologies		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		18.20	15.13	1.20

Graduates	Attainment %	Female	Male	Parity
PhD graduates		1.15	1.75	1.44

Graduates	%	Female	Male	Value
Graduates from tertiary education		50.58	30.32	40.19

Health

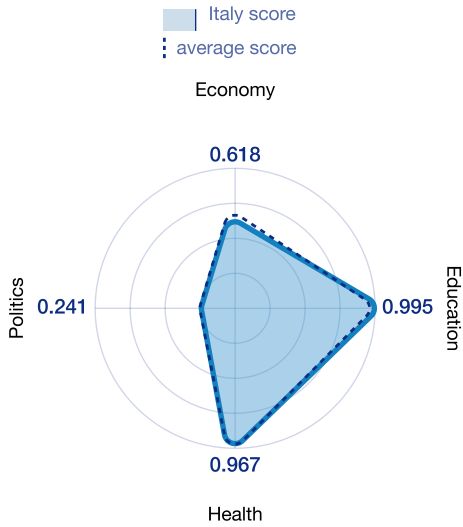
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	n. a.
Births attended by skilled personnel	% live births	n. a.
Maternal mortality	deaths per 100,000 live births	3.00
Total fertility rate	births per woman	2.90

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.705	79th	0.720	63rd
Economic Participation and Opportunity	0.618	104th	0.603	110th
Educational Attainment	0.995	60th	0.995	59th
Health and Survival	0.967	95th	0.965	108th
Political Empowerment	0.241	64th	0.319	40th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	104th	0.618		-	Min	Max	-
Labour-force participation rate %	93rd	0.696		-17.53	40.11	57.64	0-100
Wage equality for similar work 1-7 (best)	80th	0.616		-	-	-	-
Estimated earned income int'l \$ 1,000	107th	0.550		-24.49	29.99	54.48	0-150
Legislators, senior officials and managers %	100th	0.401		-42.78	28.61	71.39	0-100
Professional and technical workers %	86th	0.885		-6.08	46.96	53.04	0-100
Educational Attainment	60th	0.995		-	-	-	-
Literacy rate %	65th	0.997		-	-	-	-
Enrolment in primary education %	77th	0.997		-0.28	95.65	95.94	0-100
Enrolment in secondary education %	95th	0.985		-1.50	100.14	101.64	0-200
Enrolment in tertiary education %	1st	1.000		21.43	59.16	80.59	0-200
Health and Survival	95th	0.967		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	105th	1.020		-	-	-	-
Political Empowerment	64th	0.241		-	-	-	-
Women in parliament %	48th	0.477		-35.40	32.30	67.70	0-100
Women in ministerial positions %	53rd	0.364		-46.67	26.67	73.33	0-100
Years with female/male head of state (last 50)	72nd	0.007		-49.29	0.36	49.64	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	2,107.7		
GDP per capita	constant '17, intl. \$ 1000	41.93		
Population sex ratio	female/male	1.05		
Population growth rate	%	-0.56		
Indicator	Million people	Female	Male	Value
Total population		30.25	28.79	59.04

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	7.64
Share of women's membership in boards	% (OECD countries only)	38.80
Firms with female majority ownership	% firms	11.50
Firms with female top managers	% firms	15.30
Share of workers in informal sector	% workers	11.20

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.38

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	9.50	7.30	8.20

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	50.67	24.67	35.64

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	20.40	8.40	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		10.15	13.47	23.63

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	1945
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	34.50

Indicator Yes/No

Indicator	Unit	Value
Election list quotas for women, national		Yes
Party membership quotas, voluntary		Yes

Indicator 0-1 (Equal rights)

Indicator	Unit	Value
Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Public spending on family benefits	% GDP	1.42
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.20
Mean age of women at birth of first child	years	31.40

Indicator 0-1 (Equal rights)

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		150.00	14.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
-----------	--------------	--------	------	--------

STEM Graduates		n. a.	n. a.	n. a.
----------------	--	-------	-------	-------

Agri., Forestry, Fisheries & Veterinary		50.36	49.64	1.01
---	--	-------	-------	------

Arts & Humanities		71.17	28.83	2.47
-------------------	--	-------	-------	------

Business, Admin. & Law		n. a.	n. a.	n. a.
------------------------	--	-------	-------	-------

Education		93.34	6.66	14.01
-----------	--	-------	------	-------

Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
------------------------------------	--	-------	-------	-------

Health & Welfare		n. a.	n. a.	n. a.
------------------	--	-------	-------	-------

Information & Comm. Technologies		n. a.	n. a.	n. a.
----------------------------------	--	-------	-------	-------

Natural Sci., Mathematics & Statistics		57.95	42.05	1.38
--	--	-------	-------	------

Social Sci., Journalism & Information		71.43	28.57	2.50
---------------------------------------	--	-------	-------	------

Vocational training		15.67	25.59	0.61
---------------------	--	-------	-------	------

PhD graduates		0.38	0.43	0.40
---------------	--	------	------	------

Graduates	%	Female	Male	Value
-----------	---	--------	------	-------

Graduates from tertiary education		50.96	34.38	42.35
-----------------------------------	--	-------	-------	-------

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	19.00
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	1.24

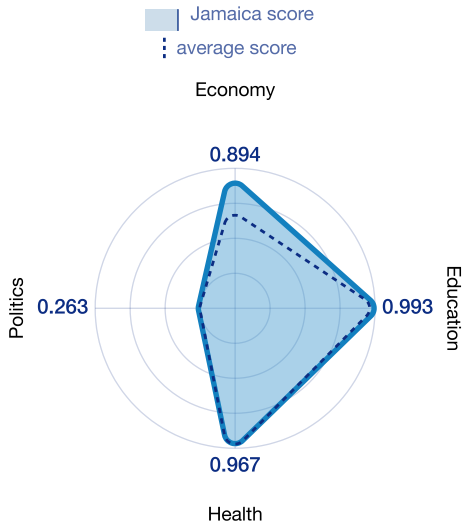
Indicator 0-1 (Equal rights)

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.779	24th	0.749	38th
Economic Participation and Opportunity	0.894	2nd	0.798	14th
Educational Attainment	0.993	68th	1.000	1st
Health and Survival	0.967	94th	0.967	95th
Political Empowerment	0.263	57th	0.230	63rd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	2nd	0.894		-	Min	Max	-
Labour-force participation rate %	59th	0.818		-12.65	57.01	69.66	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	9th	0.833		-1.75	8.73	10.48	0-150
Legislators, senior officials and managers %	1st	1.000		13.37	43.31	56.69	0-100
Professional and technical workers %	1st	1.000		15.78	42.11	57.89	0-100
Educational Attainment	68th	0.993		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	-	-	-	-	-	-	-
Enrolment in secondary education %	97th	0.985		-0.01	0.50	0.50	0-200
Enrolment in tertiary education %	1st	1.000		14.81	19.88	34.69	0-200
Health and Survival	94th	0.967		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	104th	1.020		-	-	-	-
Political Empowerment	57th	0.263		-	-	-	-
Women in parliament %	59th	0.401		-42.80	28.60	71.40	0-100
Women in ministerial positions %	56th	0.333		-50.00	25.00	75.00	0-100
Years with female/male head of state (last 50)	30th	0.126		-38.77	5.61	44.39	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit			Value
GDP	US\$ billions			14.66
GDP per capita	constant '17, intl. \$ 1000			9.60
Population sex ratio	female/male			1.02
Population growth rate	%			0.26
Indicator	Million people	◆ Female	◆ Male	Value
Total population		1.43	1.40	2.83

Work participation and leadership

Indicator	Unit			Value
Gender pay gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			n. a.
Firms with female top managers	% firms			n. a.
Share of workers in informal sector	% workers			58.00
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				4.45

Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	6.57	4.45	5.43
Workers employed part-time	% of employed people	12.98	9.53	11.06
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.50	0.59	1.10

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	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
Seats held in upper house	% total seats	38.10

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	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	%			3.80
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce		Near-equal rights ◆		
Indicator	Days	◆ Female	◆ Male	Value
Length of parental leave		56.00	0	0

Education and skills

Graduates	Attainment %	◆ Female	◆ Male	Parity
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.

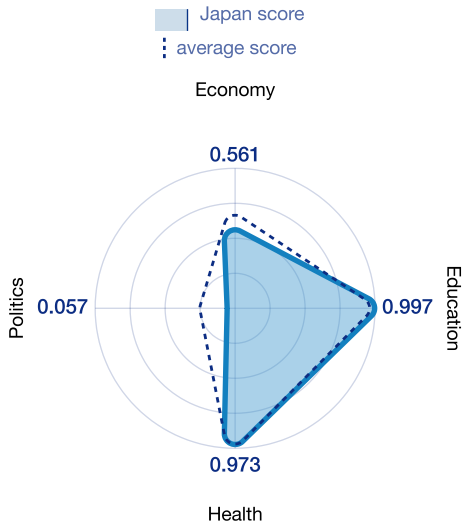
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	19.70
Births attended by skilled personnel	% live births	99.70
Maternal mortality	deaths per 100,000 live births	80.00
Total fertility rate	births per woman	1.36
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.647	125th	0.650	116th
Economic Participation and Opportunity	0.561	123rd	0.564	121st
Educational Attainment	0.997	47th	1.000	1st
Health and Survival	0.973	59th	0.973	63rd
Political Empowerment	0.057	138th	0.061	139th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	123rd	0.561		-	Min	Max	-
Labour-force participation rate %	81st	0.759		-17.20	54.20	71.40	0-100
Wage equality for similar work 1-7 (best)	75th	0.621		-	-	-	-
Estimated earned income int'l \$ 1,000	100th	0.577		-22.05	30.07	52.12	0-150
Legislators, senior officials and managers %	133rd	0.148		-74.19	12.90	87.10	0-100
Professional and technical workers %	-	-	-	-	-	-	-
Educational Attainment	47th	0.997		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.24	97.33	97.57	0-100
Enrolment in secondary education %	1st	1.000		0.40	99.95	100.35	0-200
Enrolment in tertiary education %	105th	0.976		-1.60	64.47	66.07	0-200
Health and Survival	59th	0.973		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	69th	1.039		-	-	-	-
Political Empowerment	138th	0.057		-	-	-	-
Women in parliament %	131st	0.111		-80.00	10.00	90.00	0-100
Women in ministerial positions %	128th	0.091		-83.33	8.33	91.67	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	4,940.88
GDP per capita	constant '17, intl. \$ 1000	40.78
Population sex ratio	female/male	1.06
Population growth rate	%	-0.46

Indicator	Million people	Female	Male	Value
Total population		63.71	60.24	123.95

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	22.11
Share of women's membership in boards	% (OECD countries only)	12.60
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		4.13

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	2.50	2.90	2.70

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	52.89	25.39	37.62

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	15.14	3.12	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		28.12	35.19	63.30

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	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1945, 1947
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	25.80

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	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Public spending on family benefits	% GDP	2.00
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.60
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		98.00	28.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.

Agri., Forestry, Fisheries & Veterinary	41.75	58.25	0.72
---	-------	-------	------

Arts & Humanities	68.35	31.65	2.16
-------------------	-------	-------	------

Business, Admin. & Law	n. a.	n. a.	n. a.
------------------------	-------	-------	-------

Education	71.17	28.83	2.47
-----------	-------	-------	------

Engineering, Manuf. & Construction	14.01	85.99	0.16
------------------------------------	-------	-------	------

Health & Welfare	64.22	35.78	1.79
------------------	-------	-------	------

Information & Comm. Technologies	n. a.	n. a.	n. a.
----------------------------------	-------	-------	-------

Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.
--	-------	-------	-------

Social Sci., Journalism & Information	48.57	51.43	0.94
---------------------------------------	-------	-------	------

Vocational training	n. a.	n. a.	n. a.
---------------------	-------	-------	-------

PhD graduates	n. a.	n. a.	n. a.
---------------	-------	-------	-------

Graduates	%	Female	Male	Value
Graduates from tertiary education		46.61	50.81	48.76

Health

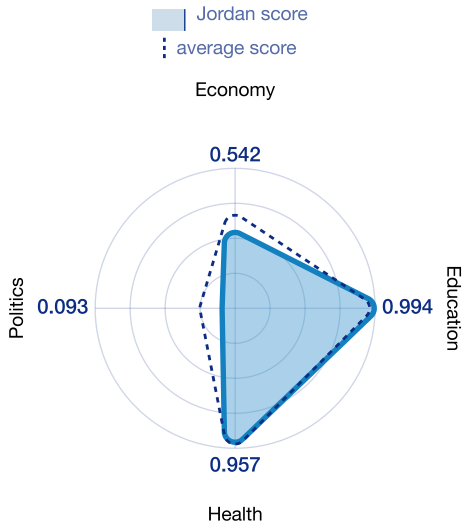
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	15.40
Births attended by skilled personnel	% live births	99.90
Maternal mortality	deaths per 100,000 live births	5.00
Total fertility rate	births per woman	1.34

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.646	126th	0.639	122nd
Economic Participation and Opportunity	0.542	125th	0.537	125th
Educational Attainment	0.994	66th	0.993	66th
Health and Survival	0.957	138th	0.957	136th
Political Empowerment	0.093	124th	0.069	136th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	125th	0.542		-	Min	Max	-
Labour-force participation rate %	144th	0.227		-46.90	13.81	60.71	0-100
Wage equality for similar work 1-7 (best)	32nd	0.713		-	-	-	-
Estimated earned income int'l \$ 1,000	138th	0.242		-11.02	3.52	14.53	0-150
Legislators, senior officials and managers %	1st	1.000		14.49	42.76	57.24	0-100
Professional and technical workers %	106th	0.610		-24.20	37.90	62.10	0-100
Educational Attainment	66th	0.994		-	-	-	-
Literacy rate %	71st	0.994		-	-	-	-
Enrolment in primary education %	91st	0.988		-0.92	79.07	79.99	0-100
Enrolment in secondary education %	1st	1.000		1.44	71.25	72.69	0-200
Enrolment in tertiary education %	1st	1.000		8.80	29.75	38.54	0-200
Health and Survival	138th	0.957		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	144th	0.987		-	-	-	-
Political Empowerment	124th	0.093		-	-	-	-
Women in parliament %	127th	0.140		-75.40	12.30	87.70	0-100
Women in ministerial positions %	88th	0.200		-66.67	16.67	83.33	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	45.74
GDP per capita	constant '17, intl. \$ 1000	9.22
Population sex ratio	female/male	0.93
Population growth rate	%	1.99

Indicator	Million people	Female	Male	Value
Total population		5.44	5.85	11.29

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	8.10
Firms with female top managers	% firms	3.10
Share of workers in informal sector	% workers	51.60

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.19

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	26.28	18.71	19.99

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	15.21	9.75	10.59

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.41	2.02	2.43

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	1974, 1982
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	15.40

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	Unequal rights	◇

Family and care

Indicator	Unit	Value
Public spending on family benefits	% GDP	n. a.
Unmet family planning	% women 15-49	14.20
Early marriage	%	11.30
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Unequal rights	◇

Indicator	Days	Female	Male	Value
Length of parental leave		70.00	3.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
-----------	--------------	--------	------	--------

STEM Graduates		n. a.	n. a.	n. a.
----------------	--	-------	-------	-------

Agri., Forestry, Fisheries & Veterinary		37.58	62.42	0.60
---	--	-------	-------	------

Arts & Humanities		70.21	29.79	2.36
-------------------	--	-------	-------	------

Business, Admin. & Law		46.88	53.12	0.88
------------------------	--	-------	-------	------

Education		70.76	29.24	2.42
-----------	--	-------	-------	------

Engineering, Manuf. & Construction		34.79	65.21	0.53
------------------------------------	--	-------	-------	------

Health & Welfare		64.39	35.61	1.81
------------------	--	-------	-------	------

Information & Comm. Technologies		n. a.	n. a.	n. a.
----------------------------------	--	-------	-------	-------

Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
--	--	-------	-------	-------

Social Sci., Journalism & Information		66.22	33.78	1.96
---------------------------------------	--	-------	-------	------

Vocational training		1.24	1.52	0.82
---------------------	--	------	------	------

PhD graduates		0.33	1.13	0.72
---------------	--	------	------	------

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	23.60
---	---------	-------

Births attended by skilled personnel	% live births	99.70
--------------------------------------	---------------	-------

Maternal mortality	deaths per 100,000 live births	46.00
--------------------	--------------------------------	-------

Total fertility rate	births per woman	2.87
----------------------	------------------	------

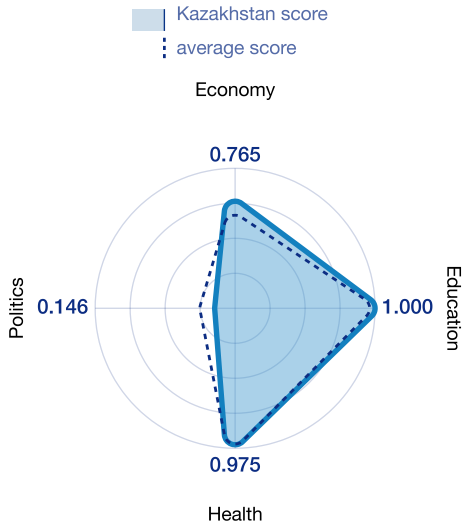
Indicator	0-1 (Equal rights)	Value
-----------	--------------------	-------

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.721	62nd	0.719	65th
Economic Participation and Opportunity	0.765	28th	0.756	29th
Educational Attainment	1.000	27th	1.000	27th
Health and Survival	0.975	47th	0.977	44th
Political Empowerment	0.146	100th	0.143	103rd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	28th	0.765		-	Min	Max	-
Labour-force participation rate %	46th	0.844		-11.80	63.70	75.50	0-100
Wage equality for similar work 1-7 (best)	34th	0.708		-	-	-	-
Estimated earned income int'l \$ 1,000	50th	0.688		-9.74	21.42	31.16	0-150
Legislators, senior officials and managers %	31st	0.698		-17.78	41.11	58.89	0-100
Professional and technical workers %	1st	1.000		24.00	38.00	62.00	0-100
Educational Attainment	27th	1.000		-	-	-	-
Literacy rate %	58th	0.999		-	-	-	-
Enrolment in primary education %	1st	1.000		0.60	90.09	90.70	0-100
Enrolment in secondary education %	1st	1.000		0.14	103.69	103.82	0-200
Enrolment in tertiary education %	1st	1.000		13.44	64.14	77.58	0-200
Health and Survival	47th	0.975		-	-	-	-
Sex ratio at birth** %	125th	0.938		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	100th	0.146		-	-	-	-
Women in parliament %	69th	0.377		-45.20	27.40	72.60	0-100
Women in ministerial positions %	120th	0.118		-78.95	10.53	89.47	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	197.11
GDP per capita	constant '17, intl. \$ 1000	26.11
Population sex ratio	female/male	1.08
Population growth rate	%	1.30

Indicator	Million people	Female	Male	Value
Total population		10.06	9.34	19.40

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	23.80
Firms with female top managers	% firms	26.00
Share of workers in informal sector	% workers	n. a.

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.94

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	5.41	4.46	4.92

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	11.90	6.54	9.13

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	18.96	6.25	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		3.93	4.15	8.09

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	1924, 1991
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	22.00

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	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	15.47
Early marriage	%	6.50
Mean age of women at birth of first child	years	28.90

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		126.00	0	309.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.

Agri., Forestry, Fisheries & Veterinary	37.52	62.48	0.60
---	-------	-------	------

Arts & Humanities	66.55	33.45	1.99
-------------------	-------	-------	------

Business, Admin. & Law	50.68	49.32	1.03
------------------------	-------	-------	------

Education	76.08	23.92	3.18
-----------	-------	-------	------

Engineering, Manuf. & Construction	28.45	71.55	0.40
------------------------------------	-------	-------	------

Health & Welfare	n. a.	n. a.	n. a.
------------------	-------	-------	-------

Information & Comm. Technologies	30.40	69.60	0.44
----------------------------------	-------	-------	------

Natural Sci., Mathematics & Statistics	66.97	33.03	2.03
--	-------	-------	------

Social Sci., Journalism & Information	n. a.	n. a.	n. a.
---------------------------------------	-------	-------	-------

Vocational training	17.34	19.82	0.88
---------------------	-------	-------	------

PhD graduates	n. a.	n. a.	n. a.
---------------	-------	-------	-------

Graduates	%	Female	Male	Value
Graduates from tertiary education		78.64	59.21	68.65

Health

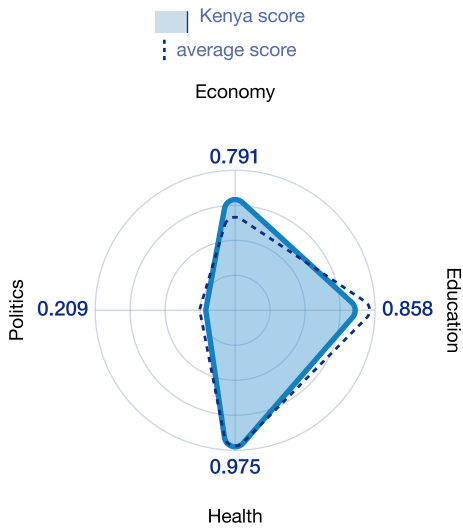
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	16.50
Births attended by skilled personnel	% live births	99.90
Maternal mortality	deaths per 100,000 live births	10.00
Total fertility rate	births per woman	3.13

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.708	77th	0.729	57th
Economic Participation and Opportunity	0.791	16th	0.811	6th
Educational Attainment	0.858	134th	0.939	118th
Health and Survival	0.975	53rd	0.975	57th
Political Empowerment	0.209	75th	0.192	81st

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	16th	0.791		-			-
Labour-force participation rate %	33rd	0.862		-10.10	62.90	73.00	0-100
Wage equality for similar work 1-7 (best)	55th	0.661		-	-	-	-
Estimated earned income int'l \$ 1,000	8th	0.839		-0.83	4.33	5.16	0-150
Legislators, senior officials and managers %	11th	0.985		-0.75	49.62	50.38	0-100
Professional and technical workers %	100th	0.677		-19.27	40.37	59.63	0-100
Educational Attainment	134th	0.858		-	-	-	-
Literacy rate %	102nd	0.934		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	-	-		-	-	-	-
Enrolment in tertiary education %	124th	0.737		-3.47	9.73	13.20	0-200
Health and Survival	53rd	0.975		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	63rd	1.045		-	-	-	-
Political Empowerment	75th	0.209		-	-	-	-
Women in parliament %	84th	0.304		-53.40	23.30	76.70	0-100
Women in ministerial positions %	45th	0.467		-36.36	31.82	68.18	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

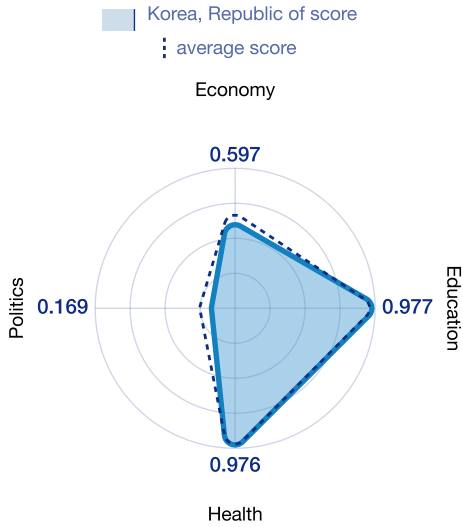
General indicators				
Indicator	Unit		Value	
GDP	US\$ billions		110.35	
GDP per capita	constant '17, intl. \$ 1000		4.74	
Population sex ratio	female/male		1.02	
Population growth rate	%		1.94	
Indicator	Million people	◆ Female	◆ Male	Value
Total population		27.25	26.78	54.03
Work participation and leadership				
Indicator	Unit		Value	
Gender pay gap	% (OECD countries only)		n. a.	
Share of women's membership in boards	% (OECD countries only)		n. a.	
Firms with female majority ownership	% firms		13.20	
Firms with female top managers	% firms		18.10	
Share of workers in informal sector	% workers		86.50	
Indicator	1-7 (best)		Value	
Advancement of women to leadership roles			4.43	
Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	5.63	5.08	5.34
Workers employed part-time	% of employed people	31.50	20.70	25.85
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		7.79	8.46	16.25
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		Uneven rights ◆		
Access to non-land assets		Uneven 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		31.80	
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		12.71	
Early marriage	%		13.20	
Mean age of women at birth of first child	years		n. a.	
Indicator	0-1 (Equal rights)		Value	
Right to divorce		Uneven rights ◆		
Indicator	Days	◆ Female	◆ Male	Value
Length of parental leave		90.00	14.00	0
Education and skills				
Graduates	Attainment %	◆ Female	◆ Male	Parity
STEM Graduates		30.73	69.27	0.44
Agri., Forestry, Fisheries & Veterinary		37.28	62.72	0.59
Arts & Humanities		47.74	52.26	0.91
Business, Admin. & Law		46.98	53.02	0.89
Education		49.15	50.85	0.97
Engineering, Manuf. & Construction		19.46	80.54	0.24
Health & Welfare		49.06	50.94	0.96
Information & Comm. Technologies		30.10	69.90	0.43
Natural Sci., Mathematics & Statistics		37.99	62.01	0.61
Social Sci., Journalism & Information		56.16	43.84	1.28
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		39.40	
Births attended by skilled personnel	% live births		70.20	
Maternal mortality	deaths per 100,000 live births		342.00	
Total fertility rate	births per woman		3.40	
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.680	105th	0.689	99th
Economic Participation and Opportunity	0.597	114th	0.592	115th
Educational Attainment	0.977	104th	0.976	97th
Health and Survival	0.976	46th	0.976	52nd
Political Empowerment	0.169	88th	0.212	72nd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	114th	0.597		-	Min	Max	-
Labour-force participation rate %	85th	0.747		-18.62	55.04	73.66	0-100
Wage equality for similar work 1-7 (best)	76th	0.620		-	-	-	-
Estimated earned income int'l \$ 1,000	119th	0.495		-29.90	29.30	59.21	0-150
Legislators, senior officials and managers %	128th	0.171		-70.80	14.60	85.40	0-100
Professional and technical workers %	1st	1.000		0.78	49.61	50.39	0-100
Educational Attainment	104th	0.977		-	-	-	-
Literacy rate %	74th	0.992		-	-	-	-
Enrolment in primary education %	69th	0.999		-0.08	98.55	98.64	0-100
Enrolment in secondary education %	85th	0.994		-0.54	95.76	96.30	0-200
Enrolment in tertiary education %	115th	0.833		-18.56	92.79	111.35	0-200
Health and Survival	46th	0.976		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	57th	1.047		-	-	-	-
Political Empowerment	88th	0.169		-	-	-	-
Women in parliament %	102nd	0.236		-61.80	19.10	80.90	0-100
Women in ministerial positions %	88th	0.200		-66.67	16.67	83.33	0-100
Years with female/male head of state (last 50)	36th	0.104		-40.55	4.73	45.27	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	1,810.96
GDP per capita	constant '17, intl. \$ 1000	44.23
Population sex ratio	female/male	1.00
Population growth rate	%	-0.18

Indicator	Million people	Female	Male	Value
Total population		25.95	25.87	51.82

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	31.06
Share of women's membership in boards	% (OECD countries only)	8.70
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	26.60

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.56

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.00	2.74	2.85

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	38.21	22.77	29.48

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	14.10	4.38	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		11.86	15.86	27.72

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	1948
Number of female heads of state to date	number	3
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	1.55
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.20
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		90.00	10.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		25.22	74.78	0.34

Graduates	Attainment %	Female	Male	Parity
Agri., Forestry, Fisheries & Veterinary		44.83	55.17	0.81

Graduates	Attainment %	Female	Male	Parity
Arts & Humanities		66.04	33.96	1.94

Graduates	Attainment %	Female	Male	Parity
Business, Admin. & Law		49.02	50.98	0.96

Graduates	Attainment %	Female	Male	Parity
Education		77.27	22.73	3.40

Graduates	Attainment %	Female	Male	Parity
Engineering, Manuf. & Construction		20.05	79.95	0.25

Graduates	Attainment %	Female	Male	Parity
Health & Welfare		71.48	28.52	2.51

Graduates	Attainment %	Female	Male	Parity
Information & Comm. Technologies		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Natural Sci., Mathematics & Statistics		49.20	50.80	0.97

Graduates	Attainment %	Female	Male	Parity
Social Sci., Journalism & Information		60.17	39.83	1.51

Graduates	Attainment %	Female	Male	Parity
Vocational training		11.70	15.62	0.75

Graduates	Attainment %	Female	Male	Parity
PhD graduates		0.39	1.17	0.77

Graduates	%	Female	Male	Value
Graduates from tertiary education		57.22	50.32	53.62

Health

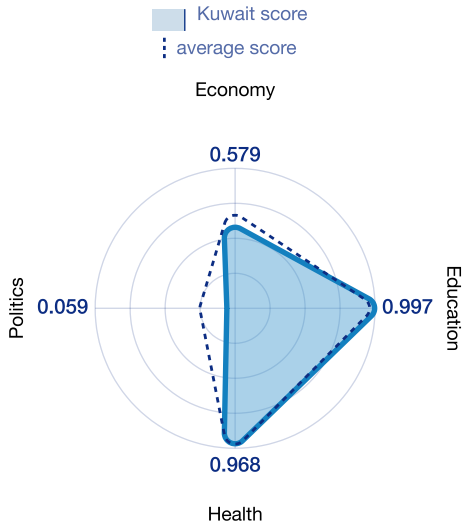
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	16.50
Births attended by skilled personnel	% live births	100.00
Maternal mortality	deaths per 100,000 live births	11.00
Total fertility rate	births per woman	0.84

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.651	120th	0.632	130th
Economic Participation and Opportunity	0.579	118th	0.542	123rd
Educational Attainment	0.997	51st	0.997	47th
Health and Survival	0.968	87th	0.968	89th
Political Empowerment	0.059	137th	0.023	145th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	118th	0.579		-	Min	Max	-
Labour-force participation rate %	126th	0.568		-37.96	49.89	87.85	0-100
Wage equality for similar work 1-7 (best)	62nd	0.651		-	-	-	-
Estimated earned income int'l \$ 1,000	-	-		-	-	-	-
Legislators, senior officials and managers %	130th	0.158		-72.77	13.61	86.39	0-100
Professional and technical workers %	76th	0.932		-3.50	48.25	51.75	0-100
Educational Attainment	51st	0.997		-	-	-	-
Literacy rate %	84th	0.982		-	-	-	-
Enrolment in primary education %	1st	1.000		11.53	75.50	87.03	0-100
Enrolment in secondary education %	1st	1.000		6.03	94.92	100.96	0-200
Enrolment in tertiary education %	1st	1.000		29.55	45.21	74.76	0-200
Health and Survival	87th	0.968		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	97th	1.023		-	-	-	-
Political Empowerment	137th	0.059		-	-	-	-
Women in parliament %	135th	0.067		-87.40	6.30	93.70	0-100
Women in ministerial positions %	106th	0.154		-73.33	13.33	86.67	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	105.96		
GDP per capita	constant '17, intl. \$ 1000	43.92		
Population sex ratio	female/male	0.64		
Population growth rate	%	-2.56		
Indicator	Million people	◆ Female	◆ Male	Value
Total population		1.67	2.60	4.27

Work participation and leadership

Indicator	Unit	Value	
Gender pay gap	% (OECD countries only)	n. a.	
Share of women's membership in boards	% (OECD countries only)	n. a.	
Firms with female majority ownership	% firms	n. a.	
Firms with female top managers	% firms	n. a.	
Share of workers in informal sector	% workers	n. a.	

Indicator 1-7 (best)

Indicator	Unit	Value	
Advancement of women to leadership roles		4.42	

Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	5.84	0.96	2.19
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.

Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.64	1.91	2.55

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Uneven rights	◆
Inheritance rights for widows and daughters	Unequal 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	2005
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	n. a.

Indicator Yes/No

Indicator	Unit	Value
Election list quotas for women, national		n. a.
Party membership quotas, voluntary		n. a.

Indicator 0-1 (Equal rights)

Indicator	0-1 (Equal rights)	Value
Access to justice	Restricted rights	◆
Freedom of movement	Uneven 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	%	5.60
Mean age of women at birth of first child	years	n. a.

Indicator 0-1 (Equal rights)

Indicator	Days	◆ Female	◆ Male	Value
Right to divorce				Restricted rights
Length of parental leave		70.00	0	0

Education and skills

Graduates	Attainment %	◆ Female	◆ Male	Parity
STEM Graduates		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Vocational training		n. a.	n. a.	n. a.
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	◆ Female	◆ Male	Value
Graduates from tertiary education		57.31	20.59	37.61

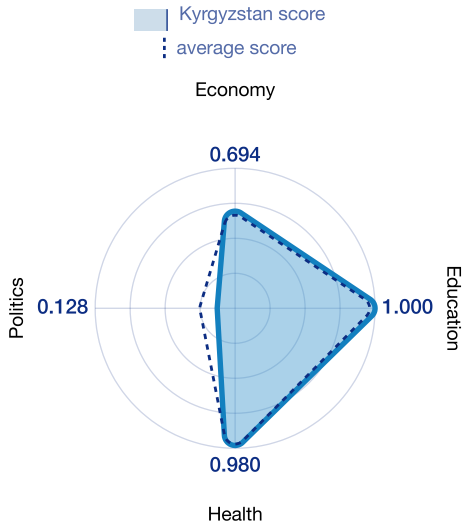
Health

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	12.00
Total fertility rate	births per woman	2.14
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.700	84th	0.700	86th
Economic Participation and Opportunity	0.694	71st	0.702	68th
Educational Attainment	1.000	29th	0.996	50th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.128	107th	0.124	111th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	71st	0.694		-	Min	Max	-
Labour-force participation rate %	103rd	0.673		-25.52	52.49	78.01	0-100
Wage equality for similar work 1-7 (best)	29th	0.714		-	-	-	-
Estimated earned income int'l \$ 1,000	122nd	0.478		-3.43	3.13	6.56	0-150
Legislators, senior officials and managers %	26th	0.750		-14.31	42.85	57.15	0-100
Professional and technical workers %	1st	1.000		20.19	39.91	60.09	0-100
Educational Attainment	29th	1.000		-	-	-	-
Literacy rate %	62nd	0.998		-	-	-	-
Enrolment in primary education %	1st	1.000		0.18	98.37	98.55	0-100
Enrolment in secondary education %	1st	1.000		0.50	100.08	100.58	0-200
Enrolment in tertiary education %	1st	1.000		11.68	47.73	59.41	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	107th	0.128		-	-	-	-
Women in parliament %	96th	0.250		-60.00	20.00	80.00	0-100
Women in ministerial positions %	109th	0.143		-75.00	12.50	87.50	0-100
Years with female/male head of state (last 50)	60th	0.034		-46.70	1.65	48.35	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	8.54
GDP per capita	constant '17, intl. \$ 1000	4.81
Population sex ratio	female/male	1.04
Population growth rate	%	1.69

Indicator	Million people	Female	Male	Value
Total population		3.38	3.26	6.63

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	26.90
Firms with female top managers	% firms	32.90
Share of workers in informal sector	% workers	63.20

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.93

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	4.42	4.04	4.19

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	41.93	17.03	27.30

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	16.81	9.51	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.03	1.40	2.43

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	1991
Number of female heads of state to date	number	1
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	19.73
Early marriage	%	13.90
Mean age of women at birth of first child	years	22.60

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		126.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
-----------	--------------	--------	------	--------

STEM Graduates		n. a.	n. a.	n. a.
----------------	--	-------	-------	-------

Agri., Forestry, Fisheries & Veterinary		25.89	74.11	0.35
---	--	-------	-------	------

Arts & Humanities		73.63	26.37	2.79
-------------------	--	-------	-------	------

Business, Admin. & Law		n. a.	n. a.	n. a.
------------------------	--	-------	-------	-------

Education		n. a.	n. a.	n. a.
-----------	--	-------	-------	-------

Engineering, Manuf. & Construction		18.38	81.62	0.23
------------------------------------	--	-------	-------	------

Health & Welfare		73.96	26.04	2.84
------------------	--	-------	-------	------

Information & Comm. Technologies		47.43	52.57	0.90
----------------------------------	--	-------	-------	------

Natural Sci., Mathematics & Statistics		72.94	27.06	2.70
--	--	-------	-------	------

Social Sci., Journalism & Information		n. a.	n. a.	n. a.
---------------------------------------	--	-------	-------	-------

Vocational training		5.65	8.06	0.70
---------------------	--	------	------	------

PhD graduates		n. a.	n. a.	n. a.
---------------	--	-------	-------	-------

Graduates	%	Female	Male	Value
-----------	---	--------	------	-------

Graduates from tertiary education		36.49	26.87	31.59
-----------------------------------	--	-------	-------	-------

Health				
--------	--	--	--	--

Health

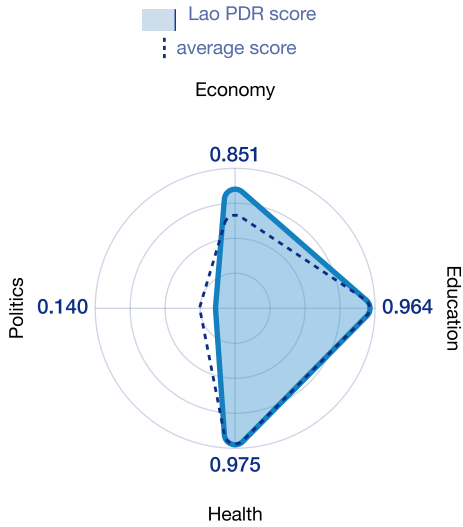
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	25.40
Births attended by skilled personnel	% live births	99.80
Maternal mortality	deaths per 100,000 live births	60.00
Total fertility rate	births per woman	3.00

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.733	54th	0.733	53rd
Economic Participation and Opportunity	0.851	5th	0.883	1st
Educational Attainment	0.964	107th	0.958	109th
Health and Survival	0.975	50th	0.975	55th
Political Empowerment	0.140	101st	0.116	116th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	5th	0.851		-	Min	Max	-
Labour-force participation rate %	20th	0.882		-7.53	56.10	63.63	0-100
Wage equality for similar work 1-7 (best)	14th	0.746		-	-	-	-
Estimated earned income int'l \$ 1,000	18th	0.791		-1.83	6.92	8.76	0-150
Legislators, senior officials and managers %	1st	1.000		18.08	40.96	59.04	0-100
Professional and technical workers %	1st	1.000		0.84	49.58	50.42	0-100
Educational Attainment	107th	0.964		-	-	-	-
Literacy rate %	113th	0.905		-	-	-	-
Enrolment in primary education %	96th	0.985		-1.38	91.64	93.03	0-100
Enrolment in secondary education %	118th	0.953		-2.87	58.34	61.21	0-200
Enrolment in tertiary education %	1st	1.000		1.76	12.11	13.87	0-200
Health and Survival	50th	0.975		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	61st	1.045		-	-	-	-
Political Empowerment	101st	0.140		-	-	-	-
Women in parliament %	87th	0.282		-56.00	22.00	78.00	0-100
Women in ministerial positions %	81st	0.214		-64.71	17.65	82.35	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	18.83
GDP per capita	constant '17, intl. \$ 1000	7.85
Population sex ratio	female/male	0.98
Population growth rate	%	1.43

Indicator	Million people	Female	Male	Value
Total population		3.73	3.79	7.53

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	35.50
Firms with female top managers	% firms	43.10
Share of workers in informal sector	% workers	88.80

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.59

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	0.92	1.57	1.26

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	55.64	49.82	52.62

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	13.60	10.06	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.34	1.49	2.83

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	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1958
Number of female heads of state to date	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	13.30
Early marriage	%	19.80
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		105.00	3.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		28.95	71.05	0.41

Graduates	Attainment %	Female	Male	Parity
Agri., Forestry, Fisheries & Veterinary		44.74	55.26	0.81

Graduates	Attainment %	Female	Male	Parity
Arts & Humanities		56.56	43.44	1.30

Graduates	Attainment %	Female	Male	Parity
Business, Admin. & Law		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Education		60.71	39.29	1.55

Graduates	Attainment %	Female	Male	Parity
Engineering, Manuf. & Construction		17.95	82.05	0.22

Graduates	Attainment %	Female	Male	Parity
Health & Welfare		67.14	32.86	2.04

Graduates	Attainment %	Female	Male	Parity
Information & Comm. Technologies		40.82	59.18	0.69

Graduates	Attainment %	Female	Male	Parity
Natural Sci., Mathematics & Statistics		55.00	45.00	1.22

Graduates	Attainment %	Female	Male	Parity
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		2.90	3.17	0.92

Graduates	Attainment %	Female	Male	Parity
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Graduates from tertiary education		8.75	8.83	8.79

Health

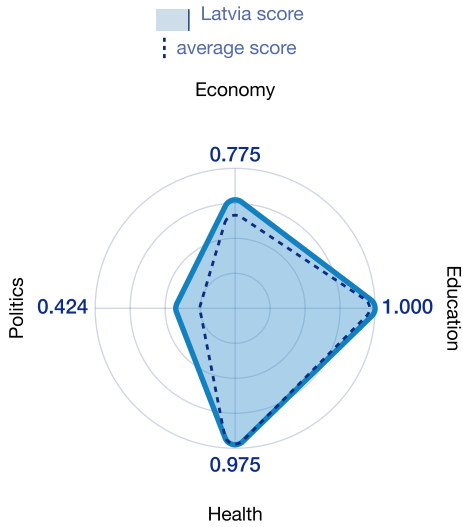
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	15.30
Births attended by skilled personnel	% live births	64.40
Maternal mortality	deaths per 100,000 live births	185.00
Total fertility rate	births per woman	2.54

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.794	13th	0.771	26th
Economic Participation and Opportunity	0.775	22nd	0.803	9th
Educational Attainment	1.000	1st	1.000	25th
Health and Survival	0.975	52nd	0.979	34th
Political Empowerment	0.424	27th	0.301	45th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	22nd	0.775		-	Min	Max	-
Labour-force participation rate %	64th	0.807		-13.00	54.32	67.32	0-100
Wage equality for similar work 1-7 (best)	39th	0.701		-	-	-	-
Estimated earned income int'l \$ 1,000	56th	0.679		-12.45	26.31	38.75	0-150
Legislators, senior officials and managers %	17th	0.848		-8.22	45.89	54.11	0-100
Professional and technical workers %	1st	1.000		26.52	36.74	63.26	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.67	98.37	99.04	0-100
Enrolment in secondary education %	1st	1.000		0.48	105.73	106.20	0-200
Enrolment in tertiary education %	1st	1.000		28.79	80.65	109.44	0-200
Health and Survival	52nd	0.975		-	-	-	-
Sex ratio at birth** %	129th	0.937		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	27th	0.424		-	-	-	-
Women in parliament %	57th	0.408		-42.00	29.00	71.00	0-100
Women in ministerial positions %	20th	0.750		-14.29	42.86	57.14	0-100
Years with female/male head of state (last 50)	15th	0.254		-29.77	10.12	39.89	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	39.85
GDP per capita	constant '17, intl. \$ 1000	32.08
Population sex ratio	female/male	1.16
Population growth rate	%	-0.84

Indicator	Million people	Female	Male	Value
Total population		0.99	0.86	1.85

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	19.76
Share of women's membership in boards	% (OECD countries only)	22.20
Firms with female majority ownership	% firms	20.70
Firms with female top managers	% firms	32.60
Share of workers in informal sector	% workers	8.40

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.37

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	5.80	8.40	7.10

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	26.54	16.50	21.53

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.45	0.44	0.89

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	1918
Number of female heads of state to date	number	2
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	2.25
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.70
Mean age of women at birth of first child	years	27.30

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		112.00	10.00	309.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.

Agri., Forestry, Fisheries & Veterinary	46.50	53.50	0.87
---	-------	-------	------

Arts & Humanities	76.17	23.83	3.20
-------------------	-------	-------	------

Business, Admin. & Law	68.24	31.76	2.15
------------------------	-------	-------	------

Education	n. a.	n. a.	n. a.
-----------	-------	-------	-------

Engineering, Manuf. & Construction	26.60	73.40	0.36
------------------------------------	-------	-------	------

Health & Welfare	83.94	16.06	5.22
------------------	-------	-------	------

Information & Comm. Technologies	22.68	77.32	0.29
----------------------------------	-------	-------	------

Natural Sci., Mathematics & Statistics	63.02	36.98	1.70
--	-------	-------	------

Social Sci., Journalism & Information	75.04	24.96	3.01
---------------------------------------	-------	-------	------

Vocational training	16.09	17.76	0.91
---------------------	-------	-------	------

PhD graduates	0.95	1.29	1.11
---------------	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		62.18	32.63	46.88

Health

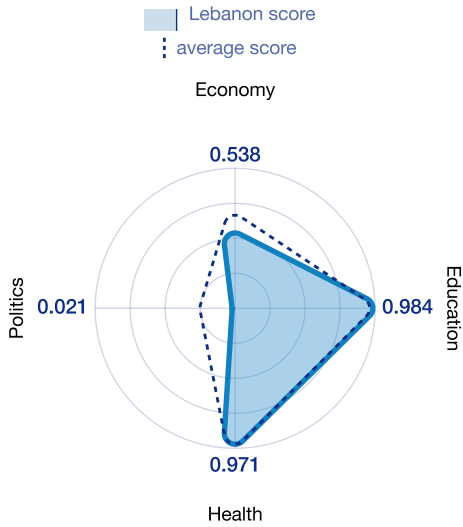
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	32.00
Births attended by skilled personnel	% live births	99.90
Maternal mortality	deaths per 100,000 live births	19.00
Total fertility rate	births per woman	1.55

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.628	132nd	0.644	119th
Economic Participation and Opportunity	0.538	127th	0.492	135th
Educational Attainment	0.984	90th	0.983	90th
Health and Survival	0.971	68th	0.971	75th
Political Empowerment	0.021	144th	0.129	110th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	127th	0.538		-	Min	Max	-
Labour-force participation rate %	136th	0.416		-41.21	29.35	70.56	0-100
Wage equality for similar work 1-7 (best)	84th	0.614		-	-	-	-
Estimated earned income int'l \$ 1,000	125th	0.469		-9.49	8.37	17.87	0-150
Legislators, senior officials and managers %	117th	0.269		-57.59	21.21	78.79	0-100
Professional and technical workers %	1st	1.000		8.00	46.00	54.00	0-100
Educational Attainment	90th	0.984		-	-	-	-
Literacy rate %	96th	0.965		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	1st	1.000		0.01	0.50	0.51	0-200
Enrolment in tertiary education %	-	-		-	-	-	-
Health and Survival	68th	0.971		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	82nd	1.030		-	-	-	-
Political Empowerment	144th	0.021		-	-	-	-
Women in parliament %	135th	0.067		-87.40	6.30	93.70	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)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	23.13		
GDP per capita	constant '17, intl. \$ 1000	12.98		
Population sex ratio	female/male	1.06		
Population growth rate	%	-1.25		
Indicator	Million people	Female	Male	Value
Total population		2.83	2.66	5.49

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	4.70
Firms with female top managers	% firms	5.90
Share of workers in informal sector	% workers	55.40
Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.17

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	14.60	10.30	11.69
Workers employed part-time	% of employed people	24.54	17.20	19.44
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.44	1.02	1.47

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	Uneven rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1926, 1952
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	n. a.		
Early marriage	%	3.40		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Unequal rights	◆		
Indicator	Days	Female	Male	Value
Length of parental leave		70.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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.

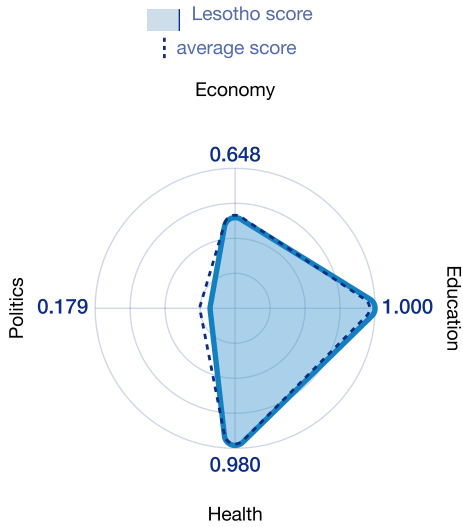
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	10.40
Births attended by skilled personnel	% live births	n. a.
Maternal mortality	deaths per 100,000 live births	29.00
Total fertility rate	births per woman	2.10
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.702	82nd	0.700	87th
Economic Participation and Opportunity	0.648	94th	0.650	91st
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.179	83rd	0.171	88th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	94th	0.648		-	Min	Max	-
Labour-force participation rate %	87th	0.729		-18.20	48.93	67.13	0-100
Wage equality for similar work 1-7 (best)	119th	0.494		-	-	-	-
Estimated earned income int'l \$ 1,000	49th	0.688		-0.85	1.88	2.73	0-150
Legislators, senior officials and managers %	79th	0.510		-32.43	33.78	66.22	0-100
Professional and technical workers %	1st	1.000		21.49	39.26	60.74	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		1.08	91.10	92.18	0-100
Enrolment in secondary education %	1st	1.000		17.19	55.47	72.66	0-200
Enrolment in tertiary education %	1st	1.000		4.38	8.02	12.40	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	83rd	0.179		-	-	-	-
Women in parliament %	75th	0.361		-47.00	26.50	73.50	0-100
Women in ministerial positions %	67th	0.273		-57.14	21.43	78.57	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value	
GDP	US\$ billions	2.5	
GDP per capita	constant '17, intl. \$ 1000	2.30	
Population sex ratio	female/male	1.03	
Population growth rate	%	1.21	
Indicator	Million people	◆ Female ◆ Male	Value
Total population		1.17 1.14	2.31

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	25.40
Firms with female top managers	% firms	36.20
Share of workers in informal sector	% workers	80.90

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		3.35

Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	19.75	15.69	17.49
Workers employed part-time	% of employed people	10.59	7.01	8.55
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.29	0.35	0.64

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Uneven rights ◆	
Inheritance rights for widows and daughters	Uneven rights ◆	
Access to land assets	Near-equal rights ◆	
Access to non-land assets	Uneven rights ◆	

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1966
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	24.20

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	16.01
Early marriage	%	18.30
Mean age of women at birth of first child	years	n. a.
Indicator	0-1 (Equal rights)	Value
Right to divorce	Uneven rights ◆	

Indicator	Days	◆ Female	◆ Male	Value
Length of parental leave		84.00	0	0

Education and skills

Graduates	Attainment %	◆ Female	◆ Male	Parity
STEM Graduates		24.82	75.18	0.33
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		56.68	43.32	1.31
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		18.44	81.56	0.23
Health & Welfare		72.78	27.22	2.67
Information & Comm. Technologies		31.25	68.75	0.45
Natural Sci., Mathematics & Statistics		45.16	54.84	0.82
Social Sci., Journalism & Information		77.50	22.50	3.44
Vocational training		n. a.	n. a.	n. a.
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	◆ Female	◆ Male	Value
Graduates from tertiary education		5.21	3.14	4.17

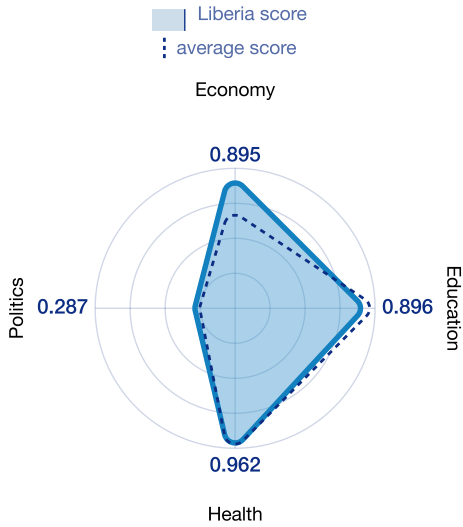
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	62.00
Births attended by skilled personnel	% live births	86.60
Maternal mortality	deaths per 100,000 live births	544.00
Total fertility rate	births per woman	3.05
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.760	39th	0.709	78th
Economic Participation and Opportunity	0.895	1st	0.804	8th
Educational Attainment	0.896	131st	0.815	137th
Health and Survival	0.962	123rd	0.962	126th
Political Empowerment	0.287	50th	0.255	52nd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	1st	0.895		-	Min	Max	-
Labour-force participation rate %	28th	0.869		-6.54	43.51	50.05	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	1st	1.000		0.09	1.38	1.47	0-150
Legislators, senior officials and managers %	1st	1.000		4.90	47.55	52.45	0-100
Professional and technical workers %	105th	0.619		-23.53	38.24	61.76	0-100
Educational Attainment	131st	0.896		-	-	-	-
Literacy rate %	142nd	0.544		-	-	-	-
Enrolment in primary education %	1st	1.000		4.71	70.84	75.55	0-100
Enrolment in secondary education %	104th	0.977		-0.94	39.22	40.16	0-200
Enrolment in tertiary education %	-	-	-	-	-	-	-
Health and Survival	123rd	0.962		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	133rd	1.002		-	-	-	-
Political Empowerment	50th	0.287		-	-	-	-
Women in parliament %	129th	0.124		-78.00	11.00	89.00	0-100
Women in ministerial positions %	51st	0.417		-41.18	29.41	70.59	0-100
Years with female/male head of state (last 50)	12th	0.329		-25.25	12.37	37.63	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value	
GDP	US\$ billions	3.51	
GDP per capita	constant '17, intl. \$ 1000	1.42	
Population sex ratio	female/male	1.01	
Population growth rate	%	2.06	
Indicator	Million people		Value
	◆ Female	◆ Male	
Total population	2.66	2.64	5.30

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	15.60
Firms with female top managers	% firms	20.40
Share of workers in informal sector	% workers	89.60
Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.97

Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	5.88	6.38	6.14
Workers employed part-time	% of employed people	15.72	11.69	13.69
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.44	0.48	0.92

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	1946
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	6.70

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	Equal rights ◆	

Family and care

Indicator	Unit	Value		
Public spending on family benefits	% GDP	n. a.		
Unmet family planning	% women 15-49	33.40		
Early marriage	%	15.70		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Restricted rights ◆			
Indicator	Days	◆ Female	◆ Male	Value
Length of parental leave	98.00	0	0	

Education and skills

Graduates	Attainment %	◆ Female	◆ Male	Parity
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.

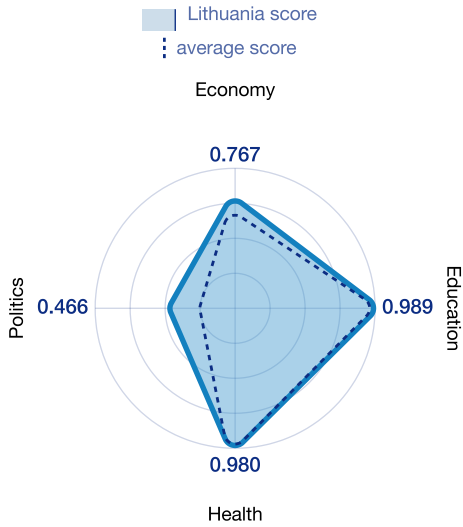
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	38.50
Births attended by skilled personnel	% live births	84.40
Maternal mortality	deaths per 100,000 live births	661.00
Total fertility rate	births per woman	4.17
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.800	9th	0.799	11th
Economic Participation and Opportunity	0.767	26th	0.781	21st
Educational Attainment	0.989	83rd	0.986	85th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.466	20th	0.450	22nd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	26th	0.767		-	Min	Max	-
Labour-force participation rate %	48th	0.843		-10.70	57.34	68.04	0-100
Wage equality for similar work 1-7 (best)	16th	0.741		-	-	-	-
Estimated earned income int'l \$ 1,000	36th	0.729		-12.42	33.47	45.89	0-150
Legislators, senior officials and managers %	56th	0.587		-26.05	36.98	63.03	0-100
Professional and technical workers %	1st	1.000		25.26	37.37	62.63	0-100
Educational Attainment	83rd	0.989		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	105th	0.975		-2.79	107.30	110.09	0-200
Enrolment in tertiary education %	1st	1.000		25.59	58.44	84.03	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	20th	0.466		-	-	-	-
Women in parliament %	62nd	0.397		-43.20	28.40	71.60	0-100
Women in ministerial positions %	20th	0.750		-14.29	42.86	57.14	0-100
Years with female/male head of state (last 50)	11th	0.355		-23.80	13.10	36.90	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	66.45
GDP per capita	constant '17, intl. \$ 1000	39.31
Population sex ratio	female/male	1.13
Population growth rate	%	0.21

Indicator	Million people	Female	Male	Value
Total population		1.46	1.29	2.75

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	9.33
Share of women's membership in boards	% (OECD countries only)	22.30
Firms with female majority ownership	% firms	18.40
Firms with female top managers	% firms	30.70
Share of workers in informal sector	% workers	5.10

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		6.09

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	5.70	6.70	6.20

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	28.27	17.50	22.86

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.72	0.69	1.41

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	1919
Number of female heads of state to date	number	4
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	2.46
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0
Mean age of women at birth of first child	years	28.20

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		126.00	30.00	309.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		29.59	70.41	0.42

Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n. a.
---	-------	-------	-------

Arts & Humanities	74.37	25.63	2.90
-------------------	-------	-------	------

Business, Admin. & Law	68.52	31.48	2.18
------------------------	-------	-------	------

Education	n. a.	n. a.	n. a.
-----------	-------	-------	-------

Engineering, Manuf. & Construction	25.48	74.52	0.34
------------------------------------	-------	-------	------

Health & Welfare	82.95	17.05	4.87
------------------	-------	-------	------

Information & Comm. Technologies	n. a.	n. a.	n. a.
----------------------------------	-------	-------	-------

Natural Sci., Mathematics & Statistics	57.75	42.25	1.37
--	-------	-------	------

Social Sci., Journalism & Information	n. a.	n. a.	n. a.
---------------------------------------	-------	-------	-------

Vocational training	5.72	8.85	0.65
---------------------	------	------	------

PhD graduates	0.82	0.89	0.85
---------------	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		73.65	44.84	58.64

Health

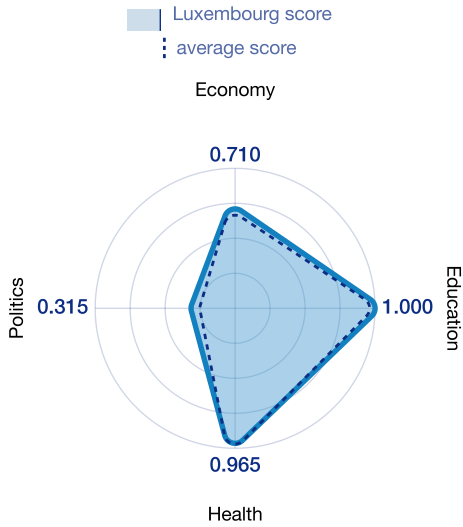
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	24.00
Births attended by skilled personnel	% live births	100.00
Maternal mortality	deaths per 100,000 live births	8.00
Total fertility rate	births per woman	1.48

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.747	44th	0.736	46th
Economic Participation and Opportunity	0.710	57th	0.724	51st
Educational Attainment	1.000	30th	0.999	32nd
Health and Survival	0.965	108th	0.965	110th
Political Empowerment	0.315	43rd	0.258	51st

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	57th	0.710		-			
Labour-force participation rate %	17th	0.885		-7.52	58.14	65.66	0-100
Wage equality for similar work 1-7 (best)	36th	0.704		-	-	-	-
Estimated earned income int'l \$ 1,000	45th	0.697		-41.20	94.95	136.14	0-150
Legislators, senior officials and managers %	114th	0.281		-56.11	21.95	78.05	0-100
Professional and technical workers %	70th	0.983		-0.86	49.57	50.43	0-100
Educational Attainment	30th	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.13	98.88	99.01	0-100
Enrolment in secondary education %	81st	0.998		-0.22	107.07	107.29	0-200
Enrolment in tertiary education %	1st	1.000		3.42	17.54	20.97	0-200
Health and Survival	108th	0.965		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	117th	1.012		-	-	-	-
Political Empowerment	43rd	0.315		-	-	-	-
Women in parliament %	41st	0.538		-30.00	35.00	65.00	0-100
Women in ministerial positions %	30th	0.600		-25.00	37.50	62.50	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	85.51		
GDP per capita	constant '17, intl. \$ 1000	115.68		
Population sex ratio	female/male	0.99		
Population growth rate	%	1.52		
Indicator	Million people	Female	Male	Value
Total population		0.32	0.33	0.65

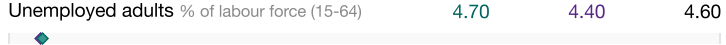
Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	22.40
Firms with female majority ownership	% firms	8.30
Firms with female top managers	% firms	7.40
Share of workers in informal sector	% workers	10.30

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		5.40

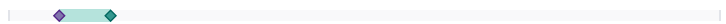
Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	4.70	4.40	4.60



Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	52.18	30.64	40.65



Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	14.44	7.08	n. a.



Indicator	Million people	Female	Male	Value
Labour-force		0.14	0.16	0.30

Access to finance

Indicator	Unit	Value
Access to financial services	0-1 (Equal rights)	Equal rights
Inheritance rights for widows and daughters	0-1 (Equal rights)	Equal rights
Access to land assets	0-1 (Equal rights)	Equal rights
Access to non-land assets	0-1 (Equal rights)	Equal rights

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1919
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	n. a.

Indicator Yes/No

Indicator	Unit	Value
Election list quotas for women, national	Yes/No	Yes
Party membership quotas, voluntary	Yes/No	Yes

Indicator 0-1 (Equal rights)

Indicator	Unit	Value
Access to justice	0-1 (Equal rights)	Equal rights
Freedom of movement	0-1 (Equal rights)	Equal rights

Family and care

Indicator	Unit	Value
Public spending on family benefits	% GDP	3.36
Unmet family planning	% women 15-49	n. a.
Early marriage	%	1.10
Mean age of women at birth of first child	years	31.00

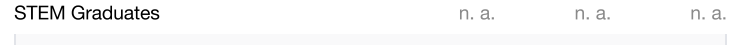
Indicator 0-1 (Equal rights)

Indicator	Unit	Value
Right to divorce	0-1 (Equal rights)	Equal rights

Indicator	Days	Female	Male	Value
Length of parental leave		112.00	14.00	0

Education and skills

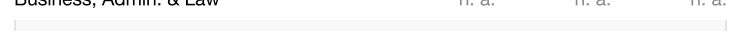
Indicator	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.



Indicator	Female	Male	Parity
Agri., Forestry, Fisheries & Veterinary	22.86	77.14	0.30



Indicator	Female	Male	Parity
Arts & Humanities	61.98	38.02	1.63



Indicator	Female	Male	Parity
Business, Admin. & Law	n. a.	n. a.	n. a.



Indicator	Female	Male	Parity
Education	68.92	31.08	2.22



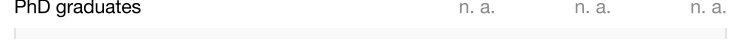
Indicator	Female	Male	Parity
Engineering, Manuf. & Construction	19.82	80.18	0.25



Indicator	Female	Male	Parity
Health & Welfare	70.37	29.63	2.38



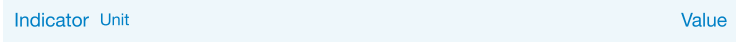
Indicator	Female	Male	Parity
Information & Comm. Technologies	19.59	80.41	0.24



Indicator	Female	Male	Parity
Natural Sci., Mathematics & Statistics	45.16	54.84	0.82



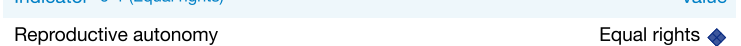
Indicator	Female	Male	Parity
Social Sci., Journalism & Information	67.69	32.31	2.10



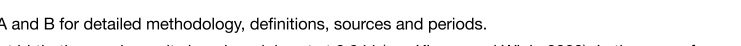
Indicator	Female	Male	Parity
Vocational training	21.29	22.25	0.96



Indicator	Female	Male	Parity
PhD graduates	n. a.	n. a.	n. a.



Indicator	Unit	Value
Graduates %	0-1 (Equal rights)	Equal rights
Graduates from tertiary education		10.10

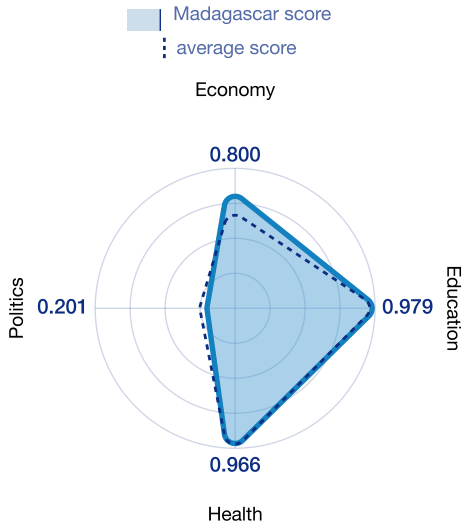


Indicator	Unit	Value
Reproductive autonomy	0-1 (Equal rights)	Equal rights

*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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.737	51st	0.735	48th
Economic Participation and Opportunity	0.800	12th	0.793	17th
Educational Attainment	0.979	100th	0.978	94th
Health and Survival	0.966	103rd	0.966	102nd
Political Empowerment	0.201	76th	0.202	75th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	12th	0.800		-	Min	Max	-
Labour-force participation rate %	6th	0.937		-5.62	83.59	89.21	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	7th	0.845		-0.25	1.34	1.59	0-150
Legislators, senior officials and managers %	86th	0.466		-36.47	31.77	68.23	0-100
Professional and technical workers %	83rd	0.904		-5.03	47.49	52.51	0-100
Educational Attainment	100th	0.979		-	-	-	-
Literacy rate %	98th	0.961		-	-	-	-
Enrolment in primary education %	-	-	-	-	-	-	-
Enrolment in secondary education %	1st	1.000		1.29	33.95	35.24	0-200
Enrolment in tertiary education %	107th	0.966		-0.19	5.43	5.62	0-200
Health and Survival	103rd	0.966		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	112th	1.015		-	-	-	-
Political Empowerment	76th	0.201		-	-	-	-
Women in parliament %	107th	0.227		-63.00	18.50	81.50	0-100
Women in ministerial positions %	36th	0.529		-30.77	34.62	65.39	0-100
Years with female/male head of state (last 50)	77th	0.000		-49.99	0.01	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	14.47
GDP per capita	constant '17, intl. \$ 1000	1.46
Population sex ratio	female/male	1.00
Population growth rate	%	2.42

Indicator	Million people	Female	Male	Value
Total population		14.78	14.84	29.61

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	21.60
Firms with female top managers	% firms	28.20
Share of workers in informal sector	% workers	95.20

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.42

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.55	2.98	3.25

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	39.74	25.91	32.64

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		4.15	4.58	8.73

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	Uneven rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1959
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	11.10

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	Restricted rights	◆

Family and care

Indicator	Unit	Value
Public spending on family benefits	% GDP	n. a.
Unmet family planning	% women 15-49	14.60
Early marriage	%	39.90
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Restricted rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		98.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		31.02	68.98	0.45

Agri., Forestry, Fisheries & Veterinary		41.19	58.81	0.70
---	--	-------	-------	------

Arts & Humanities		50.90	49.10	1.04
-------------------	--	-------	-------	------

Business, Admin. & Law		53.79	46.21	1.16
------------------------	--	-------	-------	------

Education		50.95	49.05	1.04
-----------	--	-------	-------	------

Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
------------------------------------	--	-------	-------	-------

Health & Welfare		67.86	32.14	2.11
------------------	--	-------	-------	------

Information & Comm. Technologies		33.64	66.36	0.51
----------------------------------	--	-------	-------	------

Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
--	--	-------	-------	-------

Social Sci., Journalism & Information		46.04	53.96	0.85
---------------------------------------	--	-------	-------	------

Vocational training		0.37	0.79	0.47
---------------------	--	------	------	------

PhD graduates		0.23	0.42	0.33
---------------	--	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		3.78	3.45	3.62

Health

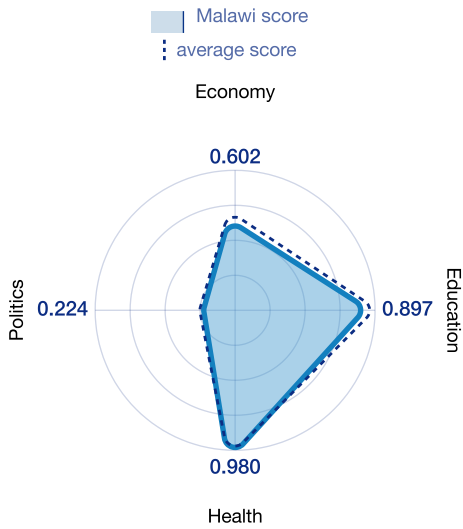
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	30.00
Births attended by skilled personnel	% live births	45.80
Maternal mortality	deaths per 100,000 live births	335.00
Total fertility rate	births per woman	3.92

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Unequal 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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.676	110th	0.632	132nd
Economic Participation and Opportunity	0.602	109th	0.620	104th
Educational Attainment	0.897	129th	0.764	139th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.224	67th	0.164	92nd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	109th	0.602		-	Min	Max	-
Labour-force participation rate %	38th	0.855		-10.76	63.23	73.99	0-100
Wage equality for similar work 1-7 (best)	63rd	0.651		-	-	-	-
Estimated earned income int'l \$ 1,000	88th	0.616		-0.71	1.14	1.86	0-150
Legislators, senior officials and managers %	125th	0.185		-68.75	15.63	84.38	0-100
Professional and technical workers %	112th	0.545		-29.43	35.28	64.72	0-100
Educational Attainment	129th	0.897		-	-	-	-
Literacy rate %	117th	0.895		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	1st	1.000		1.54	35.54	37.08	0-200
Enrolment in tertiary education %	126th	0.705		-0.97	2.31	3.28	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	67th	0.224		-	-	-	-
Women in parliament %	93rd	0.261		-58.60	20.70	79.30	0-100
Women in ministerial positions %	37th	0.500		-33.33	33.33	66.67	0-100
Years with female/male head of state (last 50)	52nd	0.045		-45.70	2.15	47.85	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	12.63
GDP per capita	constant '17, intl. \$ 1000	1.49
Population sex ratio	female/male	1.06
Population growth rate	%	2.61

Indicator	Million people	Female	Male	Value
Total population		10.48	9.93	20.41

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	11.40
Firms with female top managers	% firms	14.20
Share of workers in informal sector	% workers	87.10

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.38

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	1.13	0.81	0.97

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	59.08	45.01	52.07

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		2.39	2.40	4.79

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	1964
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	n. a.

Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	

Indicator	0-1 (Equal rights)	Value
Access to justice	Near-equal rights	◆
Freedom of movement	Restricted rights	◆

Family and care

Indicator	Unit	Value
Public spending on family benefits	% GDP	n. a.
Unmet family planning	% women 15-49	15.43
Early marriage	%	26.90
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		56.00	14.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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

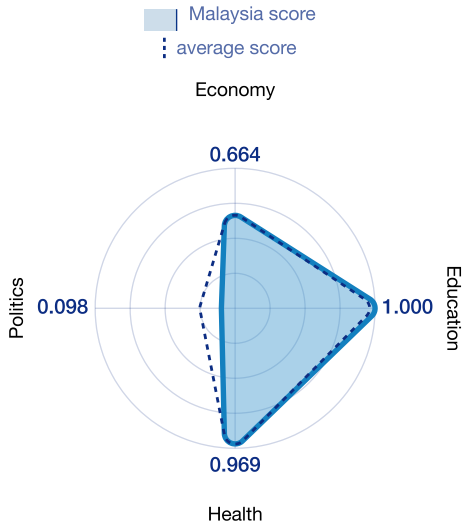
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	37.50
Births attended by skilled personnel	% live births	96.40
Maternal mortality	deaths per 100,000 live births	349.00
Total fertility rate	births per woman	4.00

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.682	102nd	0.681	103rd
Economic Participation and Opportunity	0.664	89th	0.656	88th
Educational Attainment	1.000	1st	0.995	56th
Health and Survival	0.969	80th	0.972	68th
Political Empowerment	0.098	122nd	0.102	123rd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	89th	0.664		-	Min	Max	-
Labour-force participation rate %	96th	0.686		-25.30	55.35	80.65	0-100
Wage equality for similar work 1-7 (best)	18th	0.740		-	-	-	-
Estimated earned income int'l \$ 1,000	68th	0.657		-10.85	20.79	31.64	0-150
Legislators, senior officials and managers %	109th	0.331		-50.30	24.85	75.15	0-100
Professional and technical workers %	90th	0.851		-8.06	45.97	54.03	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		1.01	97.29	98.30	0-100
Enrolment in secondary education %	1st	1.000		4.87	82.04	86.91	0-200
Enrolment in tertiary education %	1st	1.000		11.45	35.84	47.29	0-200
Health and Survival	80th	0.969		-	-	-	-
Sex ratio at birth** %	125th	0.938		-	-	-	-
Healthy life expectancy** years	73rd	1.038		-	-	-	-
Political Empowerment	122nd	0.098		-	-	-	-
Women in parliament %	123rd	0.156		-73.00	13.50	86.50	0-100
Women in ministerial positions %	88th	0.200		-66.67	16.67	83.33	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	372.98
GDP per capita	constant '17, intl. \$ 1000	26.33
Population sex ratio	female/male	0.96
Population growth rate	%	1.12

Indicator	Million people	Female	Male	Value
Total population		16.60	17.34	33.94

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	19.40
Firms with female top managers	% firms	33.20
Share of workers in informal sector	% workers	n. a.

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.31

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	4.68	4.45	4.54
Workers employed part-time	% of employed people	11.03	9.31	10.98
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		5.10	7.96	13.06

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	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	1957
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	19.60

Indicator	Yes/No	Value
Election list quotas for women, national	n. a.	
Party membership quotas, voluntary	Yes	

Indicator	0-1 (Equal rights)	Value
Access to justice	Restricted rights	◆
Freedom of movement	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	%	6.10
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Unequal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		60.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		47.67	52.33	0.91
Arts & Humanities		63.42	36.58	1.73
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		69.73	30.27	2.30
Engineering, Manuf. & Construction		27.05	72.95	0.37
Health & Welfare		72.41	27.59	2.62
Information & Comm. Technologies		46.00	54.00	0.85
Natural Sci., Mathematics & Statistics		70.73	29.27	2.42
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Vocational training		3.71	5.70	0.65
PhD graduates		0.26	0.27	0.26

Graduates	%	Female	Male	Value
Graduates from tertiary education		22.14	10.77	16.28

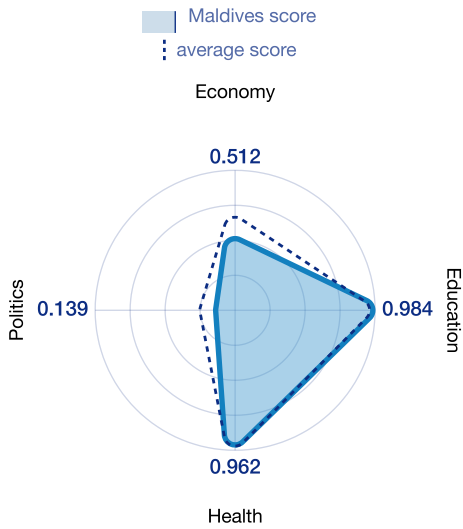
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	n. a.
Births attended by skilled personnel	% live births	99.60
Maternal mortality	deaths per 100,000 live births	29.00
Total fertility rate	births per woman	1.82
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.649	124th	0.648	117th
Economic Participation and Opportunity	0.512	131st	0.531	127th
Educational Attainment	0.984	91st	0.984	89th
Health and Survival	0.962	121st	0.956	138th
Political Empowerment	0.139	103rd	0.121	114th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	131st	0.512		-	Min	Max	-
Labour-force participation rate %	113th	0.644		-27.99	50.61	78.60	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	131st	0.396		-15.26	9.99	25.25	0-150
Legislators, senior officials and managers %	121st	0.229		-62.69	18.66	81.34	0-100
Professional and technical workers %	88th	0.855		-7.80	46.10	53.90	0-100
Educational Attainment	91st	0.984		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		2.44	96.83	99.28	0-100
Enrolment in secondary education %	124th	0.930		-5.86	78.41	84.27	0-200
Enrolment in tertiary education %	1st	1.000		48.82	17.69	66.51	0-200
Health and Survival	121st	0.962		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	131st	1.004		-	-	-	-
Political Empowerment	103rd	0.139		-	-	-	-
Women in parliament %	139th	0.048		-90.80	4.60	95.40	0-100
Women in ministerial positions %	37th	0.500		-33.33	33.33	66.67	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	5.41
GDP per capita	constant '17, intl. \$ 1000	18.77
Population sex ratio	female/male	0.73
Population growth rate	%	1.36

Indicator	Million people	Female	Male	Value
Total population		0.22	0.30	0.52

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	48.10

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		n. a.

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	4.03	5.10	4.64

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	31.46	10.72	18.95

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.07	0.10	0.17

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	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	1965
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	31.40
Early marriage	%	5.40
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Unequal rights	◇

Indicator	Days	Female	Male	Value
Length of parental leave		60.00	3.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
-----------	--------------	--------	------	--------

STEM Graduates		10.56	89.44	0.12
----------------	--	-------	-------	------

Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
---	--	-------	-------	-------

Arts & Humanities		74.31	25.69	2.89
-------------------	--	-------	-------	------

Business, Admin. & Law		59.74	40.26	1.48
------------------------	--	-------	-------	------

Education		81.81	18.19	4.50
-----------	--	-------	-------	------

Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
------------------------------------	--	-------	-------	-------

Health & Welfare		95.00	5.00	19.00
------------------	--	-------	------	-------

Information & Comm. Technologies		9.68	90.32	0.11
----------------------------------	--	------	-------	------

Natural Sci., Mathematics & Statistics		100.00	0	n. a.
--	--	--------	---	-------

Social Sci., Journalism & Information		69.70	30.30	2.30
---------------------------------------	--	-------	-------	------

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	19.50
---	---------	-------

Births attended by skilled personnel	% live births	99.50
--------------------------------------	---------------	-------

Maternal mortality	deaths per 100,000 live births	53.00
--------------------	--------------------------------	-------

Total fertility rate	births per woman	1.71
----------------------	------------------	------

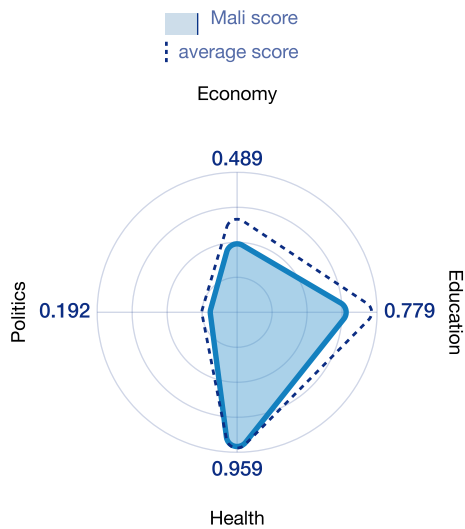
Indicator	0-1 (Equal rights)	Value
-----------	--------------------	-------

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.605	141st	0.601	141st
Economic Participation and Opportunity	0.489	134th	0.521	130th
Educational Attainment	0.779	140th	0.757	140th
Health and Survival	0.959	135th	0.959	133rd
Political Empowerment	0.192	78th	0.168	91st

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	134th	0.489		-	Min	Max	-
Labour-force participation rate %	117th	0.625		-30.87	51.54	82.41	0-100
Wage equality for similar work 1-7 (best)	69th	0.631		-	-	-	-
Estimated earned income int'l \$ 1,000	121st	0.479		-1.49	1.37	2.86	0-150
Legislators, senior officials and managers %	123rd	0.211		-65.11	17.44	82.55	0-100
Professional and technical workers %	136th	0.258		-59.00	20.50	79.50	0-100
Educational Attainment	140th	0.779		-	-	-	-
Literacy rate %	141st	0.546		-	-	-	-
Enrolment in primary education %	108th	0.899		-6.26	55.83	62.09	0-100
Enrolment in secondary education %	130th	0.876		-4.92	34.80	39.72	0-200
Enrolment in tertiary education %	132nd	0.502		-3.24	3.27	6.51	0-200
Health and Survival	135th	0.959		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	141st	0.993		-	-	-	-
Political Empowerment	78th	0.192		-	-	-	-
Women in parliament %	59th	0.401		-42.80	28.60	71.40	0-100
Women in ministerial positions %	76th	0.238		-61.54	19.23	80.77	0-100
Years with female/male head of state (last 50)	64th	0.020		-48.06	0.97	49.03	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	19.14
GDP per capita	constant '17, intl. \$ 1000	2.12
Population sex ratio	female/male	0.98
Population growth rate	%	3.16

Indicator	Million people	Female	Male	Value
Total population		11.19	11.41	22.59

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	9.10
Firms with female top managers	% firms	11.60
Share of workers in informal sector	% workers	94.00

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.16

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.65	3.70	3.68

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	25.80	8.84	16.11

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		2.08	3.05	5.13

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	1
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	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	23.90
Early marriage	%	44.00
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Uneven rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		98.00	3.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Vocational training		2.92	4.16	0.70
PhD graduates		0.01	0.09	0.05

Graduates	%	Female	Male	Value
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

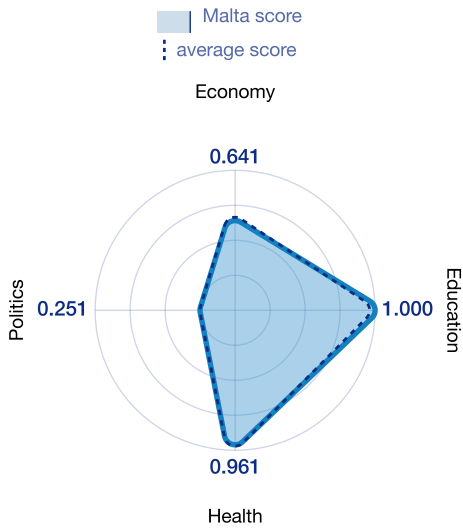
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	34.60
Births attended by skilled personnel	% live births	67.30
Maternal mortality	deaths per 100,000 live births	562.00
Total fertility rate	births per woman	6.04

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.713	70th	0.703	85th
Economic Participation and Opportunity	0.641	97th	0.655	89th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.961	131st	0.965	106th
Political Empowerment	0.251	62nd	0.192	82nd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	97th	0.641		-	Min	Max	-
Labour-force participation rate %	84th	0.753		-17.59	53.51	71.10	0-100
Wage equality for similar work 1-7 (best)	74th	0.623		-	-	-	-
Estimated earned income int'l \$ 1,000	85th	0.622		-20.62	33.90	54.52	0-150
Legislators, senior officials and managers %	97th	0.407		-42.11	28.88	70.99	0-100
Professional and technical workers %	92nd	0.824		-9.62	45.02	54.64	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	1st	1.000		1.26	109.07	110.32	0-200
Enrolment in tertiary education %	1st	1.000		24.24	59.73	83.97	0-200
Health and Survival	131st	0.961		-	-	-	-
Sex ratio at birth** %	129th	0.937		-	-	-	-
Healthy life expectancy** years	114th	1.015		-	-	-	-
Political Empowerment	62nd	0.251		-	-	-	-
Women in parliament %	65th	0.387		-44.20	27.90	72.10	0-100
Women in ministerial positions %	114th	0.125		-77.78	11.11	88.89	0-100
Years with female/male head of state (last 50)	17th	0.227		-31.51	9.24	40.76	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	17.36
GDP per capita	constant '17, intl. \$ 1000	44.65
Population sex ratio	female/male	0.92
Population growth rate	%	0.62

Indicator	Million people	Female	Male	Value
Total population		0.26	0.28	0.53

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	11.09
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	5.80
Firms with female top managers	% firms	11.30
Share of workers in informal sector	% workers	n. a.

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.71

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	2.60	3.20	3.00

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	10.19	7.81	8.87

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		n. a.	n. a.	n. a.
Labour-force		0.11	0.15	0.26

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	2
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	%	0.50
Mean age of women at birth of first child	years	29.30

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		126.00	14.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		27.85	72.15	0.39

Graduates	Attainment %	Female	Male	Parity
Agri., Forestry, Fisheries & Veterinary		50.00	50.00	1.00

Graduates	Attainment %	Female	Male	Parity
Arts & Humanities		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Business, Admin. & Law		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Education		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Engineering, Manuf. & Construction		28.18	71.82	0.39

Graduates	Attainment %	Female	Male	Parity
Health & Welfare		71.91	28.09	2.56

Graduates	Attainment %	Female	Male	Parity
Information & Comm. Technologies		15.98	84.02	0.19

Graduates	Attainment %	Female	Male	Parity
Natural Sci., Mathematics & Statistics		53.01	46.99	1.13

Graduates	Attainment %	Female	Male	Parity
Social Sci., Journalism & Information		62.76	37.24	1.69

Graduates	Attainment %	Female	Male	Parity
Vocational training		9.76	11.30	0.86

Graduates	Attainment %	Female	Male	Parity
PhD graduates		0.37	1.02	0.71

Graduates	%	Female	Male	Value
Graduates from tertiary education		58.81	44.89	51.66

Health

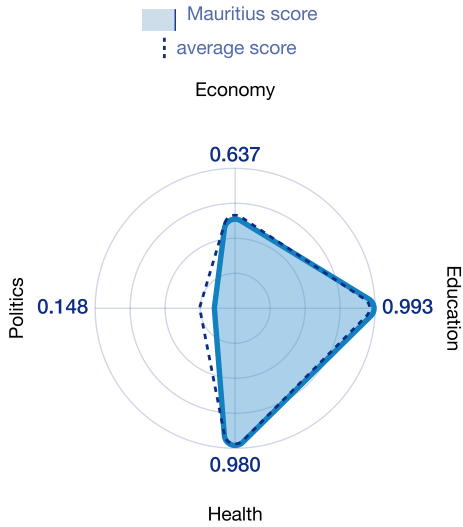
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	15.00
Births attended by skilled personnel	% live births	99.89
Maternal mortality	deaths per 100,000 live births	6.00
Total fertility rate	births per woman	1.13

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Unequal 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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.689	98th	0.679	105th
Economic Participation and Opportunity	0.637	100th	0.601	111th
Educational Attainment	0.993	71st	0.991	72nd
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.148	97th	0.144	102nd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	100th	0.637		-	Min	Max	-
Labour-force participation rate %	116th	0.633		-22.17	38.17	60.34	0-100
Wage equality for similar work 1-7 (best)	87th	0.610		-	-	-	-
Estimated earned income int'l \$ 1,000	113th	0.519		-13.33	14.39	27.73	0-150
Legislators, senior officials and managers %	40th	0.651		-21.17	39.42	60.59	0-100
Professional and technical workers %	79th	0.911		-4.64	47.68	52.32	0-100
Educational Attainment	71st	0.993		-	-	-	-
Literacy rate %	97th	0.963		-	-	-	-
Enrolment in primary education %	1st	1.000		2.00	95.75	97.75	0-100
Enrolment in secondary education %	1st	1.000		4.45	91.55	95.99	0-200
Enrolment in tertiary education %	1st	1.000		17.87	36.47	54.33	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	97th	0.148		-	-	-	-
Women in parliament %	96th	0.250		-60.00	20.00	80.00	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)	44th	0.066		-43.79	3.11	46.89	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	11.53
GDP per capita	constant '17, intl. \$ 1000	20.97
Population sex ratio	female/male	1.03
Population growth rate	%	0.03

Indicator	Million people	Female	Male	Value
Total population		0.66	0.64	1.30

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	30.10

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.49

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	9.23	7.67	8.30

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	22.59	17.28	19.40

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.17	0.27	0.44

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	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	1968
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	n. a.

Indicator	Yes/No	Value
Election list quotas for women, national		n. a.
Party membership quotas, voluntary	Yes	

Indicator	0-1 (Equal rights)	Value
Access to justice	Restricted rights	◆
Freedom of movement	Restricted 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	%	7.30
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Restricted rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		98.00	7.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		36.03	63.97	0.56
Agri., Forestry, Fisheries & Veterinary		29.06	70.94	0.41
Arts & Humanities		77.14	22.86	3.37
Business, Admin. & Law		59.21	40.79	1.45
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		25.25	74.75	0.34
Health & Welfare		64.63	35.37	1.83
Information & Comm. Technologies		31.59	68.41	0.46
Natural Sci., Mathematics & Statistics		66.13	33.87	1.95
Social Sci., Journalism & Information		73.54	26.46	2.78
Vocational training		0.42	2.24	0.19
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Graduates from tertiary education		34.21	24.44	29.28

Health

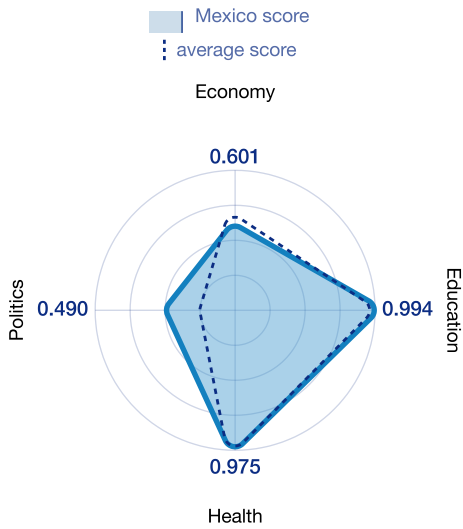
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	n. a.
Births attended by skilled personnel	% live births	99.80
Maternal mortality	deaths per 100,000 live births	61.00
Total fertility rate	births per woman	1.44

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.765	33rd	0.764	31st
Economic Participation and Opportunity	0.601	110th	0.597	113th
Educational Attainment	0.994	62nd	0.994	60th
Health and Survival	0.975	49th	0.975	54th
Political Empowerment	0.490	15th	0.490	15th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	110th	0.601		-	Min	Max	-
Labour-force participation rate %	125th	0.576		-32.07	43.62	75.69	0-100
Wage equality for similar work 1-7 (best)	117th	0.511		-	-	-	-
Estimated earned income int'l \$ 1,000	112th	0.523		-12.05	13.21	25.26	0-150
Legislators, senior officials and managers %	46th	0.625		-23.06	38.47	61.53	0-100
Professional and technical workers %	69th	0.988		-0.58	49.71	50.29	0-100
Educational Attainment	62nd	0.994		-	-	-	-
Literacy rate %	82nd	0.984		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	1st	1.000		9.85	97.00	106.85	0-200
Enrolment in tertiary education %	1st	1.000		3.55	43.05	46.60	0-200
Health and Survival	49th	0.975		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	60th	1.046		-	-	-	-
Political Empowerment	15th	0.490		-	-	-	-
Women in parliament %	1st	1.000		0	50.00	50.00	0-100
Women in ministerial positions %	24th	0.727		-15.79	42.11	57.90	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	1,272.84
GDP per capita	constant '17, intl. \$ 1000	19.09
Population sex ratio	female/male	1.05
Population growth rate	%	0.56

Indicator	Million people	Female	Male	Value
Total population		65.31	62.20	127.50

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	12.50
Share of women's membership in boards	% (OECD countries only)	10.60
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	57.10

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		3.85

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.42	3.35	3.38

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	36.70	21.03	27.15

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	27.77	11.11	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		20.06	29.48	49.54

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	1947
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	50.40

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	0.63
Unmet family planning	% women 15-49	10.80
Early marriage	%	19.00
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Unequal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		84.00	7.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.

Agri., Forestry, Fisheries & Veterinary	36.78	63.22	0.58
---	-------	-------	------

Arts & Humanities	57.99	42.01	1.38
-------------------	-------	-------	------

Business, Admin. & Law	55.14	44.86	1.23
------------------------	-------	-------	------

Education	n. a.	n. a.	n. a.
-----------	-------	-------	-------

Engineering, Manuf. & Construction	28.47	71.53	0.40
------------------------------------	-------	-------	------

Health & Welfare	n. a.	n. a.	n. a.
------------------	-------	-------	-------

Information & Comm. Technologies	n. a.	n. a.	n. a.
----------------------------------	-------	-------	-------

Natural Sci., Mathematics & Statistics	51.14	48.86	1.05
--	-------	-------	------

Social Sci., Journalism & Information	n. a.	n. a.	n. a.
---------------------------------------	-------	-------	-------

Vocational training	11.92	12.00	0.99
---------------------	-------	-------	------

PhD graduates	0.26	0.38	0.31
---------------	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		29.81	25.21	27.50

Health

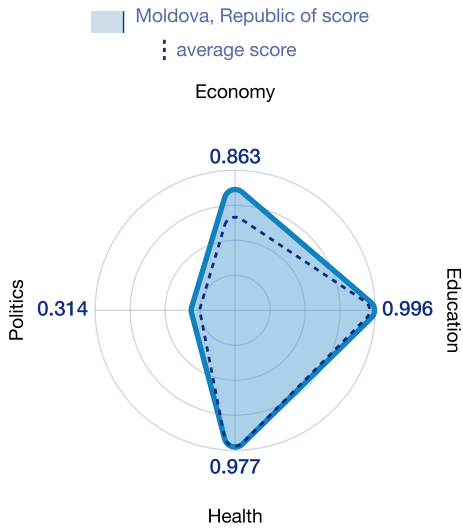
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	14.10
Births attended by skilled personnel	% live births	96.60
Maternal mortality	deaths per 100,000 live births	33.00
Total fertility rate	births per woman	1.91

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.788	19th	0.788	16th
Economic Participation and Opportunity	0.863	3rd	0.766	25th
Educational Attainment	0.996	53rd	0.996	52nd
Health and Survival	0.977	40th	0.980	1st
Political Empowerment	0.314	44th	0.412	29th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	3rd	0.863		-	Min	Max	-
Labour-force participation rate %	5th	0.945		-4.11	70.59	74.70	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	28th	0.753		-3.98	12.11	16.10	0-150
Legislators, senior officials and managers %	19th	0.805		-10.82	44.59	55.41	0-100
Professional and technical workers %	1st	1.000		31.03	34.49	65.51	0-100
Educational Attainment	53rd	0.996		-	-	-	-
Literacy rate %	62nd	0.998		-	-	-	-
Enrolment in primary education %	-	-	-	-	-	-	-
Enrolment in secondary education %	86th	0.993		-0.68	96.92	97.60	0-200
Enrolment in tertiary education %	1st	1.000		21.04	52.43	73.47	0-200
Health and Survival	40th	0.977		-	-	-	-
Sex ratio at birth** %	117th	0.941		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	44th	0.314		-	-	-	-
Women in parliament %	30th	0.629		-22.80	38.60	61.40	0-100
Women in ministerial positions %	74th	0.250		-60.00	20.00	80.00	0-100
Years with female/male head of state (last 50)	29th	0.129		-38.58	5.71	44.29	0-50

Complementary Targets and Contextual Indicators

2023

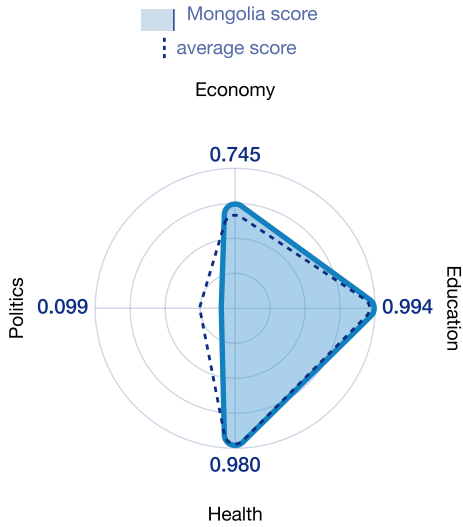
General indicators				
Indicator	Unit		Value	
GDP	US\$ billions		13.68	
GDP per capita	constant '17, intl. \$ 1000		14.01	
Population sex ratio	female/male		1.11	
Population growth rate	%		-0.76	
Indicator	Million people	◆ Female	◆ Male	Value
Total population		1.72	1.56	3.27
Work participation and leadership				
Indicator	Unit		Value	
Gender pay gap	% (OECD countries only)		n. a.	
Share of women's membership in boards	% (OECD countries only)		n. a.	
Firms with female majority ownership	% firms		17.60	
Firms with female top managers	% firms		18.60	
Share of workers in informal sector	% workers		55.90	
Indicator	1-7 (best)		Value	
Advancement of women to leadership roles			5.67	
Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	0.84	1.35	1.08
Workers employed part-time	% of employed people	9.18	7.66	8.46
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.77	0.68	1.45
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		Restricted rights	◆	
Civil and political freedom				
Indicator	Unit		Value	
Year women received right to vote	year		1978, 1991	
Number of female heads of state to date	number		4	
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		21.20	
Early marriage	%		11.50	
Mean age of women at birth of first child	years		25.20	
Indicator	0-1 (Equal rights)		Value	
Right to divorce		Equal rights	◆	
Indicator	Days	◆ Female	◆ Male	Value
Length of parental leave		126.00	14.00	1.04
Education and skills				
Graduates	Attainment %	◆ Female	◆ Male	Parity
STEM Graduates		30.52	69.48	0.44
Agri., Forestry, Fisheries & Veterinary		22.80	77.20	0.30
Arts & Humanities		73.06	26.94	2.71
Business, Admin. & Law		60.73	39.27	1.55
Education		87.98	12.02	7.32
Engineering, Manuf. & Construction		29.73	70.27	0.42
Health & Welfare		68.80	31.20	2.20
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		54.80	45.20	1.21
Social Sci., Journalism & Information		76.31	23.69	3.22
Vocational training		14.84	17.09	0.87
PhD graduates		0.16	0.17	0.17
Graduates	%	◆ Female	◆ Male	Value
Graduates from tertiary education		59.32	39.52	49.33
Health				
Indicator	Unit		Value	
Prevalence of gender violence in lifetime	% women		45.50	
Births attended by skilled personnel	% live births		99.60	
Maternal mortality	deaths per 100,000 live births		19.00	
Total fertility rate	births per woman		1.77	
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.704	80th	0.715	70th
Economic Participation and Opportunity	0.745	33rd	0.765	26th
Educational Attainment	0.994	67th	0.994	63rd
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.099	121st	0.121	113th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	33rd	0.745		-	Min	Max	-
Labour-force participation rate %	75th	0.768		-15.53	51.49	67.02	0-100
Wage equality for similar work 1-7 (best)	68th	0.637		-	-	-	-
Estimated earned income int'l \$ 1,000	59th	0.673		-4.58	9.40	13.98	0-150
Legislators, senior officials and managers %	18th	0.840		-8.68	45.66	54.34	0-100
Professional and technical workers %	1st	1.000		30.04	34.98	65.02	0-100
Educational Attainment	67th	0.994		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	95th	0.986		-1.37	96.75	98.12	0-100
Enrolment in secondary education %	1st	1.000		1.91	102.32	104.23	0-200
Enrolment in tertiary education %	1st	1.000		31.87	53.60	85.46	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	121st	0.099		-	-	-	-
Women in parliament %	112th	0.206		-65.80	17.10	82.90	0-100
Women in ministerial positions %	109th	0.143		-75.00	12.50	87.50	0-100
Years with female/male head of state (last 50)	76th	0.000		-49.96	0.02	49.98	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	15.29
GDP per capita	constant '17, intl. \$ 1000	11.67
Population sex ratio	female/male	1.01
Population growth rate	%	1.61

Indicator	Million people	Female	Male	Value
Total population		1.71	1.69	3.40

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	32.70
Firms with female top managers	% firms	38.90
Share of workers in informal sector	% workers	43.20

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.68

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	7.43	8.26	7.87

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	13.00	10.87	11.88

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	19.29	7.60	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.55	0.60	1.15

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	1924
Number of female heads of state to date	number	1
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	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	22.57
Early marriage	%	5.30
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		120.00	14.00	1.10

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		34.08	65.92	0.52

Graduates	Attainment %	Female	Male	Parity
Agri., Forestry, Fisheries & Veterinary		51.89	48.11	1.08

Graduates	Attainment %	Female	Male	Parity
Arts & Humanities		63.45	36.55	1.74

Graduates	Attainment %	Female	Male	Parity
Business, Admin. & Law		64.80	35.20	1.84

Graduates	Attainment %	Female	Male	Parity
Education		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Engineering, Manuf. & Construction		30.75	69.25	0.44

Graduates	Attainment %	Female	Male	Parity
Health & Welfare		82.54	17.46	4.73

Graduates	Attainment %	Female	Male	Parity
Information & Comm. Technologies		37.68	62.32	0.60

Graduates	Attainment %	Female	Male	Parity
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Social Sci., Journalism & Information		69.13	30.87	2.24

Graduates	Attainment %	Female	Male	Parity
Vocational training		4.66	7.31	0.64

Graduates	Attainment %	Female	Male	Parity
PhD graduates		0.20	0.21	0.20

Graduates	%	Female	Male	Value
Graduates from tertiary education		74.79	44.50	59.55

Health

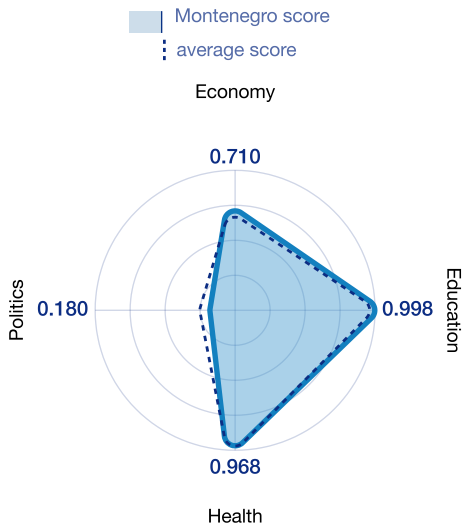
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	31.20
Births attended by skilled personnel	% live births	99.30
Maternal mortality	deaths per 100,000 live births	45.00
Total fertility rate	births per woman	2.90

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.714	69th	0.732	54th
Economic Participation and Opportunity	0.710	56th	0.733	45th
Educational Attainment	0.998	41st	0.998	43rd
Health and Survival	0.968	88th	0.972	72nd
Political Empowerment	0.180	82nd	0.226	64th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	56th	0.710		-	Min	Max	-
Labour-force participation rate %	77th	0.766		-14.19	46.40	60.59	0-100
Wage equality for similar work 1-7 (best)	54th	0.663		-	-	-	-
Estimated earned income int'l \$ 1,000	38th	0.726		-6.57	17.40	23.97	0-150
Legislators, senior officials and managers %	85th	0.473		-35.76	32.12	67.88	0-100
Professional and technical workers %	1st	1.000		13.81	43.09	56.91	0-100
Educational Attainment	41st	0.998		-	-	-	-
Literacy rate %	77th	0.991		-	-	-	-
Enrolment in primary education %	1st	1.000		0.16	97.15	97.30	0-100
Enrolment in secondary education %	1st	1.000		1.70	90.24	91.94	0-200
Enrolment in tertiary education %	1st	1.000		17.77	47.12	64.90	0-200
Health and Survival	88th	0.968		-	-	-	-
Sex ratio at birth** %	137th	0.930		-	-	-	-
Healthy life expectancy** years	50th	1.054		-	-	-	-
Political Empowerment	82nd	0.180		-	-	-	-
Women in parliament %	62nd	0.397		-43.20	28.40	71.60	0-100
Women in ministerial positions %	77th	0.231		-62.50	18.75	81.25	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit			Value
GDP	US\$ billions			5.86
GDP per capita	constant '17, intl. \$ 1000			20.60
Population sex ratio	female/male			1.05
Population growth rate	%			-0.34
Indicator	Million people	◆ Female	◆ Male	Value
Total population		0.32	0.30	0.63

Work participation and leadership

Indicator	Unit			Value
Gender pay gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			14.80
Firms with female top managers	% firms			15.00
Share of workers in informal sector	% workers			n. a.

Indicator 1-7 (best)

Indicator	Unit			Value
Advancement of women to leadership roles				4.48

Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	18.83	17.84	18.28
Workers employed part-time	% of employed people	8.51	8.75	8.64
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.11	0.13	0.24

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	2006
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	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			21.00
Early marriage	%			2.40
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce	Equal rights ◆			

Indicator	Days	◆ Female	◆ Male	Value
Length of parental leave		98.00	0	295.00

Education and skills

Graduates	Attainment %	◆ Female	◆ Male	Parity
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		21.84	24.31	0.90
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	◆ Female	◆ Male	Value
Graduates from tertiary education		41.83	26.57	33.89

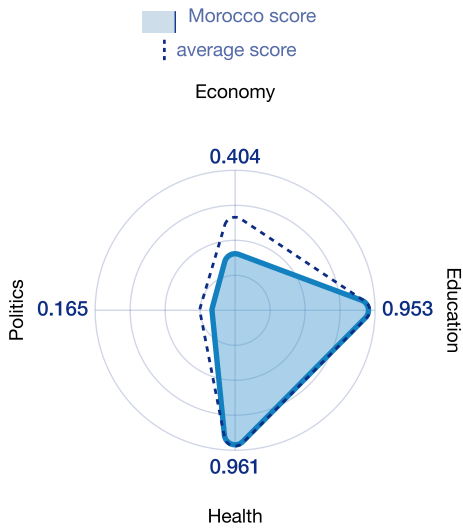
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	n. a.
Births attended by skilled personnel	% live births	98.80
Maternal mortality	deaths per 100,000 live births	6.00
Total fertility rate	births per woman	1.75
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.621	136th	0.624	136th
Economic Participation and Opportunity	0.404	141st	0.447	139th
Educational Attainment	0.953	115th	0.945	114th
Health and Survival	0.961	130th	0.961	131st
Political Empowerment	0.165	90th	0.145	99th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	141st	0.404		-	Min	Max	-
Labour-force participation rate %	142nd	0.297		-49.50	20.90	70.40	0-100
Wage equality for similar work 1-7 (best)	99th	0.595		-	-	-	-
Estimated earned income int'l \$ 1,000	140th	0.234		-9.97	3.04	13.01	0-150
Legislators, senior officials and managers %	-	-	-	-	-	-	-
Professional and technical workers %	-	-	-	-	-	-	-
Educational Attainment	115th	0.953		-	-	-	-
Literacy rate %	126th	0.794		-	-	-	-
Enrolment in primary education %	78th	0.997		-0.30	97.44	97.75	0-100
Enrolment in secondary education %	109th	0.969		-2.61	82.39	85.00	0-200
Enrolment in tertiary education %	1st	1.000		4.63	41.18	45.81	0-200
Health and Survival	130th	0.961		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	139th	1.000		-	-	-	-
Political Empowerment	90th	0.165		-	-	-	-
Women in parliament %	81st	0.321		-51.40	24.30	75.70	0-100
Women in ministerial positions %	68th	0.267		-57.89	21.05	78.95	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	142.87
GDP per capita	constant '17, intl. \$ 1000	8.06
Population sex ratio	female/male	0.99
Population growth rate	%	1.05

Indicator	Million people	Female	Male	Value
Total population		18.61	18.85	37.46

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	2.60
Firms with female top managers	% firms	5.40
Share of workers in informal sector	% workers	n. a.

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.38

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	17.43	11.34	12.77

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	46.31	14.06	21.24

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		2.53	8.34	10.87

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	1959
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	11.70

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	Near-equal rights	◆

Family and care

Indicator	Unit	Value
Public spending on family benefits	% GDP	n. a.
Unmet family planning	% women 15-49	11.30
Early marriage	%	11.30
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Restricted rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		98.00	3.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
-----------	--------------	--------	------	--------

STEM Graduates		45.32	54.68	0.83
----------------	--	-------	-------	------

Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
---	--	-------	-------	-------

Arts & Humanities		49.55	50.45	0.98
-------------------	--	-------	-------	------

Business, Admin. & Law		n. a.	n. a.	n. a.
------------------------	--	-------	-------	-------

Education		34.76	65.24	0.53
-----------	--	-------	-------	------

Engineering, Manuf. & Construction		42.20	57.80	0.73
------------------------------------	--	-------	-------	------

Health & Welfare		72.28	27.72	2.61
------------------	--	-------	-------	------

Information & Comm. Technologies		n. a.	n. a.	n. a.
----------------------------------	--	-------	-------	-------

Natural Sci., Mathematics & Statistics		48.66	51.34	0.95
--	--	-------	-------	------

Social Sci., Journalism & Information		n. a.	n. a.	n. a.
---------------------------------------	--	-------	-------	-------

Vocational training		5.04	6.55	0.77
---------------------	--	------	------	------

PhD graduates		n. a.	n. a.	n. a.
---------------	--	-------	-------	-------

Graduates	%	Female	Male	Value
Graduates from tertiary education		20.78	17.23	18.96

Health

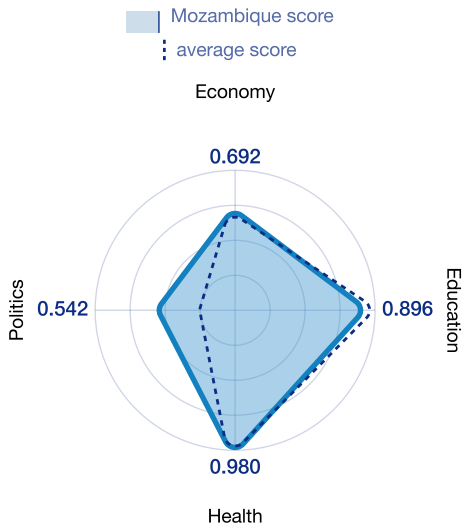
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	30.00
Births attended by skilled personnel	% live births	86.60
Maternal mortality	deaths per 100,000 live births	70.00
Total fertility rate	births per woman	2.35

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.778	25th	0.752	34th
Economic Participation and Opportunity	0.692	73rd	0.654	90th
Educational Attainment	0.896	130th	0.882	130th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.542	8th	0.493	14th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	73rd	0.692		-	Min	Max	-
Labour-force participation rate %	2nd	0.976		-1.95	78.14	80.09	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	21st	0.771		-0.32	1.07	1.39	0-150
Legislators, senior officials and managers %	110th	0.322		-51.34	24.33	75.67	0-100
Professional and technical workers %	115th	0.539		-29.99	35.00	65.00	0-100
Educational Attainment	130th	0.896		-	-	-	-
Literacy rate %	133rd	0.726		-	-	-	-
Enrolment in primary education %	101st	0.973		-2.64	96.28	98.91	0-100
Enrolment in secondary education %	125th	0.930		-2.85	37.60	40.45	0-200
Enrolment in tertiary education %	118th	0.806		-1.57	6.53	8.11	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	8th	0.542		-	-	-	-
Women in parliament %	17th	0.761		-13.60	43.20	56.80	0-100
Women in ministerial positions %	1st	1.000		10.00	45.00	55.00	0-100
Years with female/male head of state (last 50)	28th	0.134		-38.16	5.92	44.08	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	15.78
GDP per capita	constant '17, intl. \$ 1000	1.23
Population sex ratio	female/male	1.04
Population growth rate	%	2.84

Indicator	Million people	Female	Male	Value
Total population		16.79	16.18	32.97

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	17.40
Firms with female top managers	% firms	15.60
Share of workers in informal sector	% workers	95.70

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		3.84

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.89	3.31	3.62

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	58.14	43.79	51.40

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		3.92	3.50	7.42

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	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	1
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	23.10
Early marriage	%	41.00
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		60.00	1.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
-----------	--------------	--------	------	--------

STEM Graduates		29.26	70.74	0.41
----------------	--	-------	-------	------

Agri., Forestry, Fisheries & Veterinary		35.39	64.61	0.55
---	--	-------	-------	------

Arts & Humanities		51.01	48.99	1.04
-------------------	--	-------	-------	------

Business, Admin. & Law		55.14	44.86	1.23
------------------------	--	-------	-------	------

Education		42.52	57.48	0.74
-----------	--	-------	-------	------

Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
------------------------------------	--	-------	-------	-------

Health & Welfare		75.17	24.83	3.03
------------------	--	-------	-------	------

Information & Comm. Technologies		n. a.	n. a.	n. a.
----------------------------------	--	-------	-------	-------

Natural Sci., Mathematics & Statistics		45.30	54.70	0.83
--	--	-------	-------	------

Social Sci., Journalism & Information		n. a.	n. a.	n. a.
---------------------------------------	--	-------	-------	-------

Vocational training		0.46	0.91	0.51
---------------------	--	------	------	------

PhD graduates		0.02	0.06	0.04
---------------	--	------	------	------

Graduates	%	Female	Male	Value
-----------	---	--------	------	-------

Graduates from tertiary education		4.05	4.00	4.03
-----------------------------------	--	------	------	------

◆				
---	--	--	--	--

Health

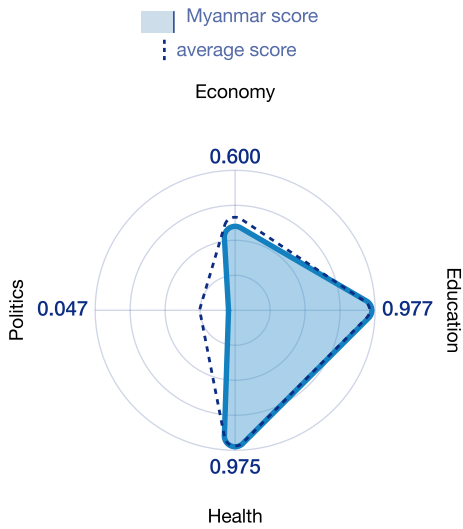
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	21.70
Births attended by skilled personnel	% live births	73.00
Maternal mortality	deaths per 100,000 live births	289.00
Total fertility rate	births per woman	4.71

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.650	123rd	0.677	106th
Economic Participation and Opportunity	0.600	113th	0.637	101st
Educational Attainment	0.977	103rd	0.977	96th
Health and Survival	0.975	47th	0.980	1st
Political Empowerment	0.047	141st	0.114	118th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	113th	0.600		-	Min	Max	-
Labour-force participation rate %	121st	0.589		-31.87	45.63	77.50	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	110th	0.535		-2.45	2.82	5.26	0-150
Legislators, senior officials and managers %	104th	0.385		-44.37	27.81	72.19	0-100
Professional and technical workers %	1st	1.000		20.10	39.95	60.05	0-100
Educational Attainment	103rd	0.977		-	-	-	-
Literacy rate %	103rd	0.934		-	-	-	-
Enrolment in primary education %	-	-	-	-	-	-	-
Enrolment in secondary education %	1st	1.000		5.70	65.60	71.30	0-200
Enrolment in tertiary education %	1st	1.000		6.35	15.63	21.98	0-200
Health and Survival	47th	0.975		-	-	-	-
Sex ratio at birth** %	125th	0.938		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	141st	0.047		-	-	-	-
Women in parliament %	144th	0.000		-100.00	0	100.00	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)	35th	0.107		-40.35	4.83	45.17	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	65.09		
GDP per capita	constant '17, intl. \$ 1000	4.03		
Population sex ratio	female/male	1.01		
Population growth rate	%	0.70		
Indicator	Million people	Female	Male	Value
Total population		27.22	26.96	54.18

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	33.50
Firms with female top managers	% firms	41.10
Share of workers in informal sector	% workers	81.00

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.45

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	2.15	1.05	1.51
Workers employed part-time	% of employed people	17.40	12.93	14.77
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		7.54	11.07	18.61

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	Uneven rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1948 (Suspended)
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	n. a.

Indicator Yes/No

Indicator	Unit	Value
Election list quotas for women, national		n. a.
Party membership quotas, voluntary		n. a.

Indicator 0-1 (Equal rights)

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	16.20
Early marriage	%	12.90
Mean age of women at birth of first child	years	n. a.
Indicator	0-1 (Equal rights)	Value
Right to divorce	Restricted rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		98.00	21.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		60.76	39.24	1.55
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		68.95	31.05	2.22
Business, Admin. & Law		70.80	29.20	2.42
Education		75.78	24.22	3.13
Engineering, Manuf. & Construction		42.34	57.66	0.73
Health & Welfare		57.17	42.83	1.33
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		66.38	33.62	1.97
Social Sci., Journalism & Information		50.98	49.02	1.04
Vocational training		0.26	0.39	0.67
PhD graduates		0.05	0.04	0.05

Graduates	%	Female	Male	Value
Graduates from tertiary education		n. a.	n. a.	n. a.

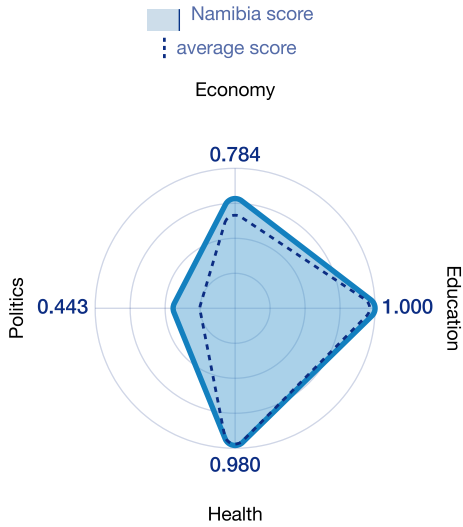
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	33.00
Births attended by skilled personnel	% live births	60.20
Maternal mortality	deaths per 100,000 live births	250.00
Total fertility rate	births per woman	2.17
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.802	8th	0.807	8th
Economic Participation and Opportunity	0.784	19th	0.785	20th
Educational Attainment	1.000	1st	0.999	30th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.443	23rd	0.463	19th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	19th	0.784		-	Min	Max	-
Labour-force participation rate %	18th	0.884		-7.28	55.42	62.70	0-100
Wage equality for similar work 1-7 (best)	88th	0.610		-	-	-	-
Estimated earned income int'l \$ 1,000	11th	0.830		-1.71	8.31	10.02	0-150
Legislators, senior officials and managers %	20th	0.772		-12.87	43.57	56.43	0-100
Professional and technical workers %	1st	1.000		11.98	44.01	55.99	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	-	-		-	-	-	-
Enrolment in tertiary education %	1st	1.000		16.77	18.78	35.56	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	23rd	0.443		-	-	-	-
Women in parliament %	15th	0.792		-11.60	44.20	55.80	0-100
Women in ministerial positions %	47th	0.462		-36.84	31.58	68.42	0-100
Years with female/male head of state (last 50)	20th	0.189		-34.10	7.95	42.05	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	12.31
GDP per capita	constant '17, intl. \$ 1000	9.14
Population sex ratio	female/male	1.07
Population growth rate	%	1.64

Indicator	Million people	Female	Male	Value
Total population		1.33	1.24	2.57

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	25.60
Firms with female top managers	% firms	27.40
Share of workers in informal sector	% workers	55.80

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.60

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	19.56	21.97	20.79

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	30.91	20.28	25.61

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.38	0.38	0.76

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	1989
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	14.30

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	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	17.50
Early marriage	%	5.90
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		84.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		42.50	57.50	0.74

Graduates	Attainment %	Female	Male	Parity
Agri., Forestry, Fisheries & Veterinary		53.07	46.93	1.13

Graduates	Attainment %	Female	Male	Parity
Arts & Humanities		62.31	37.69	1.65

Graduates	Attainment %	Female	Male	Parity
Business, Admin. & Law		66.01	33.99	1.94

Graduates	Attainment %	Female	Male	Parity
Education		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Engineering, Manuf. & Construction		33.92	66.08	0.51

Graduates	Attainment %	Female	Male	Parity
Health & Welfare		79.51	20.49	3.88

Graduates	Attainment %	Female	Male	Parity
Information & Comm. Technologies		38.16	61.84	0.62

Graduates	Attainment %	Female	Male	Parity
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Social Sci., Journalism & Information		71.37	28.63	2.49

Graduates	Attainment %	Female	Male	Parity
Vocational training		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Graduates from tertiary education		23.92	10.19	17.15

Health

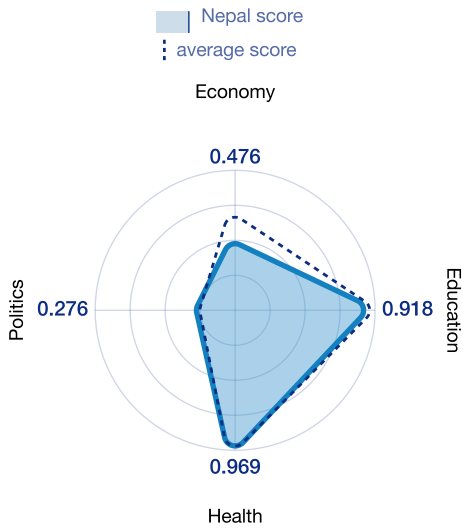
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	25.00
Births attended by skilled personnel	% live births	88.20
Maternal mortality	deaths per 100,000 live births	195.00
Total fertility rate	births per woman	3.35

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.659	116th	0.692	96th
Economic Participation and Opportunity	0.476	136th	0.641	98th
Educational Attainment	0.918	127th	0.916	125th
Health and Survival	0.969	82nd	0.965	109th
Political Empowerment	0.276	54th	0.247	58th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	136th	0.476		-	Min	Max	-
Labour-force participation rate %	127th	0.508		-27.04	27.91	54.95	0-100
Wage equality for similar work 1-7 (best)	78th	0.618		-	-	-	-
Estimated earned income int'l \$ 1,000	130th	0.396		-3.37	2.22	5.59	0-150
Legislators, senior officials and managers %	132nd	0.152		-73.67	13.17	86.83	0-100
Professional and technical workers %	107th	0.599		-25.08	37.46	62.54	0-100
Educational Attainment	127th	0.918		-	-	-	-
Literacy rate %	129th	0.782		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	93rd	0.987		-1.10	84.98	86.09	0-200
Enrolment in tertiary education %	1st	1.000		1.88	16.42	18.30	0-200
Health and Survival	82nd	0.969		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	93rd	1.024		-	-	-	-
Political Empowerment	54th	0.276		-	-	-	-
Women in parliament %	47th	0.495		-33.80	33.10	66.90	0-100
Women in ministerial positions %	95th	0.188		-68.42	15.79	84.21	0-100
Years with female/male head of state (last 50)	23rd	0.172		-35.32	7.34	42.66	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	36.29
GDP per capita	constant '17, intl. \$ 1000	3.83
Population sex ratio	female/male	1.09
Population growth rate	%	2.31

Indicator	Million people	Female	Male	Value
Total population		15.90	14.65	30.55

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	11.70
Firms with female top managers	% firms	17.20
Share of workers in informal sector	% workers	81.60

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.11

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	12.34	10.12	10.99

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	40.26	23.46	29.89

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		2.55	4.06	6.61

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	1951
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	37.90

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	24.72
Early marriage	%	24.50
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Unequal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		98.00	21.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.

Agri., Forestry, Fisheries & Veterinary	33.33	66.67	0.50
---	-------	-------	------

Arts & Humanities	46.33	53.67	0.86
-------------------	-------	-------	------

Business, Admin. & Law	n. a.	n. a.	n. a.
------------------------	-------	-------	-------

Education	n. a.	n. a.	n. a.
-----------	-------	-------	-------

Engineering, Manuf. & Construction	13.95	86.05	0.16
------------------------------------	-------	-------	------

Health & Welfare	56.98	43.02	1.32
------------------	-------	-------	------

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

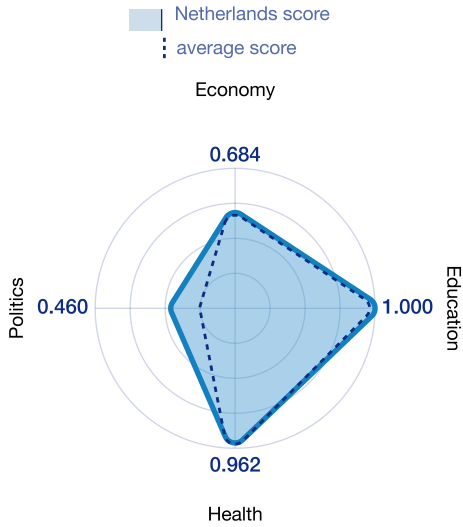
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	25.00
Births attended by skilled personnel	% live births	77.20
Maternal mortality	deaths per 100,000 live births	186.00
Total fertility rate	births per woman	2.06

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.777	28th	0.767	28th
Economic Participation and Opportunity	0.684	77th	0.675	79th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.962	124th	0.962	127th
Political Empowerment	0.460	21st	0.432	23rd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	77th	0.684		-	Min	Max	-
Labour-force participation rate %	22nd	0.881		-8.45	62.78	71.23	0-100
Wage equality for similar work 1-7 (best)	58th	0.654		-	-	-	-
Estimated earned income int'l \$ 1,000	90th	0.611		-27.34	43.03	70.37	0-150
Legislators, senior officials and managers %	106th	0.350		-48.10	25.95	74.05	0-100
Professional and technical workers %	71st	0.981		-0.97	49.52	50.48	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.86	98.61	99.47	0-100
Enrolment in secondary education %	1st	1.000		1.80	114.29	116.09	0-200
Enrolment in tertiary education %	1st	1.000		13.90	85.23	99.13	0-200
Health and Survival	124th	0.962		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	134th	1.002		-	-	-	-
Political Empowerment	21st	0.460		-	-	-	-
Women in parliament %	24th	0.686		-18.60	40.70	59.30	0-100
Women in ministerial positions %	1st	1.000		0	50.00	50.00	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	1,012.85
GDP per capita	constant '17, intl. \$ 1000	56.62
Population sex ratio	female/male	1.01
Population growth rate	%	0.52

Indicator	Million people	Female	Male	Value
Total population		8.83	8.73	17.56

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	13.33
Share of women's membership in boards	% (OECD countries only)	38.10
Firms with female majority ownership	% firms	5.00
Firms with female top managers	% firms	13.70
Share of workers in informal sector	% workers	11.80

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.25

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.80	3.20	3.50

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	77.68	45.61	60.71

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		3.83	4.36	8.18

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	1919
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	32.00

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	1.57
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.10
Mean age of women at birth of first child	years	30.20

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		112.00	42.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.

Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n. a.
---	-------	-------	-------

Arts & Humanities	54.42	45.58	1.19
-------------------	-------	-------	------

Business, Admin. & Law	47.34	52.66	0.90
------------------------	-------	-------	------

Education	n. a.	n. a.	n. a.
-----------	-------	-------	-------

Engineering, Manuf. & Construction	23.06	76.94	0.30
------------------------------------	-------	-------	------

Health & Welfare	n. a.	n. a.	n. a.
------------------	-------	-------	-------

Information & Comm. Technologies	n. a.	n. a.	n. a.
----------------------------------	-------	-------	-------

Natural Sci., Mathematics & Statistics	43.75	56.25	0.78
--	-------	-------	------

Social Sci., Journalism & Information	68.17	31.83	2.14
---------------------------------------	-------	-------	------

Vocational training	22.65	24.22	0.94
---------------------	-------	-------	------

PhD graduates	0.56	0.86	0.71
---------------	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		59.74	44.74	52.06

Health

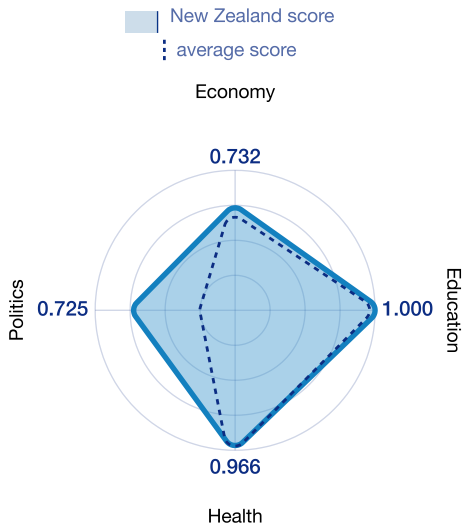
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	25.00
Births attended by skilled personnel	% live births	n. a.
Maternal mortality	deaths per 100,000 live births	5.00
Total fertility rate	births per woman	1.55

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.856	4th	0.841	4th
Economic Participation and Opportunity	0.732	42nd	0.738	39th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.966	101st	0.966	100th
Political Empowerment	0.725	3rd	0.660	4th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	42nd	0.732		-	Min	Max	-
Labour-force participation rate %	25th	0.875		-9.48	66.11	75.59	0-100
Wage equality for similar work 1-7 (best)	37th	0.704		-	-	-	-
Estimated earned income int'l \$ 1,000	73rd	0.642		-18.75	33.62	52.37	0-150
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		0.75	98.68	99.43	0-100
Enrolment in secondary education %	1st	1.000		5.87	117.52	123.39	0-200
Enrolment in tertiary education %	1st	1.000		34.04	63.26	97.29	0-200
Health and Survival	101st	0.966		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	109th	1.017		-	-	-	-
Political Empowerment	3rd	0.725		-	-	-	-
Women in parliament %	1st	1.000		0	50.00	50.00	0-100
Women in ministerial positions %	18th	0.818		-10.00	45.00	55.00	0-100
Years with female/male head of state (last 50)	6th	0.480		-17.58	16.21	33.79	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	249.89
GDP per capita	constant '17, intl. \$ 1000	42.92
Population sex ratio	female/male	1.02
Population growth rate	%	0.63

Indicator	Million people	Female	Male	Value
Total population		2.62	2.57	5.18

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	6.67
Share of women's membership in boards	% (OECD countries only)	43.50
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		5.62

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.69	3.25	3.46

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	51.43	27.82	39.10

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.19	1.32	2.50

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	1886, 1893
Number of female heads of state to date	number	3
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	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Public spending on family benefits	% GDP	2.78
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.80
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		0	0	182.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		34.96	65.04	0.54

Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n. a.
---	-------	-------	-------

Arts & Humanities	60.24	39.76	1.51
-------------------	-------	-------	------

Business, Admin. & Law	54.12	45.88	1.18
------------------------	-------	-------	------

Education	n. a.	n. a.	n. a.
-----------	-------	-------	-------

Engineering, Manuf. & Construction	n. a.	n. a.	n. a.
------------------------------------	-------	-------	-------

Health & Welfare	79.92	20.08	3.98
------------------	-------	-------	------

Information & Comm. Technologies	n. a.	n. a.	n. a.
----------------------------------	-------	-------	-------

Natural Sci., Mathematics & Statistics	55.67	44.33	1.26
--	-------	-------	------

Social Sci., Journalism & Information	n. a.	n. a.	n. a.
---------------------------------------	-------	-------	-------

Vocational training	10.30	17.95	0.57
---------------------	-------	-------	------

PhD graduates	0.96	1.30	1.12
---------------	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		54.97	31.75	43.09

Health

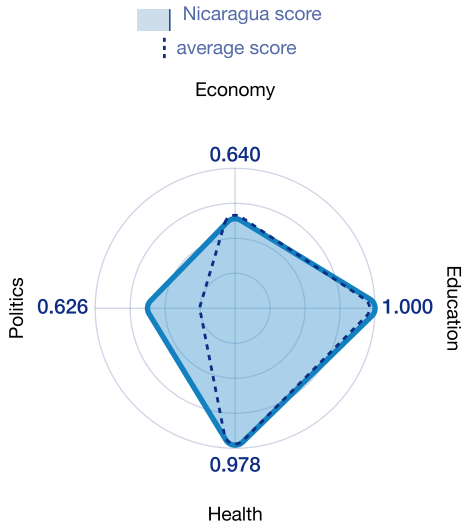
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	35.00
Births attended by skilled personnel	% live births	96.40
Maternal mortality	deaths per 100,000 live births	9.00
Total fertility rate	births per woman	1.61

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.811	7th	0.810	7th
Economic Participation and Opportunity	0.640	98th	0.637	100th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.978	34th	0.978	36th
Political Empowerment	0.626	6th	0.626	5th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	98th	0.640		-	Min	Max	-
Labour-force participation rate %	124th	0.577		-35.29	48.05	83.34	0-100
Wage equality for similar work 1-7 (best)	112th	0.547		-	-	-	-
Estimated earned income int'l \$ 1,000	46th	0.694		-2.04	4.63	6.68	0-150
Legislators, senior officials and managers %	71st	0.543		-29.59	35.21	64.79	0-100
Professional and technical workers %	1st	1.000		9.12	45.44	54.56	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	-	-		-	-	-	-
Enrolment in tertiary education %	1st	1.000		6.07	16.12	22.19	0-200
Health and Survival	34th	0.978		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	45th	1.056		-	-	-	-
Political Empowerment	6th	0.626		-	-	-	-
Women in parliament %	1st	1.000		3.40	48.30	51.70	0-100
Women in ministerial positions %	1st	1.000		25.00	37.50	62.50	0-100
Years with female/male head of state (last 50)	26th	0.155		-36.56	6.72	43.28	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	14.01		
GDP per capita	constant '17, intl. \$ 1000	5.64		
Population sex ratio	female/male	1.03		
Population growth rate	%	1.39		
Indicator	Million people	◆ Female	◆ Male	Value
Total population		3.52	3.42	6.95

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	26.80
Firms with female top managers	% firms	27.00
Share of workers in informal sector	% workers	n. a.
Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.16

Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	5.76	4.05	4.72
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.

Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.86	1.26	2.12

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	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	1
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	%	30.40
Mean age of women at birth of first child	years	n. a.
Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	◆ Female	◆ Male	Value
Length of parental leave		84.00	7.00	0

Education and skills

Graduates	Attainment %	◆ Female	◆ Male	Parity
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.

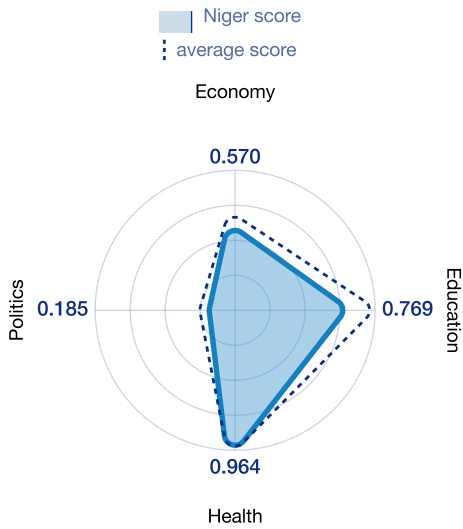
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	22.50
Births attended by skilled personnel	% live births	94.10
Maternal mortality	deaths per 100,000 live births	98.00
Total fertility rate	births per woman	2.35
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Unequal 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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.622	135th	0.635	128th
Economic Participation and Opportunity	0.570	121st	0.672	82nd
Educational Attainment	0.769	141st	0.750	141st
Health and Survival	0.964	113th	0.964	115th
Political Empowerment	0.185	79th	0.155	96th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	121st	0.570		-	Min	Max	-
Labour-force participation rate %	138th	0.381		-24.50	15.06	39.56	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	105th	0.558		-0.67	0.85	1.52	0-150
Legislators, senior officials and managers %	12th	0.973		-1.38	49.31	50.69	0-100
Professional and technical workers %	129th	0.406		-42.27	28.87	71.13	0-100
Educational Attainment	141st	0.769		-	-	-	-
Literacy rate %	139th	0.632		-	-	-	-
Enrolment in primary education %	106th	0.912		-5.32	55.04	60.36	0-100
Enrolment in secondary education %	136th	0.748		-6.98	20.70	27.68	0-200
Enrolment in tertiary education %	133rd	0.481		-3.04	2.82	5.87	0-200
Health and Survival	113th	0.964		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	122nd	1.010		-	-	-	-
Political Empowerment	79th	0.185		-	-	-	-
Women in parliament %	50th	0.443		-38.60	30.70	69.30	0-100
Women in ministerial positions %	93rd	0.192		-67.74	16.13	83.87	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	14.91
GDP per capita	constant '17, intl. \$ 1000	1.19
Population sex ratio	female/male	0.97
Population growth rate	%	3.71

Indicator	Million people	Female	Male	Value
Total population		12.91	13.29	26.21

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	8.90
Firms with female top managers	% firms	10.60
Share of workers in informal sector	% workers	73.60

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		n. a.

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	8.08	8.13	8.12

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	45.26	27.93	33.19

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.57	1.38	1.95

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Unequal rights	✖
Inheritance rights for widows and daughters	Unequal rights	✖
Access to land assets	Near-equal rights	✖
Access to non-land assets	Restricted 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	
Party membership quotas, voluntary	Yes	

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	19.70
Early marriage	%	61.90
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Unequal rights	✖

Indicator	Days	Female	Male	Value
Length of parental leave		98.00	1.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
-----------	--------------	--------	------	--------

STEM Graduates		18.03	81.97	0.22
----------------	--	-------	-------	------

Agri., Forestry, Fisheries & Veterinary		18.72	81.28	0.23
---	--	-------	-------	------

Arts & Humanities		52.66	47.34	1.11
-------------------	--	-------	-------	------

Business, Admin. & Law		n. a.	n. a.	n. a.
------------------------	--	-------	-------	-------

Education		51.99	48.01	1.08
-----------	--	-------	-------	------

Engineering, Manuf. & Construction		7.45	92.55	0.08
------------------------------------	--	------	-------	------

Health & Welfare		31.35	68.65	0.46
------------------	--	-------	-------	------

Information & Comm. Technologies		22.80	77.20	0.30
----------------------------------	--	-------	-------	------

Natural Sci., Mathematics & Statistics		20.68	79.32	0.26
--	--	-------	-------	------

Social Sci., Journalism & Information		n. a.	n. a.	n. a.
---------------------------------------	--	-------	-------	-------

Vocational training		0.92	1.00	0.92
---------------------	--	------	------	------

PhD graduates		n. a.	n. a.	n. a.
---------------	--	-------	-------	-------

Graduates	%	Female	Male	Value
-----------	---	--------	------	-------

Graduates from tertiary education		2.54	5.84	4.22
-----------------------------------	--	------	------	------

Health

Indicator	Unit	Value
-----------	------	-------

Prevalence of gender violence in lifetime	% women	n. a.
---	---------	-------

Births attended by skilled personnel	% live births	43.60
--------------------------------------	---------------	-------

Maternal mortality	deaths per 100,000 live births	509.00
--------------------	--------------------------------	--------

Total fertility rate	births per woman	6.89
----------------------	------------------	------

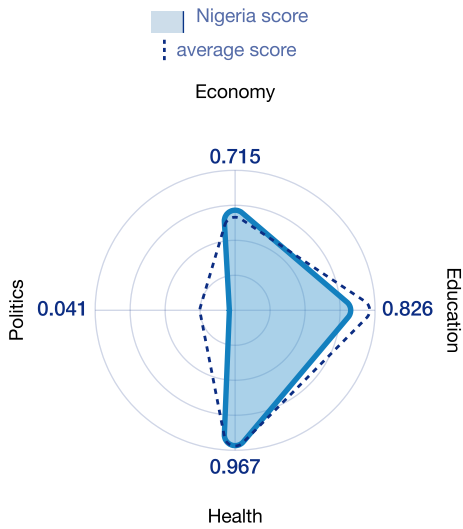
Indicator	0-1 (Equal rights)	Value
-----------	--------------------	-------

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.637	130th	0.639	123rd
Economic Participation and Opportunity	0.715	54th	0.724	50th
Educational Attainment	0.826	137th	0.826	134th
Health and Survival	0.967	99th	0.967	97th
Political Empowerment	0.041	142nd	0.040	141st

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	54th	0.715		-	Min	Max	-
Labour-force participation rate %	67th	0.793		-13.58	52.14	65.72	0-100
Wage equality for similar work 1-7 (best)	31st	0.714		-	-	-	-
Estimated earned income int'l \$ 1,000	117th	0.503		-3.24	3.28	6.53	0-150
Legislators, senior officials and managers %	1st	1.000		28.85	35.57	64.43	0-100
Professional and technical workers %	104th	0.628		-22.89	38.56	61.44	0-100
Educational Attainment	137th	0.826		-	-	-	-
Literacy rate %	132nd	0.739		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	119th	0.952		-2.16	42.41	44.57	0-200
Enrolment in tertiary education %	125th	0.724		-3.87	10.14	14.01	0-200
Health and Survival	99th	0.967		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	107th	1.018		-	-	-	-
Political Empowerment	142nd	0.041		-	-	-	-
Women in parliament %	141st	0.037		-92.80	3.60	96.40	0-100
Women in ministerial positions %	119th	0.120		-78.57	10.71	89.29	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	440.83
GDP per capita	constant '17, intl. \$ 1000	4.92
Population sex ratio	female/male	0.98
Population growth rate	%	2.41

Indicator	Million people	Female	Male	Value
Total population		108.09	110.45	218.54

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	13.20
Firms with female top managers	% firms	13.90
Share of workers in informal sector	% workers	n. a.

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.35

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	13.28	9.93	11.44

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	36.83	28.04	31.89

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		28.66	35.77	64.43

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	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	7.30

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	Restricted rights	◆

Family and care

Indicator	Unit	Value
Public spending on family benefits	% GDP	n. a.
Unmet family planning	% women 15-49	18.90
Early marriage	%	30.40
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Uneven rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		84.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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

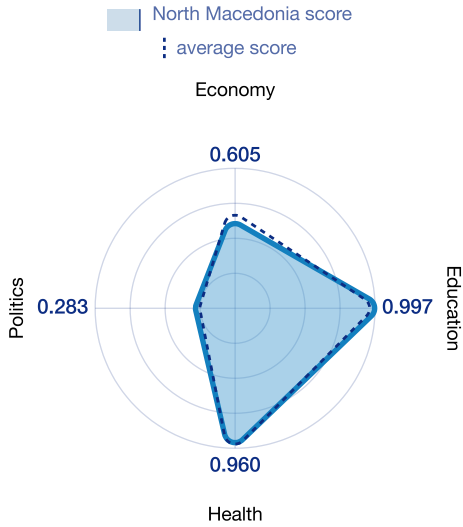
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	16.20
Births attended by skilled personnel	% live births	43.30
Maternal mortality	deaths per 100,000 live births	917.00
Total fertility rate	births per woman	5.31

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.711	73rd	0.716	69th
Economic Participation and Opportunity	0.605	108th	0.613	106th
Educational Attainment	0.997	48th	0.990	76th
Health and Survival	0.960	134th	0.972	73rd
Political Empowerment	0.283	51st	0.289	47th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	108th	0.605		-			-
Labour-force participation rate %	109th	0.655		-22.60	42.88	65.48	0-100
Wage equality for similar work 1-7 (best)	105th	0.573		-	-	-	-
Estimated earned income int'l \$ 1,000	91st	0.608		-8.03	12.46	20.49	0-150
Legislators, senior officials and managers %	115th	0.275		-56.86	21.57	78.43	0-100
Professional and technical workers %	1st	1.000		5.78	47.11	52.89	0-100
Educational Attainment	48th	0.997		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.02	95.17	95.19	0-100
Enrolment in secondary education %	92nd	0.987		-1.02	79.07	80.09	0-200
Enrolment in tertiary education %	1st	1.000		14.66	35.90	50.56	0-200
Health and Survival	134th	0.960		-	-	-	-
Sex ratio at birth** %	140th	0.927		-	-	-	-
Healthy life expectancy** years	78th	1.034		-	-	-	-
Political Empowerment	51st	0.283		-	-	-	-
Women in parliament %	19th	0.739		-15.00	42.50	57.50	0-100
Women in ministerial positions %	81st	0.214		-64.71	17.65	82.35	0-100
Years with female/male head of state (last 50)	74th	0.003		-49.73	0.14	49.86	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	13.83		
GDP per capita	constant '17, intl. \$ 1000	16.46		
Population sex ratio	female/male	1.01		
Population growth rate	%	-0.36		
Indicator	Million people	Female	Male	Value
Total population		1.05	1.04	2.09

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	19.60
Firms with female top managers	% firms	21.30
Share of workers in informal sector	% workers	10.10
Indicator	1-7 (best)	Value
Advancement of women to leadership roles		3.76

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	12.63	15.96	14.60
Workers employed part-time	% of employed people	18.60	13.42	15.51
Proportion of time spent on unpaid domestic and care work	%	15.42	5.42	n. a.
Indicator	Million people	Female	Male	Value
Labour-force		0.31	0.44	0.75

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	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	1
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	10.28		
Early marriage	%	4.30		
Mean age of women at birth of first child	years	26.90		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Equal rights	◆		
Indicator	Days	Female	Male	Value
Length of parental leave		270.00	2.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		39.49	60.51	0.65
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		78.09	21.91	3.56
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		74.13	25.87	2.87
Information & Comm. Technologies		35.09	64.91	0.54
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		61.44	38.56	1.59
Vocational training		n. a.	n. a.	n. a.
PhD graduates		0.22	0.29	0.25

Graduates	%	Female	Male	Value
Graduates from tertiary education		30.61	20.10	25.20

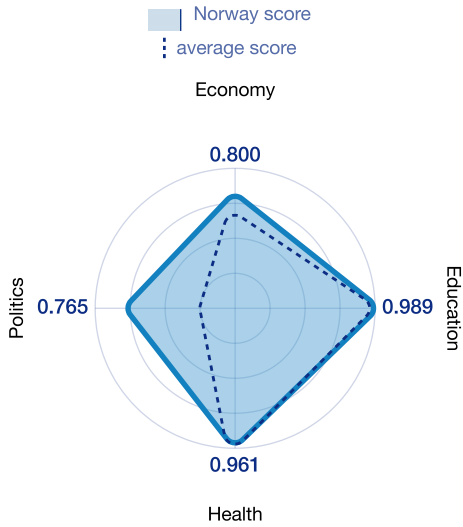
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	27.70
Births attended by skilled personnel	% live births	100.00
Maternal mortality	deaths per 100,000 live births	7.00
Total fertility rate	births per woman	1.30
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.879	2nd	0.845	3rd
Economic Participation and Opportunity	0.800	11th	0.765	27th
Educational Attainment	0.989	84th	0.989	79th
Health and Survival	0.961	127th	0.964	119th
Political Empowerment	0.765	2nd	0.662	3rd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	11th	0.800	0	-	Min	Max	-
Labour-force participation rate %	43rd	0.845		-11.21	61.03	72.24	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	6th	0.851		-10.59	60.32	70.91	0-150
Legislators, senior officials and managers %	81st	0.503		-33.06	33.47	66.53	0-100
Professional and technical workers %	1st	1.000		5.11	47.44	52.56	0-100
Educational Attainment	84th	0.989		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	67th	0.999		-0.07	99.88	99.95	0-100
Enrolment in secondary education %	120th	0.951		-5.91	115.95	121.86	0-200
Enrolment in tertiary education %	1st	1.000		33.57	68.20	101.77	0-200
Health and Survival	127th	0.961		-	-	-	-
Sex ratio at birth** %	117th	0.941		-	-	-	-
Healthy life expectancy** years	126th	1.008		-	-	-	-
Political Empowerment	2nd	0.765		-	-	-	-
Women in parliament %	10th	0.859		-7.60	46.20	53.80	0-100
Women in ministerial positions %	1st	1.000		0	50.00	50.00	0-100
Years with female/male head of state (last 50)	4th	0.567		-13.80	18.10	31.90	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	482.17
GDP per capita	constant '17, intl. \$ 1000	65.66
Population sex ratio	female/male	0.98
Population growth rate	%	0.53

Indicator	Million people	Female	Male	Value
Total population		2.69	2.74	5.43

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	4.60
Share of women's membership in boards	% (OECD countries only)	41.50
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	4.90

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.69

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.20	3.50	3.30

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	57.76	41.09	48.94

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.18	1.36	2.54

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	n. a.
Number of female heads of state to date	number	3
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	3.19
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.10
Mean age of women at birth of first child	years	29.80

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		0	0	112.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		28.46	71.54	0.40

Graduates	Attainment %	Female	Male	Parity
Agri., Forestry, Fisheries & Veterinary		55.61	44.39	1.25

Graduates	Attainment %	Female	Male	Parity
Arts & Humanities		58.59	41.41	1.42

Graduates	Attainment %	Female	Male	Parity
Business, Admin. & Law		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Education		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Engineering, Manuf. & Construction		23.89	76.11	0.31

Graduates	Attainment %	Female	Male	Parity
Health & Welfare		82.75	17.25	4.80

Graduates	Attainment %	Female	Male	Parity
Information & Comm. Technologies		15.16	84.84	0.18

Graduates	Attainment %	Female	Male	Parity
Natural Sci., Mathematics & Statistics		51.48	48.52	1.06

Graduates	Attainment %	Female	Male	Parity
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		13.33	22.10	0.60

Graduates	Attainment %	Female	Male	Parity
PhD graduates		0.92	1.26	1.09

Graduates	%	Female	Male	Value
Graduates from tertiary education		71.71	42.81	56.77

Health

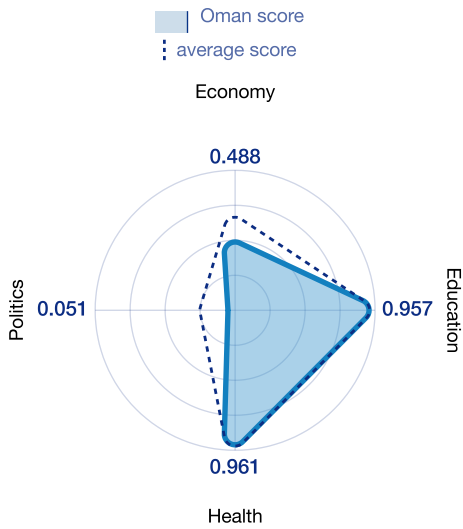
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	27.00
Births attended by skilled personnel	% live births	99.20
Maternal mortality	deaths per 100,000 live births	2.00
Total fertility rate	births per woman	1.48

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.614	139th	0.609	139th
Economic Participation and Opportunity	0.488	135th	0.482	137th
Educational Attainment	0.957	113th	0.950	113th
Health and Survival	0.961	129th	0.961	130th
Political Empowerment	0.051	140th	0.041	140th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	135th	0.488		-	Min	Max	-
Labour-force participation rate %	135th	0.417		-48.87	34.97	83.84	0-100
Wage equality for similar work 1-7 (best)	4th	0.792		-	-	-	-
Estimated earned income int'l \$ 1,000	139th	0.237		-37.32	11.58	48.90	0-150
Legislators, senior officials and managers %	99th	0.403		-42.55	28.72	71.28	0-100
Professional and technical workers %	131st	0.386		-44.31	27.85	72.15	0-100
Educational Attainment	113th	0.957		-	-	-	-
Literacy rate %	99th	0.956		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	123rd	0.937		-6.95	102.58	109.53	0-200
Enrolment in tertiary education %	1st	1.000		11.78	41.52	53.30	0-200
Health and Survival	129th	0.961		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	138th	1.000		-	-	-	-
Political Empowerment	140th	0.051		-	-	-	-
Women in parliament %	142nd	0.024		-95.40	2.30	97.70	0-100
Women in ministerial positions %	99th	0.176		-70.00	15.00	85.00	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	88.19
GDP per capita	constant '17, intl. \$ 1000	34.29
Population sex ratio	female/male	0.64
Population growth rate	%	-0.51

Indicator	Million people	Female	Male	Value
Total population		1.79	2.79	4.58

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	n. a.

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.25

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	9.79	1.38	2.98

Indicator	Unit	Value
Workers employed part-time	% of employed people	n. a.

Indicator	Unit	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.39	1.68	2.07

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	n. a.
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	17.70

Indicator	Yes/No	Value
Election list quotas for women, national		n. a.
Party membership quotas, voluntary		n. a.

Indicator	0-1 (Equal rights)	Value
Access to justice	Restricted rights	◆
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	17.80
Early marriage	%	4.20
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Unequal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		50.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		55.73	44.27	1.26

Graduates	Attainment %	Female	Male	Parity
Agri., Forestry, Fisheries & Veterinary		81.54	18.46	4.42

Graduates	Attainment %	Female	Male	Parity
Arts & Humanities		87.77	12.23	7.18

Graduates	Attainment %	Female	Male	Parity
Business, Admin. & Law		60.58	39.42	1.54

Graduates	Attainment %	Female	Male	Parity
Education		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Engineering, Manuf. & Construction		43.16	56.84	0.76

Graduates	Attainment %	Female	Male	Parity
Health & Welfare		84.23	15.77	5.34

Graduates	Attainment %	Female	Male	Parity
Information & Comm. Technologies		75.56	24.44	3.09

Graduates	Attainment %	Female	Male	Parity
Natural Sci., Mathematics & Statistics		75.45	24.55	3.07

Graduates	Attainment %	Female	Male	Parity
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		0.50	0.54	0.93

Graduates	Attainment %	Female	Male	Parity
PhD graduates		0.24	0.32	0.29

Graduates	%	Female	Male	Value
Graduates from tertiary education		45.21	14.17	27.30

Health

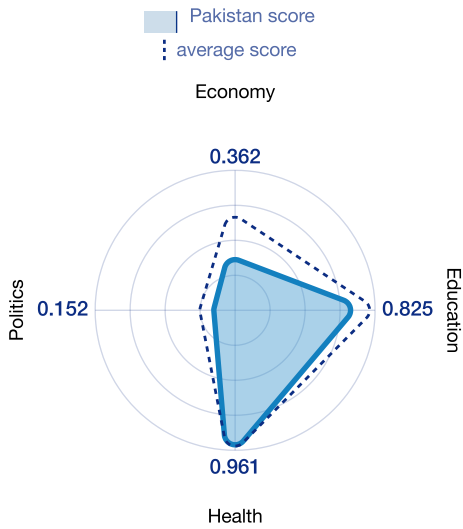
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	n. a.
Births attended by skilled personnel	% live births	99.90
Maternal mortality	deaths per 100,000 live births	19.00
Total fertility rate	births per woman	2.69

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.575	142nd	0.564	145th
Economic Participation and Opportunity	0.362	143rd	0.331	145th
Educational Attainment	0.825	138th	0.825	135th
Health and Survival	0.961	132nd	0.944	143rd
Political Empowerment	0.152	95th	0.156	95th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	143rd	0.362		-	Min	Max	-
Labour-force participation rate %	140th	0.304		-56.14	24.53	80.67	0-100
Wage equality for similar work 1-7 (best)	71st	0.625		-	-	-	-
Estimated earned income int'l \$ 1,000	137th	0.251		-6.23	2.09	8.32	0-150
Legislators, senior officials and managers %	139th	0.061		-88.59	5.71	94.29	0-100
Professional and technical workers %	132nd	0.358		-47.23	26.39	73.61	0-100
Educational Attainment	138th	0.825		-	-	-	-
Literacy rate %	137th	0.671		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	132nd	0.868		-6.30	41.59	47.90	0-200
Enrolment in tertiary education %	104th	0.984		-0.20	12.12	12.32	0-200
Health and Survival	132nd	0.961		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	140th	0.999		-	-	-	-
Political Empowerment	95th	0.152		-	-	-	-
Women in parliament %	94th	0.258		-59.00	20.50	79.50	0-100
Women in ministerial positions %	126th	0.103		-81.25	9.38	90.63	0-100
Years with female/male head of state (last 50)	36th	0.104		-40.55	4.73	45.27	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	348.26		
GDP per capita	constant '17, intl. \$ 1000	5.23		
Population sex ratio	female/male	0.98		
Population growth rate	%	1.83		
Indicator	Million people	Female	Male	Value
Total population		116.86	118.96	235.82

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries 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	6.00
Share of workers in informal sector	% workers	84.30
Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.47

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	9.24	5.61	6.46
Workers employed part-time	% of employed people	42.62	6.39	14.52
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		11.04	37.70	48.74

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	1937, 1947, 1956
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	19.00

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	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	17.30		
Early marriage	%	13.40		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Restricted rights	◆		
Indicator	Days	Female	Male	Value
Length of parental leave		112.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Vocational training		n. a.	n. a.	n. a.
PhD graduates		0.01	0.03	0.02

Graduates	%	Female	Male	Value
Graduates from tertiary education		n. a.	n. a.	n. a.

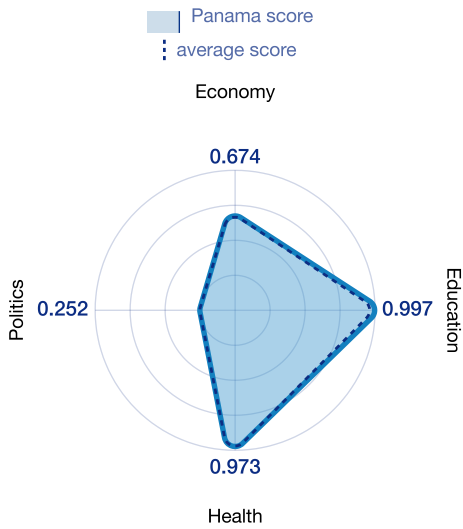
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	85.00
Births attended by skilled personnel	% live births	68.00
Maternal mortality	deaths per 100,000 live births	140.00
Total fertility rate	births per woman	3.56
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.724	58th	0.743	40th
Economic Participation and Opportunity	0.674	85th	0.750	32nd
Educational Attainment	0.997	49th	0.998	35th
Health and Survival	0.973	58th	0.973	62nd
Political Empowerment	0.252	61st	0.252	54th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	85th	0.674		-			
Labour-force participation rate %	111th	0.646		-27.27	49.71	76.98	0-100
Wage equality for similar work 1-7 (best)	90th	0.604		-	-	-	-
Estimated earned income int'l \$ 1,000	15th	0.807		-6.22	25.93	32.15	0-150
Legislators, senior officials and managers %	42nd	0.646		-21.49	39.25	60.75	0-100
Professional and technical workers %	99th	0.692		-18.21	40.90	59.10	0-100
Educational Attainment	49th	0.997		-	-	-	-
Literacy rate %	75th	0.992		-	-	-	-
Enrolment in primary education %	79th	0.997		-0.32	95.97	96.30	0-100
Enrolment in secondary education %	1st	1.000		3.28	80.63	83.91	0-200
Enrolment in tertiary education %	1st	1.000		19.08	34.98	54.06	0-200
Health and Survival	58th	0.973		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	68th	1.039		-	-	-	-
Political Empowerment	61st	0.252		-	-	-	-
Women in parliament %	86th	0.290		-55.00	22.50	77.50	0-100
Women in ministerial positions %	48th	0.455		-37.50	31.25	68.75	0-100
Years with female/male head of state (last 50)	34th	0.111		-39.99	5.01	45.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	63.61
GDP per capita	constant '17, intl. \$ 1000	29.04
Population sex ratio	female/male	1.00
Population growth rate	%	1.32

Indicator	Million people	Female	Male	Value
Total population		2.20	2.20	4.41

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	55.70

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.66

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	10.36	7.86	8.90

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	39.41	32.97	35.54

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.75	1.05	1.79

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	1941, 1946
Number of female heads of state to date	number	1
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	24.20
Early marriage	%	3.90
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		98.00	3.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
-----------	--------------	--------	------	--------

STEM Graduates		43.22	56.78	0.76
----------------	--	-------	-------	------

Agri., Forestry, Fisheries & Veterinary		42.86	57.14	0.75
---	--	-------	-------	------

Arts & Humanities		64.66	35.34	1.83
-------------------	--	-------	-------	------

Business, Admin. & Law		n. a.	n. a.	n. a.
------------------------	--	-------	-------	-------

Education		n. a.	n. a.	n. a.
-----------	--	-------	-------	-------

Engineering, Manuf. & Construction		40.01	59.99	0.67
------------------------------------	--	-------	-------	------

Health & Welfare		76.68	23.32	3.29
------------------	--	-------	-------	------

Information & Comm. Technologies		43.91	56.09	0.78
----------------------------------	--	-------	-------	------

Natural Sci., Mathematics & Statistics		59.91	40.09	1.49
--	--	-------	-------	------

Social Sci., Journalism & Information		68.81	31.19	2.21
---------------------------------------	--	-------	-------	------

Vocational training		6.85	7.63	0.90
---------------------	--	------	------	------

PhD graduates		0.19	0.28	0.23
---------------	--	------	------	------

Graduates	%	Female	Male	Value
-----------	---	--------	------	-------

Graduates from tertiary education		18.77	9.45	14.06
-----------------------------------	--	-------	------	-------

Health

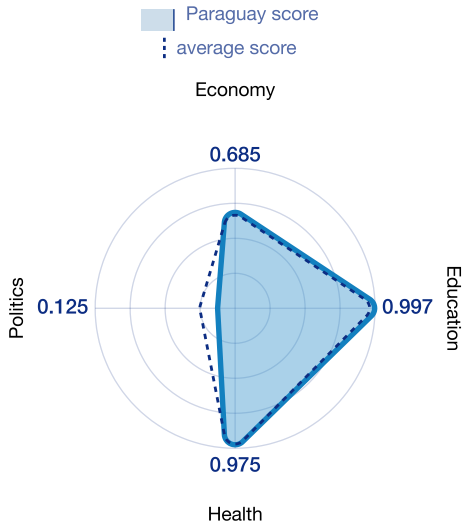
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	n. a.
Births attended by skilled personnel	% live births	95.00
Maternal mortality	deaths per 100,000 live births	52.00
Total fertility rate	births per woman	2.34

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.695	91st	0.707	80th
Economic Participation and Opportunity	0.685	76th	0.682	78th
Educational Attainment	0.997	45th	0.998	38th
Health and Survival	0.975	54th	0.975	58th
Political Empowerment	0.125	110th	0.174	84th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	76th	0.685		-	Min	Max	-
Labour-force participation rate %	91st	0.712		-24.27	59.95	84.22	0-100
Wage equality for similar work 1-7 (best)	106th	0.573		-	-	-	-
Estimated earned income int'l \$ 1,000	66th	0.659		-5.62	10.87	16.49	0-150
Legislators, senior officials and managers %	37th	0.665		-20.09	39.96	60.05	0-100
Professional and technical workers %	1st	1.000		9.10	45.45	54.55	0-100
Educational Attainment	45th	0.997		-	-	-	-
Literacy rate %	73rd	0.992		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	1st	1.000		0.03	0.48	0.52	0-200
Enrolment in tertiary education %	1st	1.000		0.87	0.99	1.86	0-200
Health and Survival	54th	0.975		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	64th	1.045		-	-	-	-
Political Empowerment	110th	0.125		-	-	-	-
Women in parliament %	105th	0.232		-62.40	18.80	81.20	0-100
Women in ministerial positions %	81st	0.214		-64.71	17.65	82.35	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	39.5
GDP per capita	constant '17, intl. \$ 1000	13.69
Population sex ratio	female/male	0.99
Population growth rate	%	1.28

Indicator	Million people	Female	Male	Value
Total population		3.38	3.40	6.78

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	18.50
Firms with female top managers	% firms	19.60
Share of workers in informal sector	% workers	69.30

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.11

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	8.57	5.84	7.01

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	43.22	26.98	33.68

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	14.53	4.27	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.28	1.71	2.99

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	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	1961
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	13.30

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	12.13
Early marriage	%	13.20
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Uneven rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		126.00	14.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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.
---------------------------------------	-------	-------	-------

Graduates	Attainment %	Female	Male	Parity
Vocational training		5.09	4.64	1.10

Graduates	Attainment %	Female	Male	Parity
PhD graduates		0.01	0.18	0.09

Graduates	%	Female	Male	Value
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

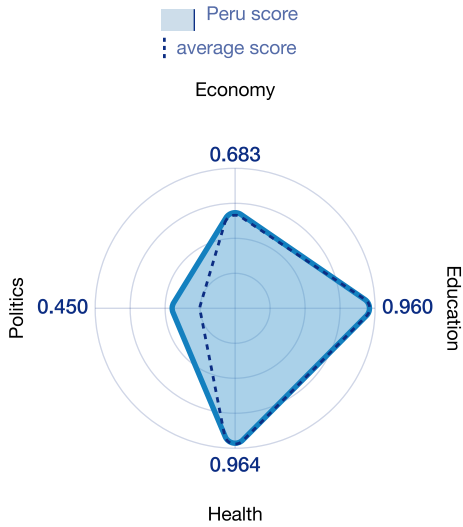
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	17.90
Births attended by skilled personnel	% live births	97.70
Maternal mortality	deaths per 100,000 live births	129.00
Total fertility rate	births per woman	2.50

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.764	34th	0.749	37th
Economic Participation and Opportunity	0.683	79th	0.663	86th
Educational Attainment	0.960	111th	0.954	112th
Health and Survival	0.964	117th	0.964	120th
Political Empowerment	0.450	22nd	0.415	27th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	79th	0.683		-	Min	Max	-
Labour-force participation rate %	58th	0.819		-14.33	64.77	79.10	0-100
Wage equality for similar work 1-7 (best)	103rd	0.588		-	-	-	-
Estimated earned income int'l \$ 1,000	34th	0.741		-3.73	10.67	14.40	0-150
Legislators, senior officials and managers %	69th	0.547		-29.27	35.37	64.63	0-100
Professional and technical workers %	96th	0.763		-13.44	43.28	56.72	0-100
Educational Attainment	111th	0.960		-	-	-	-
Literacy rate %	101st	0.949		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	121st	0.949		-5.78	107.72	113.50	0-200
Enrolment in tertiary education %	1st	1.000		3.94	68.73	72.67	0-200
Health and Survival	117th	0.964		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	127th	1.008		-	-	-	-
Political Empowerment	22nd	0.450		-	-	-	-
Women in parliament %	28th	0.634		-22.40	38.80	61.20	0-100
Women in ministerial positions %	16th	0.900		-5.26	47.37	52.63	0-100
Years with female/male head of state (last 50)	42nd	0.071		-43.40	3.30	46.70	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	223.25		
GDP per capita	constant '17, intl. \$ 1000	12.51		
Population sex ratio	female/male	1.02		
Population growth rate	%	1.23		
Indicator	Million people	Female	Male	Value
Total population		17.19	16.86	34.05

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	19.40
Firms with female top managers	% firms	19.90
Share of workers in informal sector	% workers	68.40

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.42

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	4.62	3.38	3.95
Workers employed part-time	% of employed people	44.81	27.79	35.43
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		7.25	8.67	15.92

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	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1955
Number of female heads of state to date	number	7
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	6.10
Early marriage	%	12.90
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value		
Right to divorce	Restricted rights	◆		
Indicator	Days	Female	Male	Value
Length of parental leave		98.00	10.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		40.60	59.40	0.68
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		58.02	41.98	1.38
Education		69.65	30.35	2.29
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		49.56	50.44	0.98
Natural Sci., Mathematics & Statistics		45.97	54.03	0.85
Social Sci., Journalism & Information		51.46	48.54	1.06
Vocational training		0.73	0.62	1.18
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Graduates from tertiary education		n. a.	n. a.	n. a.

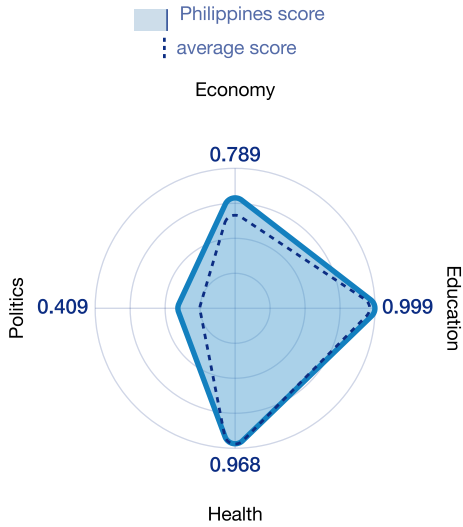
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	33.20
Births attended by skilled personnel	% live births	95.70
Maternal mortality	deaths per 100,000 live births	88.00
Total fertility rate	births per woman	2.22
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.791	16th	0.783	19th
Economic Participation and Opportunity	0.789	17th	0.794	16th
Educational Attainment	0.999	32nd	0.997	46th
Health and Survival	0.968	86th	0.979	30th
Political Empowerment	0.409	30th	0.360	35th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	17th	0.789		-	Min	Max	-
Labour-force participation rate %	115th	0.641		-24.72	44.05	68.77	0-100
Wage equality for similar work 1-7 (best)	11th	0.752		-	-	-	-
Estimated earned income int'l \$ 1,000	41st	0.716		-2.68	6.73	9.41	0-150
Legislators, senior officials and managers %	1st	1.000		6.75	46.63	53.38	0-100
Professional and technical workers %	1st	1.000		15.67	42.17	57.83	0-100
Educational Attainment	32nd	0.999		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	72nd	0.999		-0.12	91.18	91.31	0-100
Enrolment in secondary education %	1st	1.000		7.26	86.91	94.18	0-200
Enrolment in tertiary education %	1st	1.000		11.05	30.18	41.22	0-200
Health and Survival	86th	0.968		-	-	-	-
Sex ratio at birth** %	138th	0.928		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	30th	0.409		-	-	-	-
Women in parliament %	71st	0.376		-45.40	27.30	72.70	0-100
Women in ministerial positions %	54th	0.357		-47.37	26.32	73.68	0-100
Years with female/male head of state (last 50)	7th	0.462		-18.41	15.80	34.21	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	394.09
GDP per capita	constant '17, intl. \$ 1000	8.09
Population sex ratio	female/male	0.97
Population growth rate	%	1.49

Indicator	Million people	Female	Male	Value
Total population		56.88	58.68	115.56

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	31.50
Firms with female top managers	% firms	29.90
Share of workers in informal sector	% workers	n. a.

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.61

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	4.01	3.24	3.54

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	32.47	30.42	31.21

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		14.18	22.06	36.24

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	Unequal rights	◆
Access to non-land assets	Unequal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1937
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	29.20

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	16.70
Early marriage	%	4.80
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Unequal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		105.00	9.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		53.37	46.63	1.14
Arts & Humanities		57.02	42.98	1.33
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		76.68	23.32	3.29
Engineering, Manuf. & Construction		24.48	75.52	0.32
Health & Welfare		71.87	28.13	2.55
Information & Comm. Technologies		48.13	51.87	0.93
Natural Sci., Mathematics & Statistics		61.97	38.03	1.63
Social Sci., Journalism & Information		69.98	30.02	2.33
Vocational training		2.86	3.30	0.87
PhD graduates		0.13	0.10	0.11

Graduates	%	Female	Male	Value
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

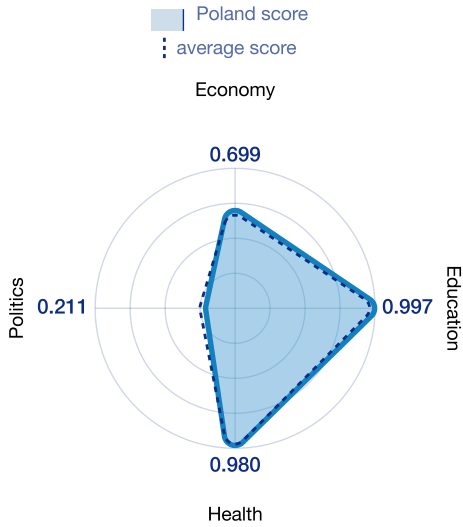
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	16.90
Births attended by skilled personnel	% live births	84.40
Maternal mortality	deaths per 100,000 live births	121.00
Total fertility rate	births per woman	2.78

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.722	60th	0.709	77th
Economic Participation and Opportunity	0.699	64th	0.695	74th
Educational Attainment	0.997	50th	0.992	70th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.211	73rd	0.171	87th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	64th	0.699		-	Min	Max	-
Labour-force participation rate %	82nd	0.754		-16.15	49.52	65.67	0-100
Wage equality for similar work 1-7 (best)	108th	0.558		-	-	-	-
Estimated earned income int'l \$ 1,000	69th	0.647		-15.08	27.62	42.69	0-150
Legislators, senior officials and managers %	25th	0.754		-14.05	42.98	57.02	0-100
Professional and technical workers %	1st	1.000		14.91	42.55	57.45	0-100
Educational Attainment	50th	0.997		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.38	98.67	99.05	0-100
Enrolment in secondary education %	94th	0.986		-1.57	114.44	116.02	0-200
Enrolment in tertiary education %	1st	1.000		27.36	56.99	84.36	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	73rd	0.211		-	-	-	-
Women in parliament %	64th	0.395		-43.40	28.30	71.70	0-100
Women in ministerial positions %	81st	0.214		-64.71	17.65	82.35	0-100
Years with female/male head of state (last 50)	41st	0.082		-42.43	3.78	46.22	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	679.44
GDP per capita	constant '17, intl. \$ 1000	34.92
Population sex ratio	female/male	1.07
Population growth rate	%	-0.40

Indicator	Million people	Female	Male	Value
Total population		20.56	19.30	39.86

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	8.69
Share of women's membership in boards	% (OECD countries only)	24.70
Firms with female majority ownership	% firms	21.20
Firms with female top managers	% firms	27.80
Share of workers in informal sector	% workers	15.90

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.43

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.00	2.90	2.90

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	25.70	14.63	19.64

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	18.26	9.93	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		7.43	8.76	16.19

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	3
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	3.02
Unmet family planning	% women 15-49	n. a.
Early marriage	%	1.20
Mean age of women at birth of first child	years	27.90

Indicator	0-1 (Equal rights)	Value
Right to divorce		Equal rights

Indicator	Days	Female	Male	Value
Length of parental leave		140.00	14.00	224.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.

Agri., Forestry, Fisheries & Veterinary	56.79	43.21	1.31
---	-------	-------	------

Arts & Humanities	75.21	24.79	3.03
-------------------	-------	-------	------

Business, Admin. & Law	68.27	31.73	2.15
------------------------	-------	-------	------

Education	86.45	13.55	6.38
-----------	-------	-------	------

Engineering, Manuf. & Construction	42.07	57.93	0.73
------------------------------------	-------	-------	------

Health & Welfare	72.17	27.83	2.59
------------------	-------	-------	------

Information & Comm. Technologies	n. a.	n. a.	n. a.
----------------------------------	-------	-------	-------

Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.
--	-------	-------	-------

Social Sci., Journalism & Information	72.11	27.89	2.59
---------------------------------------	-------	-------	------

Vocational training	19.97	28.13	0.71
---------------------	-------	-------	------

PhD graduates	0.58	0.73	0.65
---------------	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		57.11	35.51	46.19

Health

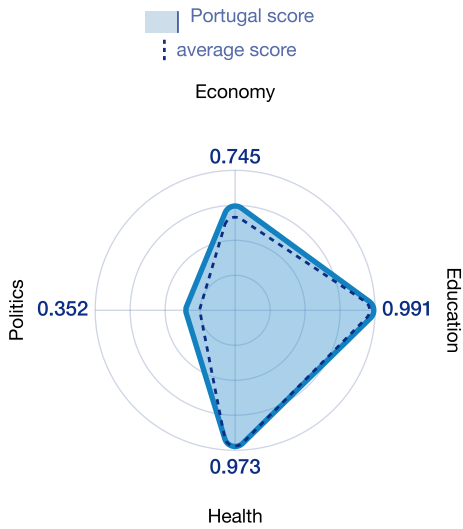
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	13.00
Births attended by skilled personnel	% live births	99.70
Maternal mortality	deaths per 100,000 live births	2.00
Total fertility rate	births per woman	1.38

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy		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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.765	32nd	0.766	29th
Economic Participation and Opportunity	0.745	34th	0.737	41st
Educational Attainment	0.991	76th	0.990	75th
Health and Survival	0.973	62nd	0.973	67th
Political Empowerment	0.352	38th	0.364	33rd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	34th	0.745		-	Min	Max	-
Labour-force participation rate %	32nd	0.863		-8.55	53.82	62.37	0-100
Wage equality for similar work 1-7 (best)	77th	0.619		-	-	-	-
Estimated earned income int'l \$ 1,000	24th	0.763		-9.11	29.38	38.49	0-150
Legislators, senior officials and managers %	51st	0.612		-24.09	37.95	62.05	0-100
Professional and technical workers %	1st	1.000		8.06	45.97	54.03	0-100
Educational Attainment	76th	0.991		-	-	-	-
Literacy rate %	86th	0.981		-	-	-	-
Enrolment in primary education %	90th	0.989		-1.14	98.80	99.94	0-100
Enrolment in secondary education %	1st	1.000		0.55	119.47	120.02	0-200
Enrolment in tertiary education %	1st	1.000		11.31	64.75	76.06	0-200
Health and Survival	62nd	0.973		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	72nd	1.038		-	-	-	-
Political Empowerment	38th	0.352		-	-	-	-
Women in parliament %	36th	0.565		-27.80	36.10	63.90	0-100
Women in ministerial positions %	26th	0.700		-17.65	41.18	58.82	0-100
Years with female/male head of state (last 50)	70th	0.009		-49.15	0.43	49.58	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	253.66
GDP per capita	constant '17, intl. \$ 1000	33.67
Population sex ratio	female/male	1.12
Population growth rate	%	0.27

Indicator	Million people	Female	Male	Value
Total population		5.42	4.85	10.27

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	11.72
Share of women's membership in boards	% (OECD countries only)	31.00
Firms with female majority ownership	% firms	8.00
Firms with female top managers	% firms	14.00
Share of workers in informal sector	% workers	9.70

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.98

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	6.60	5.70	6.20

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	36.60	27.39	31.95

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	17.81	10.24	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		2.45	2.43	4.89

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	1931, 1934, 1976
Number of female heads of state to date	number	1
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	1.21
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.70
Mean age of women at birth of first child	years	30.20

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		0	35.00	78.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.

Agri., Forestry, Fisheries & Veterinary	58.09	41.91	1.39
---	-------	-------	------

Arts & Humanities	61.86	38.14	1.62
-------------------	-------	-------	------

Business, Admin. & Law	60.15	39.85	1.51
------------------------	-------	-------	------

Education	80.01	19.99	4.00
-----------	-------	-------	------

Engineering, Manuf. & Construction	n. a.	n. a.	n. a.
------------------------------------	-------	-------	-------

Health & Welfare	77.86	22.14	3.52
------------------	-------	-------	------

Information & Comm. Technologies	17.44	82.56	0.21
----------------------------------	-------	-------	------

Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.
--	-------	-------	-------

Social Sci., Journalism & Information	n. a.	n. a.	n. a.
---------------------------------------	-------	-------	-------

Vocational training	13.14	19.10	0.69
---------------------	-------	-------	------

PhD graduates	0.68	0.86	0.76
---------------	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		66.26	46.31	56.24

Health

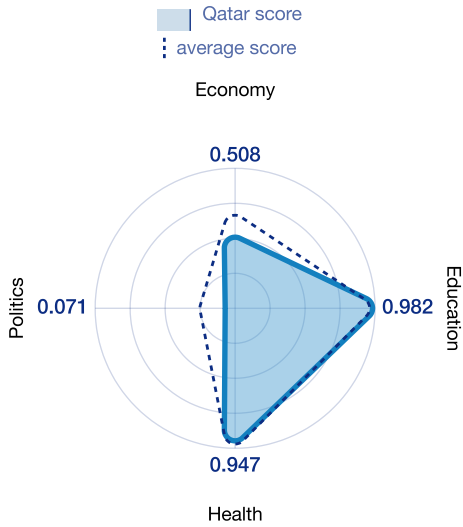
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	19.00
Births attended by skilled personnel	% live births	98.60
Maternal mortality	deaths per 100,000 live births	8.00
Total fertility rate	births per woman	1.40

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.627	133rd	0.617	137th
Economic Participation and Opportunity	0.508	132nd	0.499	133rd
Educational Attainment	0.982	93rd	0.987	83rd
Health and Survival	0.947	143rd	0.947	142nd
Political Empowerment	0.071	133rd	0.033	143rd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	132nd	0.508		-	Min	Max	-
Labour-force participation rate %	118th	0.625		-35.81	59.60	95.41	0-100
Wage equality for similar work 1-7 (best)	13th	0.746		-	-	-	-
Estimated earned income int'l \$ 1,000	123rd	0.473		-57.29	51.32	108.61	0-150
Legislators, senior officials and managers %	135th	0.120		-78.50	10.75	89.25	0-100
Professional and technical workers %	137th	0.246		-60.56	19.72	80.28	0-100
Educational Attainment	93rd	0.982		-	-	-	-
Literacy rate %	64th	0.998		-	-	-	-
Enrolment in primary education %	1st	1.000		3.04	96.61	99.65	0-100
Enrolment in secondary education %	126th	0.925		-0.04	0.48	0.52	0-200
Enrolment in tertiary education %	1st	1.000		52.11	10.67	62.78	0-200
Health and Survival	143rd	0.947		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	146th	0.955		-	-	-	-
Political Empowerment	133rd	0.071		-	-	-	-
Women in parliament %	140th	0.046		-91.20	4.40	95.60	0-100
Women in ministerial positions %	77th	0.231		-62.50	18.75	81.25	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	179.68
GDP per capita	constant '17, intl. \$ 1000	92.86
Population sex ratio	female/male	0.38
Population growth rate	%	-2.65

Indicator	Million people	Female	Male	Value
Total population		0.74	1.95	2.69

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	n. a.

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.26

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	0.46	0.08	0.14

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	3.38	1.26	1.55

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	8.19	2.22	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.27	1.60	1.87

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	1998, 2003
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	Unequal rights	◇

Indicator	0-1 (Equal rights)	Value
Access to justice	Restricted rights	◇
Freedom of movement	Unequal 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	%	3.60
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Unequal rights	◇

Indicator	Days	Female	Male	Value
Length of parental leave		50.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.

Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
---	--	-------	-------	-------

Arts & Humanities		71.77	28.23	2.54
-------------------	--	-------	-------	------

Business, Admin. & Law		65.84	34.16	1.93
------------------------	--	-------	-------	------

Education		94.34	5.66	16.67
-----------	--	-------	------	-------

Engineering, Manuf. & Construction		37.21	62.79	0.59
------------------------------------	--	-------	-------	------

Health & Welfare		88.08	11.92	7.39
------------------	--	-------	-------	------

Information & Comm. Technologies		n. a.	n. a.	n. a.
----------------------------------	--	-------	-------	-------

Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
--	--	-------	-------	-------

Social Sci., Journalism & Information		77.54	22.46	3.45
---------------------------------------	--	-------	-------	------

Vocational training		1.79	1.16	1.54
---------------------	--	------	------	------

PhD graduates		0.52	0.42	0.44
---------------	--	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		32.47	2.86	9.28

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	n. a.
Births attended by skilled personnel	% live births	100.00

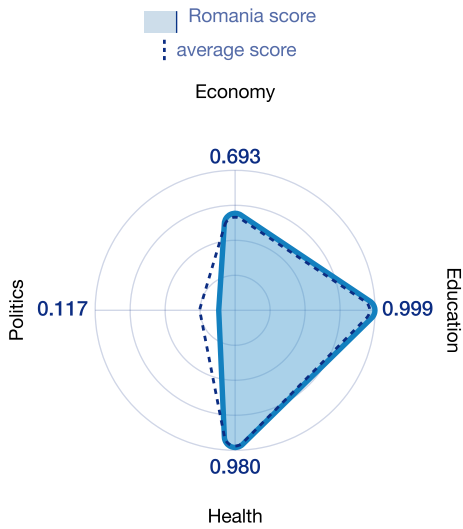
Maternal mortality	deaths per 100,000 live births	9.00
Total fertility rate	births per woman	1.82

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.697	88th	0.698	90th
Economic Participation and Opportunity	0.693	72nd	0.710	63rd
Educational Attainment	0.999	36th	0.998	39th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.117	113th	0.102	122nd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	72nd	0.693		-	Min	Max	-
Labour-force participation rate %	105th	0.664		-20.78	41.02	61.80	0-100
Wage equality for similar work 1-7 (best)	40th	0.698		-	-	-	-
Estimated earned income int'l \$ 1,000	76th	0.636		-13.81	24.09	37.90	0-150
Legislators, senior officials and managers %	64th	0.558		-28.33	35.84	64.17	0-100
Professional and technical workers %	1st	1.000		13.68	43.16	56.84	0-100
Educational Attainment	36th	0.999		-	-	-	-
Literacy rate %	66th	0.996		-	-	-	-
Enrolment in primary education %	73rd	0.999		-0.12	87.56	87.69	0-100
Enrolment in secondary education %	1st	1.000		0.43	86.89	87.33	0-200
Enrolment in tertiary education %	1st	1.000		13.44	46.74	60.18	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	113th	0.117		-	-	-	-
Women in parliament %	102nd	0.236		-61.80	19.10	80.90	0-100
Women in ministerial positions %	123rd	0.111		-80.00	10.00	90.00	0-100
Years with female/male head of state (last 50)	54th	0.037		-46.47	1.76	48.24	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	284.09
GDP per capita	constant '17, intl. \$ 1000	30.77
Population sex ratio	female/male	1.07
Population growth rate	%	-0.76

Indicator	Million people	Female	Male	Value
Total population		10.15	9.51	19.66

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	3.30
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	11.70
Firms with female top managers	% firms	17.20
Share of workers in informal sector	% workers	n. a.

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.03

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	5.10	6.10	5.60

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	11.12	8.28	9.47

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		3.30	4.45	7.75

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	1929, 1946
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	18.40

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	%	6.80
Mean age of women at birth of first child	years	27.10

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		126.00	21.00	607.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		41.22	58.78	0.70

Graduates	Attainment %	Female	Male	Parity
Agri., Forestry, Fisheries & Veterinary		40.65	59.35	0.69

Graduates	Attainment %	Female	Male	Parity
Arts & Humanities		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Business, Admin. & Law		67.01	32.99	2.03

Graduates	Attainment %	Female	Male	Parity
Education		90.75	9.25	9.81

Graduates	Attainment %	Female	Male	Parity
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Health & Welfare		71.79	28.21	2.55

Graduates	Attainment %	Female	Male	Parity
Information & Comm. Technologies		33.19	66.81	0.50

Graduates	Attainment %	Female	Male	Parity
Natural Sci., Mathematics & Statistics		66.86	33.14	2.02

Graduates	Attainment %	Female	Male	Parity
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		17.60	19.75	0.89

Graduates	Attainment %	Female	Male	Parity
PhD graduates		0.08	0.08	0.08

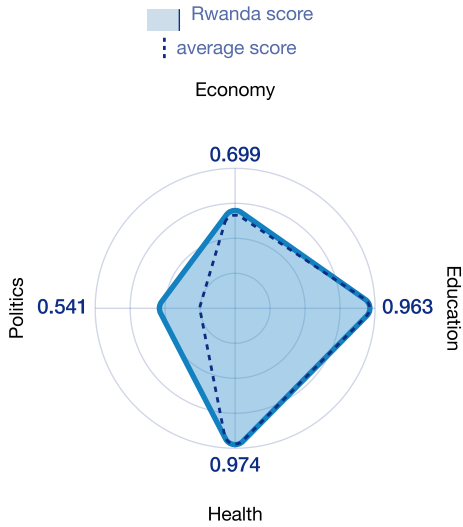
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	24.00
Births attended by skilled personnel	% live births	93.10
Maternal mortality	deaths per 100,000 live births	19.00
Total fertility rate	births per woman	1.60

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.794	12th	0.811	6th
Economic Participation and Opportunity	0.699	67th	0.747	33rd
Educational Attainment	0.963	110th	0.960	108th
Health and Survival	0.974	55th	0.974	59th
Political Empowerment	0.541	9th	0.563	7th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	67th	0.699		-	Min	Max	-
Labour-force participation rate %	60th	0.817		-11.78	52.59	64.37	0-100
Wage equality for similar work 1-7 (best)	7th	0.781		-	-	-	-
Estimated earned income int'l \$ 1,000	109th	0.541		-1.34	1.58	2.93	0-150
Legislators, senior officials and managers %	74th	0.538		-30.01	34.99	65.01	0-100
Professional and technical workers %	94th	0.781		-12.30	43.85	56.15	0-100
Educational Attainment	110th	0.963		-	-	-	-
Literacy rate %	104th	0.931		-	-	-	-
Enrolment in primary education %	1st	1.000		0.86	92.84	93.71	0-100
Enrolment in secondary education %	1st	1.000		6.23	42.96	49.19	0-200
Enrolment in tertiary education %	119th	0.802		-1.60	6.47	8.07	0-200
Health and Survival	55th	0.974		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	66th	1.042		-	-	-	-
Political Empowerment	9th	0.541		-	-	-	-
Women in parliament %	1st	1.000		22.60	38.70	61.30	0-100
Women in ministerial positions %	15th	0.909		-4.76	47.62	52.38	0-100
Years with female/male head of state (last 50)	68th	0.015		-48.56	0.72	49.28	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	11.07
GDP per capita	constant '17, intl. \$ 1000	2.24
Population sex ratio	female/male	1.05
Population growth rate	%	2.37

Indicator	Million people	Female	Male	Value
Total population		7.04	6.74	13.78

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	13.90
Firms with female top managers	% firms	21.80
Share of workers in informal sector	% workers	87.10

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.64

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	17.80	14.53	16.10

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	53.70	51.04	52.29

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.74	1.89	3.63

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	1961
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	34.60

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	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	13.60
Early marriage	%	4.00
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Restricted rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		84.00	4.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		35.36	64.64	0.55

Graduates	Attainment %	Female	Male	Parity
Agri., Forestry, Fisheries & Veterinary		37.47	62.53	0.60

Graduates	Attainment %	Female	Male	Parity
Arts & Humanities		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Business, Admin. & Law		55.38	44.62	1.24

Graduates	Attainment %	Female	Male	Parity
Education		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Health & Welfare		58.31	41.69	1.40

Graduates	Attainment %	Female	Male	Parity
Information & Comm. Technologies		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		3.60	3.90	0.92

Graduates	Attainment %	Female	Male	Parity
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Graduates from tertiary education		2.25	2.12	2.18

Health

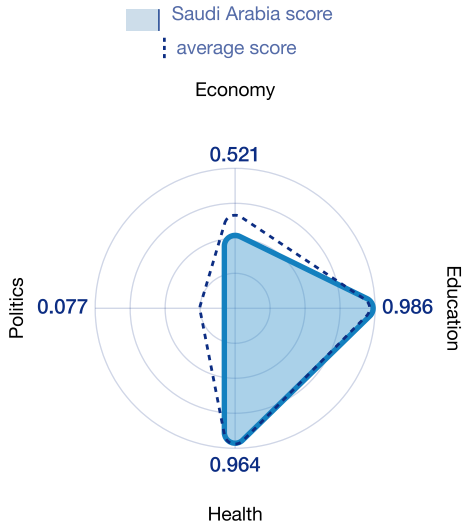
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	34.40
Births attended by skilled personnel	% live births	94.20
Maternal mortality	deaths per 100,000 live births	248.00
Total fertility rate	births per woman	3.87

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.637	131st	0.636	127th
Economic Participation and Opportunity	0.521	130th	0.524	128th
Educational Attainment	0.986	87th	0.979	93rd
Health and Survival	0.964	114th	0.964	116th
Political Empowerment	0.077	131st	0.077	132nd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	130th	0.521		-	Min	Max	-
Labour-force participation rate %	134th	0.436		-44.62	34.55	79.17	0-100
Wage equality for similar work 1-7 (best)	15th	0.741		-	-	-	-
Estimated earned income int'l \$ 1,000	136th	0.288		-45.17	18.31	63.48	0-150
Legislators, senior officials and managers %	-	-	-	-	-	-	-
Professional and technical workers %	-	-	-	-	-	-	-
Educational Attainment	87th	0.986		-	-	-	-
Literacy rate %	89th	0.974		-	-	-	-
Enrolment in primary education %	1st	1.000		0.21	99.29	99.50	0-100
Enrolment in secondary education %	114th	0.961		-4.41	108.90	113.31	0-200
Enrolment in tertiary education %	102nd	0.995		-0.36	71.22	71.58	0-200
Health and Survival	114th	0.964		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	123rd	1.009		-	-	-	-
Political Empowerment	131st	0.077		-	-	-	-
Women in parliament %	99th	0.248		-60.20	19.90	80.10	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)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	833.54		
GDP per capita	constant '17, intl. \$ 1000	44.34		
Population sex ratio	female/male	0.73		
Population growth rate	%	-0.13		
Indicator	Million people	Female	Male	Value
Total population		15.43	20.98	36.41

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	n. a.

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		5.41

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	15.50	2.69	5.69

Indicator	Unit	Value
Workers employed part-time	% of employed people	n. a.

Indicator	Unit	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		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	n. a.
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	n. a.

Indicator Yes/No

Indicator	Unit	Value
Election list quotas for women, national		n. a.
Party membership quotas, voluntary		n. a.

Indicator 0-1 (Equal rights)

Indicator	0-1 (Equal rights)	Value
Access to justice	Restricted rights	◆
Freedom of movement	Unequal 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	%	5.80
Mean age of women at birth of first child	years	n. a.

Indicator 0-1 (Equal rights)

Indicator	0-1 (Equal rights)	Value		
Right to divorce	Unequal rights	◆		
Indicator	Days	Female	Male	Value
Length of parental leave		70.00	3.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		36.82	63.18	0.58
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		2.68	97.32	0.03
Health & Welfare		60.43	39.57	1.53
Information & Comm. Technologies		46.02	53.98	0.85
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Vocational training		1.70	7.33	0.23
PhD graduates		0.66	1.46	1.15

Graduates	%	Female	Male	Value
Graduates from tertiary education		63.40	40.83	51.39

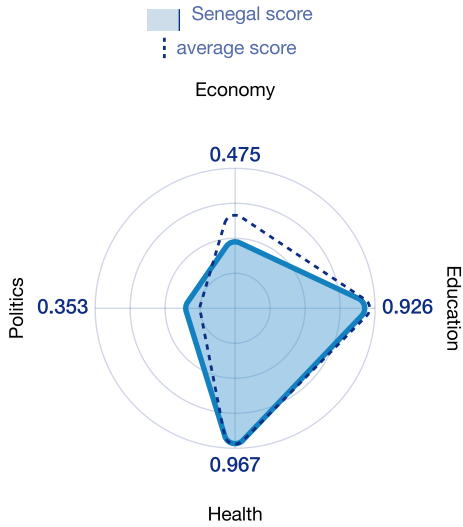
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	n. a.
Births attended by skilled personnel	% live births	98.70
Maternal mortality	deaths per 100,000 live births	17.00
Total fertility rate	births per woman	2.46
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.680	104th	0.668	112th
Economic Participation and Opportunity	0.475	137th	0.483	136th
Educational Attainment	0.926	125th	0.901	127th
Health and Survival	0.967	97th	0.967	96th
Political Empowerment	0.353	37th	0.324	39th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	137th	0.475		-	Min	Max	-
Labour-force participation rate %	123rd	0.581		-27.05	37.48	64.53	0-100
Wage equality for similar work 1-7 (best)	57th	0.655		-	-	-	-
Estimated earned income int'l \$ 1,000	134th	0.366		-3.27	1.89	5.16	0-150
Legislators, senior officials and managers %	127th	0.180		-69.56	15.22	84.78	0-100
Professional and technical workers %	130th	0.405		-42.38	28.81	71.19	0-100
Educational Attainment	125th	0.926		-	-	-	-
Literacy rate %	138th	0.664		-	-	-	-
Enrolment in primary education %	1st	1.000		10.66	67.33	77.99	0-100
Enrolment in secondary education %	1st	1.000		8.55	42.66	51.21	0-200
Enrolment in tertiary education %	111th	0.915		-1.38	14.93	16.32	0-200
Health and Survival	97th	0.967		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	106th	1.019		-	-	-	-
Political Empowerment	37th	0.353		-	-	-	-
Women in parliament %	12th	0.855		-7.80	46.10	53.90	0-100
Women in ministerial positions %	73rd	0.259		-58.82	20.59	79.41	0-100
Years with female/male head of state (last 50)	50th	0.053		-44.95	2.52	47.48	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	27.63
GDP per capita	constant '17, intl. \$ 1000	3.50
Population sex ratio	female/male	1.03
Population growth rate	%	2.65

Indicator	Million people	Female	Male	Value
Total population		8.80	8.52	17.32

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	11.80
Firms with female top managers	% firms	14.10
Share of workers in informal sector	% workers	90.20

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.31

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.16	2.82	2.95

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	75.32	56.92	63.85

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.50	2.30	3.80

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Uneven 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	1960
Number of female heads of state to date	number	2
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	21.70
Early marriage	%	25.00
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		98.00	1.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.

Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n. a.
---	-------	-------	-------

Arts & Humanities	n. a.	n. a.	n. a.
-------------------	-------	-------	-------

Business, Admin. & Law	n. a.	n. a.	n. a.
------------------------	-------	-------	-------

Education	n. a.	n. a.	n. a.
-----------	-------	-------	-------

Engineering, Manuf. & Construction	n. a.	n. a.	n. a.
------------------------------------	-------	-------	-------

Health & Welfare	n. a.	n. a.	n. a.
------------------	-------	-------	-------

Information & Comm. Technologies	n. a.	n. a.	n. a.
----------------------------------	-------	-------	-------

Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.
--	-------	-------	-------

Social Sci., Journalism & Information	n. a.	n. a.	n. a.
---------------------------------------	-------	-------	-------

Vocational training	n. a.	n. a.	n. a.
---------------------	-------	-------	-------

PhD graduates	0.04	0.10	0.07
---------------	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		0	0	0

Health

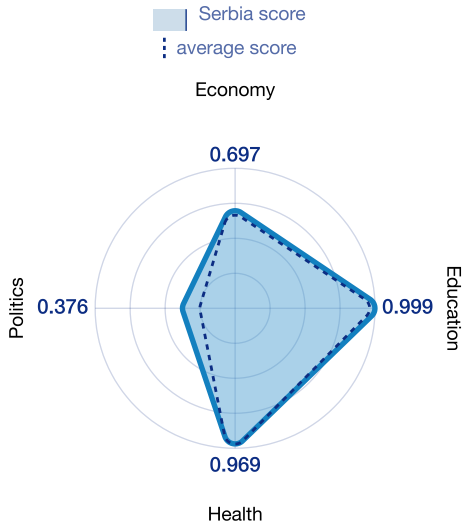
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	78.00
Births attended by skilled personnel	% live births	74.50
Maternal mortality	deaths per 100,000 live births	315.00
Total fertility rate	births per woman	4.45

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Unequal 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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.760	38th	0.779	23rd
Economic Participation and Opportunity	0.697	69th	0.689	77th
Educational Attainment	0.999	37th	0.998	37th
Health and Survival	0.969	79th	0.972	71st
Political Empowerment	0.376	32nd	0.456	21st

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	69th	0.697		-	Min	Max	-
Labour-force participation rate %	79th	0.761		-15.63	49.75	65.38	0-100
Wage equality for similar work 1-7 (best)	56th	0.657		-	-	-	-
Estimated earned income int'l \$ 1,000	62nd	0.665		-8.04	15.97	24.02	0-150
Legislators, senior officials and managers %	83rd	0.493		-33.96	33.02	66.98	0-100
Professional and technical workers %	1st	1.000		10.09	44.96	55.04	0-100
Educational Attainment	37th	0.999		-	-	-	-
Literacy rate %	72nd	0.992		-	-	-	-
Enrolment in primary education %	1st	1.000		0.37	96.07	96.44	0-100
Enrolment in secondary education %	1st	1.000		1.60	91.60	93.21	0-200
Enrolment in tertiary education %	1st	1.000		24.53	57.25	81.78	0-200
Health and Survival	79th	0.969		-	-	-	-
Sex ratio at birth** %	132nd	0.935		-	-	-	-
Healthy life expectancy** years	58th	1.046		-	-	-	-
Political Empowerment	32nd	0.376		-	-	-	-
Women in parliament %	42nd	0.534		-30.40	34.80	65.20	0-100
Women in ministerial positions %	34th	0.563		-28.00	36.00	64.00	0-100
Years with female/male head of state (last 50)	25th	0.161		-36.15	6.93	43.07	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	63.08
GDP per capita	constant '17, intl. \$ 1000	19.83
Population sex ratio	female/male	1.09
Population growth rate	%	-0.94

Indicator	Million people	Female	Male	Value
Total population		3.76	3.46	7.22

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	13.70
Firms with female top managers	% firms	18.20
Share of workers in informal sector	% workers	18.30

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.91

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	11.63	9.92	10.69

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	18.66	13.02	15.53

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	19.17	8.69	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.42	1.70	3.12

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	1946
Number of female heads of state to date	number	3
Seats held in upper house	% total seats	n. a.

Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	

Indicator	0-1 (Equal rights)	Value
Access to justice	Near-equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Public spending on family benefits	% GDP	n. a.
Unmet family planning	% women 15-49	8.81
Early marriage	%	3.50
Mean age of women at birth of first child	years	28.20

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		135.00	7.00	230.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.

Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n. a.
---	-------	-------	-------

Arts & Humanities	69.18	30.82	2.25
-------------------	-------	-------	------

Business, Admin. & Law	60.00	40.00	1.50
------------------------	-------	-------	------

Education	84.12	15.88	5.30
-----------	-------	-------	------

Engineering, Manuf. & Construction	38.53	61.47	0.63
------------------------------------	-------	-------	------

Health & Welfare	74.91	25.09	2.99
------------------	-------	-------	------

Information & Comm. Technologies	28.55	71.45	0.40
----------------------------------	-------	-------	------

Natural Sci., Mathematics & Statistics	71.16	28.84	2.47
--	-------	-------	------

Social Sci., Journalism & Information	n. a.	n. a.	n. a.
---------------------------------------	-------	-------	-------

Vocational training	23.32	25.95	0.90
---------------------	-------	-------	------

PhD graduates	0.36	0.14	0.26
---------------	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

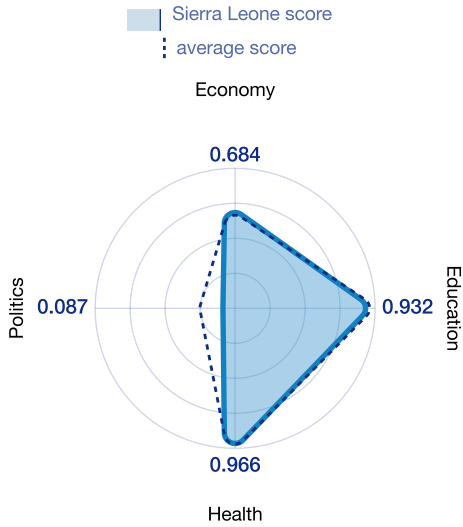
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	23.70
Births attended by skilled personnel	% live births	99.90
Maternal mortality	deaths per 100,000 live births	12.00
Total fertility rate	births per woman	1.48

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.667	112th	0.672	109th
Economic Participation and Opportunity	0.684	78th	0.718	56th
Educational Attainment	0.932	124th	0.921	124th
Health and Survival	0.966	104th	0.966	103rd
Political Empowerment	0.087	128th	0.083	131st

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	78th	0.684		-	Min	Max	-
Labour-force participation rate %	9th	0.911		-5.07	51.58	56.65	0-100
Wage equality for similar work 1-7 (best)	60th	0.653		-	-	-	-
Estimated earned income int'l \$ 1,000	32nd	0.743		-0.48	1.38	1.85	0-150
Legislators, senior officials and managers %	63rd	0.560		-28.17	35.91	64.08	0-100
Professional and technical workers %	123rd	0.435		-39.36	30.32	69.68	0-100
Educational Attainment	124th	0.932		-	-	-	-
Literacy rate %	134th	0.725		-	-	-	-
Enrolment in primary education %	1st	1.000		0.20	98.26	98.46	0-100
Enrolment in secondary education %	110th	0.966		-1.47	41.06	42.53	0-200
Enrolment in tertiary education %	-	-		-	-	-	-
Health and Survival	104th	0.966		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	113th	1.015		-	-	-	-
Political Empowerment	128th	0.087		-	-	-	-
Women in parliament %	125th	0.149		-74.00	13.00	87.00	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)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	4.04
GDP per capita	constant '17, intl. \$ 1000	1.61
Population sex ratio	female/male	1.00
Population growth rate	%	2.24

Indicator	Million people	Female	Male	Value
Total population		4.29	4.31	8.61

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries 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	15.90
Share of workers in informal sector	% workers	93.10

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		3.47

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	2.25	4.37	3.27

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	28.42	21.61	25.16

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.08	1.06	2.14

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	1961
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	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	24.80
Early marriage	%	19.00
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Restricted rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		84.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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

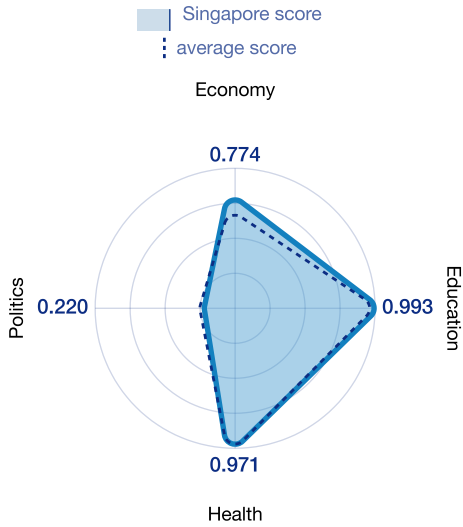
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	45.30
Births attended by skilled personnel	% live births	86.90
Maternal mortality	deaths per 100,000 live births	1.12
Total fertility rate	births per woman	4.08

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.739	49th	0.734	49th
Economic Participation and Opportunity	0.774	23rd	0.765	28th
Educational Attainment	0.993	72nd	0.993	65th
Health and Survival	0.971	66th	0.963	123rd
Political Empowerment	0.220	68th	0.217	66th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	23rd	0.774		-	Min	Max	-
Labour-force participation rate %	54th	0.835		-12.65	63.85	76.50	0-100
Wage equality for similar work 1-7 (best)	6th	0.783		-	-	-	-
Estimated earned income intl \$ 1,000	30th	0.747		-30.53	90.07	120.60	0-150
Legislators, senior officials and managers %	48th	0.616		-23.72	38.14	61.86	0-100
Professional and technical workers %	85th	0.893		-5.65	47.17	52.83	0-100
Educational Attainment	72nd	0.993		-	-	-	-
Literacy rate %	90th	0.972		-	-	-	-
Enrolment in primary education %	1st	1.000		0.14	99.73	99.87	0-100
Enrolment in secondary education %	88th	0.991		-0.94	102.72	103.66	0-200
Enrolment in tertiary education %	1st	1.000		9.89	88.38	98.27	0-200
Health and Survival	66th	0.971		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	80th	1.032		-	-	-	-
Political Empowerment	68th	0.220		-	-	-	-
Women in parliament %	56th	0.410		-41.80	29.10	70.90	0-100
Women in ministerial positions %	106th	0.154		-73.33	13.33	86.67	0-100
Years with female/male head of state (last 50)	31st	0.123		-39.07	5.46	44.54	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	396.99
GDP per capita	constant '17, intl. \$ 1000	106.03
Population sex ratio	female/male	0.91
Population growth rate	%	-4.17

Indicator	Million people	Female	Male	Value
Total population		2.85	3.13	5.98

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	n. a.

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.74

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	5.14	4.33	4.71

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	14.11	7.68	10.71

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.04	1.19	2.23

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	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1965
Number of female heads of state to date	number	1
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	%	0.40
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		84.00	14.00	28.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.

Agri., Forestry, Fisheries & Veterinary	64.96	35.04	1.85
---	-------	-------	------

Arts & Humanities	65.91	34.09	1.93
-------------------	-------	-------	------

Business, Admin. & Law	58.27	41.73	1.40
------------------------	-------	-------	------

Education	83.21	16.79	4.95
-----------	-------	-------	------

Engineering, Manuf. & Construction	n. a.	n. a.	n. a.
------------------------------------	-------	-------	-------

Health & Welfare	n. a.	n. a.	n. a.
------------------	-------	-------	-------

Information & Comm. Technologies	32.22	67.78	0.48
----------------------------------	-------	-------	------

Natural Sci., Mathematics & Statistics	61.72	38.28	1.61
--	-------	-------	------

Social Sci., Journalism & Information	65.76	34.24	1.92
---------------------------------------	-------	-------	------

Vocational training	22.55	24.46	0.92
---------------------	-------	-------	------

PhD graduates	n. a.	n. a.	n. a.
---------------	-------	-------	-------

Graduates	%	Female	Male	Value
Graduates from tertiary education		72.57	57.63	64.69

PhD graduates	n. a.	n. a.	n. a.
---------------	-------	-------	-------

Health

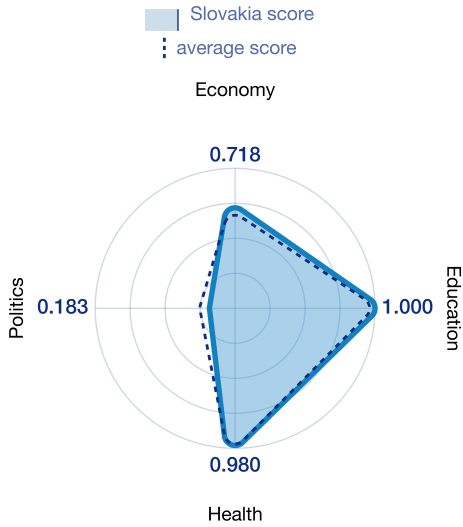
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	6.10
Births attended by skilled personnel	% live births	99.60
Maternal mortality	deaths per 100,000 live births	8.00
Total fertility rate	births per woman	1.10

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.720	63rd	0.717	67th
Economic Participation and Opportunity	0.718	50th	0.699	70th
Educational Attainment	1.000	1st	1.000	24th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.183	80th	0.189	83rd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	50th	0.718		-	Min	Max	-
Labour-force participation rate %	56th	0.830		-11.25	55.08	66.33	0-100
Wage equality for similar work 1-7 (best)	86th	0.611		-	-	-	-
Estimated earned income int'l \$ 1,000	55th	0.680		-12.17	25.92	38.09	0-150
Legislators, senior officials and managers %	50th	0.613		-24.01	37.99	62.01	0-100
Professional and technical workers %	1st	1.000		12.52	43.74	56.26	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.23	-	96.99	97.22
Enrolment in secondary education %	1st	1.000		1.05	90.08	91.14	0-200
Enrolment in tertiary education %	1st	1.000		18.71	38.51	57.22	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	80th	0.183		-	-	-	-
Women in parliament %	87th	0.282		-56.00	22.00	78.00	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)	32nd	0.122		-39.09	5.46	44.55	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	116.53
GDP per capita	constant '17, intl. \$ 1000	31.87
Population sex ratio	female/male	1.05
Population growth rate	%	-0.21

Indicator	Million people	Female	Male	Value
Total population		2.89	2.76	5.64

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	11.70
Share of women's membership in boards	% (OECD countries only)	27.70
Firms with female majority ownership	% firms	11.80
Firms with female top managers	% firms	22.90
Share of workers in informal sector	% workers	16.30

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.69

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	6.50	6.00	6.20

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	36.04	21.87	28.51

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.25	1.38	2.63

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	1993
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	n. a.

Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	

Indicator	0-1 (Equal rights)	Value
Access to justice	Near-equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Public spending on family benefits	% GDP	1.79
Unmet family planning	% women 15-49	n. a.
Early marriage	%	1.10
Mean age of women at birth of first child	years	27.20

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		238.00	0	899.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		35.22	64.78	0.54

Graduates	Attainment %	Female	Male	Parity
Agri., Forestry, Fisheries & Veterinary		59.28	40.72	1.46

Graduates	Attainment %	Female	Male	Parity
Arts & Humanities		68.39	31.61	2.16

Graduates	Attainment %	Female	Male	Parity
Business, Admin. & Law		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Education		81.80	18.20	4.50

Graduates	Attainment %	Female	Male	Parity
Engineering, Manuf. & Construction		28.16	71.84	0.39

Graduates	Attainment %	Female	Male	Parity
Health & Welfare		77.00	23.00	3.35

Graduates	Attainment %	Female	Male	Parity
Information & Comm. Technologies		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Natural Sci., Mathematics & Statistics		63.71	36.29	1.76

Graduates	Attainment %	Female	Male	Parity
Social Sci., Journalism & Information		70.79	29.21	2.42

Graduates	Attainment %	Female	Male	Parity
Vocational training		21.27	24.50	0.87

Graduates	Attainment %	Female	Male	Parity
PhD graduates		0.76	0.92	0.84

Graduates	%	Female	Male	Value
Graduates from tertiary education		42.10	24.71	33.18

Health

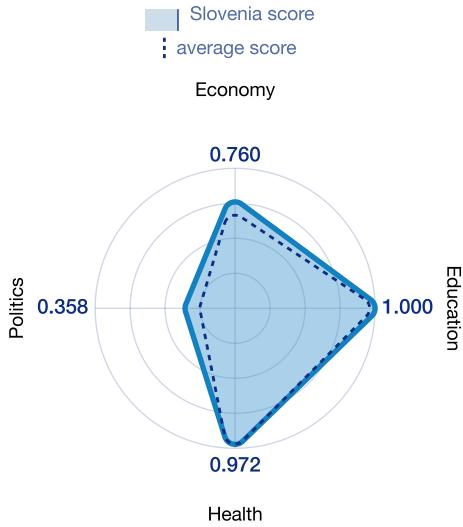
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	23.00
Births attended by skilled personnel	% live births	98.20
Maternal mortality	deaths per 100,000 live births	5.00
Total fertility rate	births per woman	1.57

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.773	29th	0.744	39th
Economic Participation and Opportunity	0.760	30th	0.802	12th
Educational Attainment	1.000	1st	1.000	26th
Health and Survival	0.972	63rd	0.977	48th
Political Empowerment	0.358	36th	0.197	79th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	30th	0.760		-	Min	Max	-
Labour-force participation rate %	35th	0.860		-8.81	54.05	62.86	0-100
Wage equality for similar work 1-7 (best)	21st	0.735		-	-	-	-
Estimated earned income int'l \$ 1,000	35th	0.737		-12.10	33.95	46.05	0-150
Legislators, senior officials and managers %	76th	0.515		-32.02	33.99	66.01	0-100
Professional and technical workers %	1st	1.000		8.55	45.72	54.28	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.81	-	98.81	99.62
Enrolment in secondary education %	1st	1.000		1.74	111.13	112.87	0-200
Enrolment in tertiary education %	1st	1.000		29.13	65.88	95.01	0-200
Health and Survival	63rd	0.972		-	-	-	-
Sex ratio at birth** %	125th	0.938		-	-	-	-
Healthy life expectancy** years	54th	1.050		-	-	-	-
Political Empowerment	36th	0.358		-	-	-	-
Women in parliament %	33rd	0.608		-24.40	37.80	62.20	0-100
Women in ministerial positions %	28th	0.625		-23.08	38.46	61.54	0-100
Years with female/male head of state (last 50)	57th	0.035		-46.62	1.69	48.31	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	61.75
GDP per capita	constant '17, intl. \$ 1000	40.04
Population sex ratio	female/male	0.99
Population growth rate	%	0.27

Indicator	Million people	Female	Male	Value
Total population		1.05	1.07	2.12

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	8.19
Share of women's membership in boards	% (OECD countries only)	19.40
Firms with female majority ownership	% firms	11.10
Firms with female top managers	% firms	18.80
Share of workers in informal sector	% workers	7.70

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.47

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	4.30	3.80	4.00

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	33.42	23.31	27.93

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.44	0.52	0.95

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	1946
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	17.50

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	1.81
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.20
Mean age of women at birth of first child	years	29.00

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		105.00	30.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		33.32	66.68	0.50

Graduates	Attainment %	Female	Male	Parity
Agri., Forestry, Fisheries & Veterinary		58.62	41.38	1.42

Graduates	Attainment %	Female	Male	Parity
Arts & Humanities		68.02	31.98	2.13

Graduates	Attainment %	Female	Male	Parity
Business, Admin. & Law		65.74	34.26	1.92

Graduates	Attainment %	Female	Male	Parity
Education		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Engineering, Manuf. & Construction		26.73	73.27	0.36

Graduates	Attainment %	Female	Male	Parity
Health & Welfare		77.69	22.31	3.48

Graduates	Attainment %	Female	Male	Parity
Information & Comm. Technologies		14.08	85.92	0.16

Graduates	Attainment %	Female	Male	Parity
Natural Sci., Mathematics & Statistics		61.44	38.56	1.59

Graduates	Attainment %	Female	Male	Parity
Social Sci., Journalism & Information		70.44	29.56	2.38

Graduates	Attainment %	Female	Male	Parity
Vocational training		31.00	39.03	0.79

Graduates	Attainment %	Female	Male	Parity
PhD graduates		3.89	3.27	3.58

Graduates	%	Female	Male	Value
Graduates from tertiary education		59.96	34.01	46.49

Health

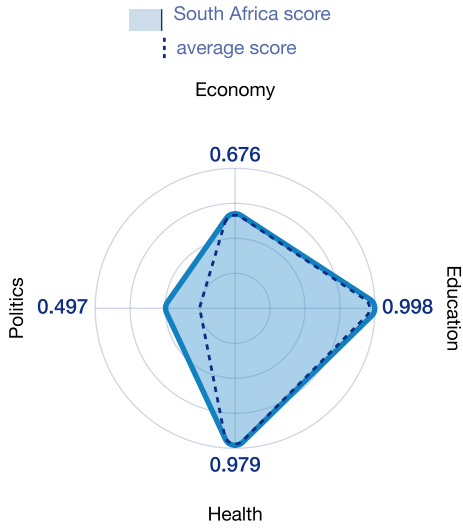
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	13.00
Births attended by skilled personnel	% live births	n. a.
Maternal mortality	deaths per 100,000 live births	7.00
Total fertility rate	births per woman	1.60

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.787	20th	0.782	20th
Economic Participation and Opportunity	0.676	81st	0.649	92nd
Educational Attainment	0.998	43rd	0.998	41st
Health and Survival	0.979	29th	0.979	32nd
Political Empowerment	0.497	13th	0.502	12th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	81st	0.676		-	Min	Max	-
Labour-force participation rate %	66th	0.795		-12.80	49.56	62.36	0-100
Wage equality for similar work 1-7 (best)	111th	0.549		-	-	-	-
Estimated earned income int'l \$ 1,000	42nd	0.714		-4.45	11.14	15.60	0-150
Legislators, senior officials and managers %	88th	0.462		-36.76	31.62	68.38	0-100
Professional and technical workers %	1st	1.000		5.07	47.46	52.54	0-100
Educational Attainment	43rd	0.998		-	-	-	-
Literacy rate %	79th	0.989		-	-	-	-
Enrolment in primary education %	1st	1.000		2.14	87.26	89.41	0-100
Enrolment in secondary education %	1st	1.000		8.71	97.78	106.49	0-200
Enrolment in tertiary education %	1st	1.000		10.67	18.93	29.60	0-200
Health and Survival	29th	0.979		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	40th	1.057		-	-	-	-
Political Empowerment	13th	0.497		-	-	-	-
Women in parliament %	9th	0.862		-7.40	46.30	53.70	0-100
Women in ministerial positions %	13th	0.929		-3.70	48.15	51.85	0-100
Years with female/male head of state (last 50)	79th	0.000		-49.99	0.00	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	419.02
GDP per capita	constant '17, intl. \$ 1000	13.31
Population sex ratio	female/male	1.06
Population growth rate	%	1.00

Indicator	Million people	Female	Male	Value
Total population		30.73	29.17	59.89

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	34.00
Firms with female majority ownership	% firms	8.70
Firms with female top managers	% firms	38.50
Share of workers in informal sector	% workers	41.60

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.55

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	31.27	27.90	29.44

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	18.28	11.20	14.38

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		10.19	11.86	22.05

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	1930, 1984, 1994
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	44.40

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	14.90
Early marriage	%	6.30
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		120.00	10.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		42.76	57.24	0.75
Agri., Forestry, Fisheries & Veterinary		52.22	47.78	1.09
Arts & Humanities		61.96	38.04	1.63
Business, Admin. & Law		57.28	42.72	1.34
Education		76.12	23.88	3.19
Engineering, Manuf. & Construction		32.24	67.76	0.48
Health & Welfare		74.89	25.11	2.98
Information & Comm. Technologies		38.43	61.57	0.62
Natural Sci., Mathematics & Statistics		56.35	43.65	1.29
Social Sci., Journalism & Information		68.30	31.70	2.15
Vocational training		2.31	2.00	1.16
PhD graduates		0.18	0.92	0.69

Graduates	%	Female	Male	Value
Graduates from tertiary education		15.77	9.32	12.52

Health

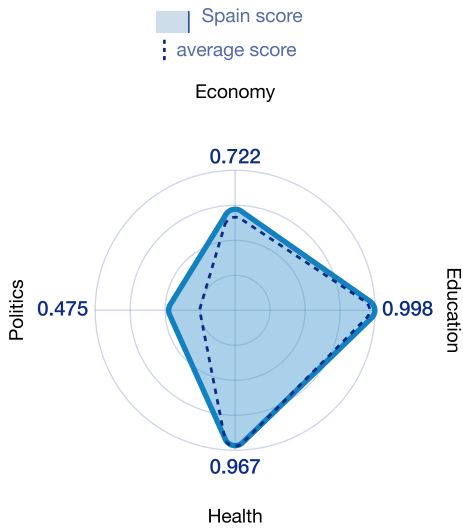
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	20.60
Births attended by skilled personnel	% live births	96.70
Maternal mortality	deaths per 100,000 live births	119.00
Total fertility rate	births per woman	2.40

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.791	18th	0.788	17th
Economic Participation and Opportunity	0.722	48th	0.709	64th
Educational Attainment	0.998	39th	0.998	36th
Health and Survival	0.967	98th	0.965	107th
Political Empowerment	0.475	18th	0.481	17th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	48th	0.722		-	Min	Max	-
Labour-force participation rate %	41st	0.847		-9.60	53.10	62.70	0-100
Wage equality for similar work 1-7 (best)	64th	0.650		-	-	-	-
Estimated earned income int'l \$ 1,000	43rd	0.709		-12.96	31.56	44.52	0-150
Legislators, senior officials and managers %	82nd	0.500		-33.35	33.33	66.68	0-100
Professional and technical workers %	1st	1.000		2.19	48.91	51.10	0-100
Educational Attainment	39th	0.998		-	-	-	-
Literacy rate %	76th	0.992		-	-	-	-
Enrolment in primary education %	1st	1.000		0.38	97.96	98.34	0-100
Enrolment in secondary education %	1st	1.000		3.61	123.08	126.70	0-200
Enrolment in tertiary education %	1st	1.000		20.34	86.04	106.39	0-200
Health and Survival	98th	0.967		-	-	-	-
Sex ratio at birth** %	115th	0.943		-	-	-	-
Healthy life expectancy** years	100th	1.022		-	-	-	-
Political Empowerment	18th	0.475		-	-	-	-
Women in parliament %	20th	0.736		-15.20	42.40	57.60	0-100
Women in ministerial positions %	1st	1.000		27.27	36.36	63.64	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	1,427.38		
GDP per capita	constant '17, intl. \$ 1000	37.91		
Population sex ratio	female/male	1.04		
Population growth rate	%	0.11		
Indicator	Million people	Female	Male	Value
Total population		24.25	23.31	47.56

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	8.09
Share of women's membership in boards	% (OECD countries only)	32.60
Firms with female majority ownership	% firms	10.10
Firms with female top managers	% firms	17.60
Share of workers in informal sector	% workers	6.20

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.92

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	14.90	11.40	13.00
Workers employed part-time	% of employed people	45.58	27.87	36.04
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		10.32	11.48	21.79

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	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1931
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	39.30

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	1.27
Unmet family planning	% women 15-49	n. a.
Early marriage	%	4.00
Mean age of women at birth of first child	years	31.20
Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		112.00	112.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		29.56	70.44	0.42
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		59.05	40.95	1.44
Business, Admin. & Law		55.87	44.13	1.27
Education		76.10	23.90	3.18
Engineering, Manuf. & Construction		26.61	73.39	0.36
Health & Welfare		72.59	27.41	2.65
Information & Comm. Technologies		12.97	87.03	0.15
Natural Sci., Mathematics & Statistics		49.94	50.06	1.00
Social Sci., Journalism & Information		63.97	36.03	1.78
Vocational training		14.72	19.07	0.77
PhD graduates		0.75	1.03	0.88

Graduates	%	Female	Male	Value
Graduates from tertiary education		57.81	37.02	47.17

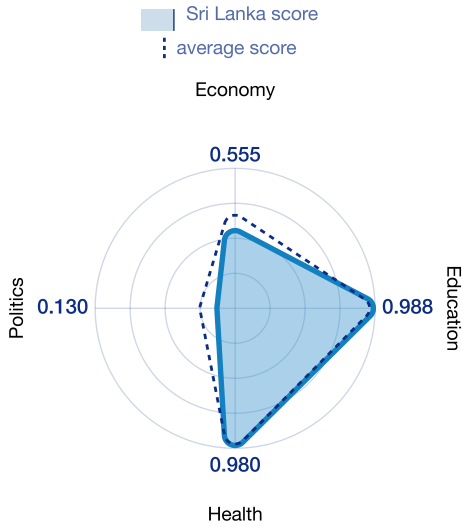
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	13.00
Births attended by skilled personnel	% live births	99.90
Maternal mortality	deaths per 100,000 live births	4.00
Total fertility rate	births per woman	1.23
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.663	115th	0.670	110th
Economic Participation and Opportunity	0.555	124th	0.556	122nd
Educational Attainment	0.988	85th	0.988	80th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.130	106th	0.157	93rd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	124th	0.555		-	Min	Max	-
Labour-force participation rate %	133rd	0.445		-39.84	31.96	71.80	0-100
Wage equality for similar work 1-7 (best)	42nd	0.695		-	-	-	-
Estimated earned income int'l \$ 1,000	132nd	0.389		-11.98	7.62	19.59	0-150
Legislators, senior officials and managers %	105th	0.370		-45.97	27.01	72.99	0-100
Professional and technical workers %	82nd	0.905		-5.00	47.50	52.50	0-100
Educational Attainment	85th	0.988		-	-	-	-
Literacy rate %	85th	0.982		-	-	-	-
Enrolment in primary education %	99th	0.982		-1.77	96.53	98.30	0-100
Enrolment in secondary education %	1st	1.000		4.59	98.04	102.63	0-200
Enrolment in tertiary education %	1st	1.000		9.71	17.29	27.00	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	106th	0.130		-	-	-	-
Women in parliament %	138th	0.056		-89.40	5.30	94.70	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)	14th	0.255		-29.71	10.15	39.85	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	88.93
GDP per capita	constant '17, intl. \$ 1000	13.39
Population sex ratio	female/male	1.08
Population growth rate	%	1.08

Indicator	Million people	Female	Male	Value
Total population		11.32	10.52	21.83

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	67.20

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.71

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	8.64	4.22	5.74

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	42.33	30.53	34.41

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		2.54	4.99	7.53

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	Restricted rights	◇
Access to non-land assets	Near-equal rights	◇

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1948
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	n. a.

Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	

Indicator	0-1 (Equal rights)	Value
Access to justice	Near-equal rights	◇
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Public spending on family benefits	% GDP	n. a.
Unmet family planning	% women 15-49	7.50
Early marriage	%	10.60
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Restricted rights	◇

Indicator	Days	Female	Male	Value
Length of parental leave		84.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		40.57	59.43	0.68

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	72.85	27.15	2.68
-----------	-------	-------	------

Engineering, Manuf. & Construction	28.44	71.56	0.40
------------------------------------	-------	-------	------

Health & Welfare	n. a.	n. a.	n. a.
------------------	-------	-------	-------

Information & Comm. Technologies	37.64	62.36	0.60
----------------------------------	-------	-------	------

Natural Sci., Mathematics & Statistics	56.87	43.13	1.32
--	-------	-------	------

Social Sci., Journalism & Information	n. a.	n. a.	n. a.
---------------------------------------	-------	-------	-------

Vocational training	3.42	4.33	0.79
---------------------	------	------	------

PhD graduates	n. a.	n. a.	n. a.
---------------	-------	-------	-------

Graduates	%	Female	Male	Value
Graduates from tertiary education		15.60	8.67	12.16

Health

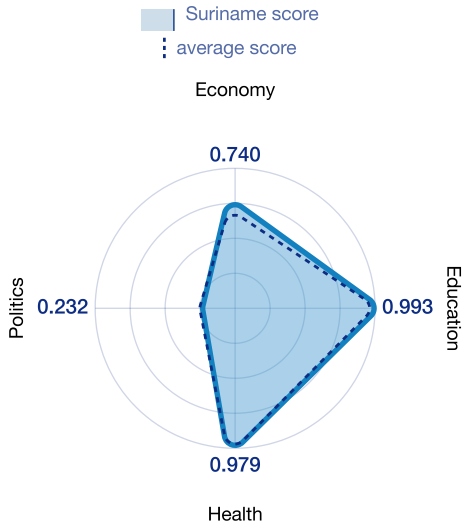
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	16.60
Births attended by skilled personnel	% live births	99.50
Maternal mortality	deaths per 100,000 live births	36.00
Total fertility rate	births per woman	2.00

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.736	52nd	0.737	44th
Economic Participation and Opportunity	0.740	37th	0.731	46th
Educational Attainment	0.993	70th	0.992	69th
Health and Survival	0.979	31st	0.973	61st
Political Empowerment	0.232	66th	0.253	53rd

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	37th	0.740		-	Min	Max	-
Labour-force participation rate %	102nd	0.673		-22.00	45.34	67.34	0-100
Wage equality for similar work 1-7 (best)	-	-		-	-	-	-
Estimated earned income int'l \$ 1,000	72nd	0.642		-6.44	11.56	18.00	0-150
Legislators, senior officials and managers %	23rd	0.762		-13.51	43.25	56.75	0-100
Professional and technical workers %	1st	1.000		13.65	43.17	56.83	0-100
Educational Attainment	70th	0.993		-	-	-	-
Literacy rate %	94th	0.968		-	-	-	-
Enrolment in primary education %	1st	1.000		2.81	81.37	84.19	0-100
Enrolment in secondary education %	1st	1.000		13.91	63.96	77.87	0-200
Enrolment in tertiary education %	-	-		-	-	-	-
Health and Survival	31st	0.979		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	42nd	1.057		-	-	-	-
Political Empowerment	66th	0.232		-	-	-	-
Women in parliament %	55th	0.416		-41.20	29.40	70.60	0-100
Women in ministerial positions %	51st	0.417		-41.18	29.41	70.59	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	2.98		
GDP per capita	constant '17, intl. \$ 1000	14.77		
Population sex ratio	female/male	1.01		
Population growth rate	%	0.97		
Indicator	Million people	◆ Female	◆ Male	Value
Total population		0.31	0.31	0.62

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	15.30
Firms with female top managers	% firms	11.90
Share of workers in informal sector	% workers	52.10
Indicator	1-7 (best)	Value
Advancement of women to leadership roles		3.79

Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	11.32	5.65	8.00
Workers employed part-time	% of employed people	44.83	27.49	34.39
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.07	0.10	0.18

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services		n. a.
Inheritance rights for widows and daughters		n. a.
Access to land assets		n. a.
Access to non-land assets		n. a.

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1975
Number of female heads of state to 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		n. a.
Freedom of movement		n. a.

Family and care

Indicator	Unit	Value		
Public spending on family benefits	% GDP	n. a.		
Unmet family planning	% women 15-49	28.43		
Early marriage	%	n. a.		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		n. a.		
Indicator	Days	◆ Female	◆ Male	Value
Length of parental leave		112.00	8.00	0

Education and skills

Graduates	Attainment %	◆ Female	◆ Male	Parity
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		17.10	19.73	0.87
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	◆ Female	◆ Male	Value
Graduates from tertiary education		n. a.	n. a.	n. a.

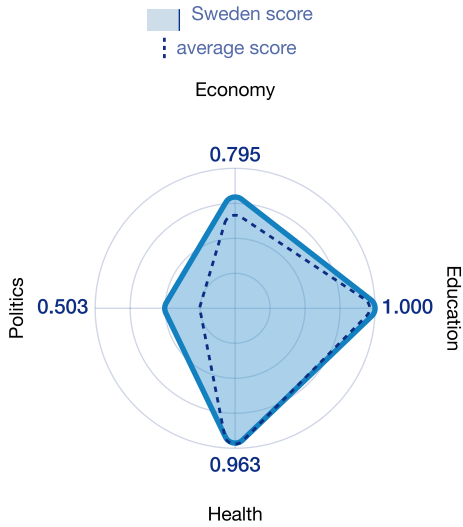
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	n. a.
Births attended by skilled personnel	% live births	98.40
Maternal mortality	deaths per 100,000 live births	120.00
Total fertility rate	births per woman	2.37
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy		n. a.

*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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.815	5th	0.822	5th
Economic Participation and Opportunity	0.795	15th	0.812	5th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.963	118th	0.963	124th
Political Empowerment	0.503	11th	0.515	10th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	15th	0.795		-	Min	Max	-
Labour-force participation rate %	11th	0.903		-6.82	63.25	70.07	0-100
Wage equality for similar work 1-7 (best)	43rd	0.694		-	-	-	-
Estimated earned income int'l \$ 1,000	27th	0.753		-15.06	46.02	61.08	0-150
Legislators, senior officials and managers %	24th	0.754		-14.05	42.99	57.04	0-100
Professional and technical workers %	1st	1.000		3.80	48.10	51.90	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	1st	1.000		11.87	139.83	151.70	0-200
Enrolment in tertiary education %	1st	1.000		39.69	65.29	104.98	0-200
Health and Survival	118th	0.963		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	129th	1.006		-	-	-	-
Political Empowerment	11th	0.503		-	-	-	-
Women in parliament %	8th	0.866		-7.20	46.40	53.60	0-100
Women in ministerial positions %	14th	0.917		-4.35	47.83	52.17	0-100
Years with female/male head of state (last 50)	66th	0.018		-48.24	0.88	49.12	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	635.66
GDP per capita	constant '17, intl. \$ 1000	53.61
Population sex ratio	female/male	0.99
Population growth rate	%	0.60

Indicator	Million people	Female	Male	Value
Total population		5.23	5.32	10.55

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	7.42
Share of women's membership in boards	% (OECD countries only)	37.90
Firms with female majority ownership	% firms	8.60
Firms with female top managers	% firms	14.00
Share of workers in informal sector	% workers	3.20

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.34

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	8.10	7.10	7.60

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	53.77	41.08	47.04

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		2.36	2.65	5.01

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	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	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	3.42
Unmet family planning	% women 15-49	8.50
Early marriage	%	0.30
Mean age of women at birth of first child	years	29.70

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		0	14.00	300.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		35.48	64.52	0.55

Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n. a.
---	-------	-------	-------

Arts & Humanities	62.80	37.20	1.69
-------------------	-------	-------	------

Business, Admin. & Law	64.36	35.64	1.81
------------------------	-------	-------	------

Education	79.71	20.29	3.93
-----------	-------	-------	------

Engineering, Manuf. & Construction	32.77	67.23	0.49
------------------------------------	-------	-------	------

Health & Welfare	80.80	19.20	4.21
------------------	-------	-------	------

Information & Comm. Technologies	n. a.	n. a.	n. a.
----------------------------------	-------	-------	-------

Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.
--	-------	-------	-------

Social Sci., Journalism & Information	n. a.	n. a.	n. a.
---------------------------------------	-------	-------	-------

Vocational training	11.81	16.34	0.72
---------------------	-------	-------	------

PhD graduates	1.03	1.56	1.29
---------------	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		68.18	33.98	50.52

Health

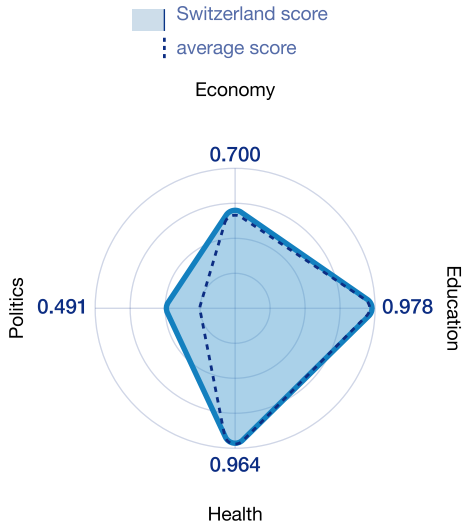
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	28.00
Births attended by skilled personnel	% live births	n. a.
Maternal mortality	deaths per 100,000 live births	4.00
Total fertility rate	births per woman	1.66

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.783	21st	0.795	13th
Economic Participation and Opportunity	0.700	63rd	0.729	47th
Educational Attainment	0.978	102nd	0.988	82nd
Health and Survival	0.964	115th	0.964	117th
Political Empowerment	0.491	14th	0.499	13th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	63rd	0.700		-	Min	Max	-
Labour-force participation rate %	37th	0.856		-10.45	62.23	72.68	0-100
Wage equality for similar work 1-7 (best)	38th	0.703		-	-	-	-
Estimated earned income int'l \$ 1,000	103rd	0.571		-38.88	51.73	90.60	0-150
Legislators, senior officials and managers %	89th	0.460		-36.98	31.51	68.49	0-100
Professional and technical workers %	74th	0.966		-1.71	49.15	50.85	0-100
Educational Attainment	102nd	0.978		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	122nd	0.947		-5.53	99.73	105.26	0-200
Enrolment in tertiary education %	1st	1.000		3.70	63.52	67.22	0-200
Health and Survival	115th	0.964		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	124th	1.009		-	-	-	-
Political Empowerment	14th	0.491		-	-	-	-
Women in parliament %	21st	0.715		-16.60	41.70	58.30	0-100
Women in ministerial positions %	20th	0.750		-14.29	42.86	57.14	0-100
Years with female/male head of state (last 50)	19th	0.190		-34.03	7.98	42.02	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	800.64
GDP per capita	constant '17, intl. \$ 1000	71.03
Population sex ratio	female/male	1.01
Population growth rate	%	0.75

Indicator	Million people	Female	Male	Value
Total population		4.40	4.34	8.74

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	13.80
Share of women's membership in boards	% (OECD countries only)	30.00
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	1.90

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.47

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	4.68	4.20	4.43

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	49.66	21.40	34.61

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	17.31	11.47	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		2.03	2.32	4.35

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	1971
Number of female heads of state to date	number	5
Seats held in upper house	% total seats	28.90

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	1.73
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.40
Mean age of women at birth of first child	years	31.10

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		98.00	14.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		22.32	77.68	0.29

Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n. a.
---	-------	-------	-------

Arts & Humanities	61.06	38.94	1.57
-------------------	-------	-------	------

Business, Admin. & Law	44.59	55.41	0.80
------------------------	-------	-------	------

Education	n. a.	n. a.	n. a.
-----------	-------	-------	-------

Engineering, Manuf. & Construction	15.99	84.01	0.19
------------------------------------	-------	-------	------

Health & Welfare	73.83	26.17	2.82
------------------	-------	-------	------

Information & Comm. Technologies	9.93	90.07	0.11
----------------------------------	------	-------	------

Natural Sci., Mathematics & Statistics	41.92	58.08	0.72
--	-------	-------	------

Social Sci., Journalism & Information	68.53	31.47	2.18
---------------------------------------	-------	-------	------

Vocational training	19.13	26.31	0.73
---------------------	-------	-------	------

PhD graduates	2.14	3.83	2.96
---------------	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		57.34	54.36	55.82

Health

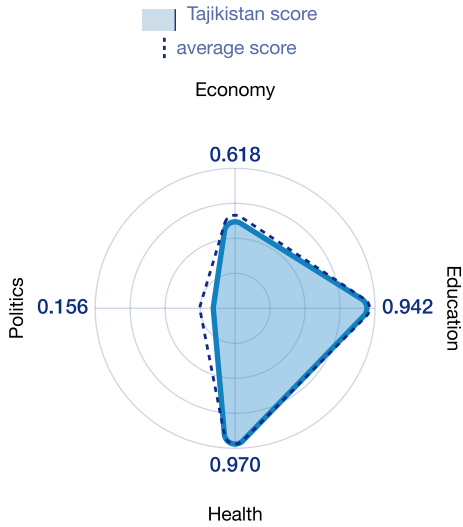
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	9.80
Births attended by skilled personnel	% live births	n. a.
Maternal mortality	deaths per 100,000 live births	5.00
Total fertility rate	births per woman	1.46

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.672	111th	0.663	114th
Economic Participation and Opportunity	0.618	105th	0.609	107th
Educational Attainment	0.942	121st	0.942	117th
Health and Survival	0.970	70th	0.969	84th
Political Empowerment	0.156	93rd	0.130	109th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	105th	0.618		-	Min	Max	-
Labour-force participation rate %	119th	0.617		-20.23	32.64	52.87	0-100
Wage equality for similar work 1-7 (best)	26th	0.723		-	-	-	-
Estimated earned income int'l \$ 1,000	124th	0.469		-2.81	2.49	5.30	0-150
Legislators, senior officials and managers %	-	-	-	-	-	-	-
Professional and technical workers %	-	-	-	-	-	-	-
Educational Attainment	121st	0.942		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	94th	0.987		-1.24	97.51	98.75	0-100
Enrolment in secondary education %	128th	0.901		-9.17	83.81	92.98	0-200
Enrolment in tertiary education %	122nd	0.757		-8.62	26.85	35.47	0-200
Health and Survival	70th	0.970		-	-	-	-
Sex ratio at birth** %	117th	0.941		-	-	-	-
Healthy life expectancy** years	75th	1.038		-	-	-	-
Political Empowerment	93rd	0.156		-	-	-	-
Women in parliament %	73rd	0.370		-46.00	27.00	73.00	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)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators				
Indicator	Unit		Value	
GDP	US\$ billions		8.75	
GDP per capita	constant '17, intl. \$ 1000		3.90	
Population sex ratio	female/male		0.99	
Population growth rate	%		2.14	
Indicator	Million people	◆ Female	◆ Male	Value
Total population		4.94	5.01	9.95

Work participation and leadership			
Indicator	Unit		Value
Gender pay gap	% (OECD countries only)		n. a.
Share of women's membership in boards	% (OECD countries only)		n. a.
Firms with female majority ownership	% firms		6.20
Firms with female top managers	% firms		6.60
Share of workers in informal sector	% workers		n. a.

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.99

Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	n. a.	n. a.	n. a.
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.

Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.73	1.12	1.84

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		1991
Number of female heads of state to date	number		0
Seats held in upper house	% total seats		25.80

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		n. a.
Unmet family planning	% women 15-49		22.70
Early marriage	%		14.30
Mean age of women at birth of first child	years		23.20
Indicator	0-1 (Equal rights)		Value
Right to divorce		Restricted rights	◆

Indicator	Days	◆ Female	◆ Male	Value
Length of parental leave		140.00	0	0

Education and skills				
Graduates	Attainment %	◆ Female	◆ Male	Parity
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		3.19	7.79	5.47

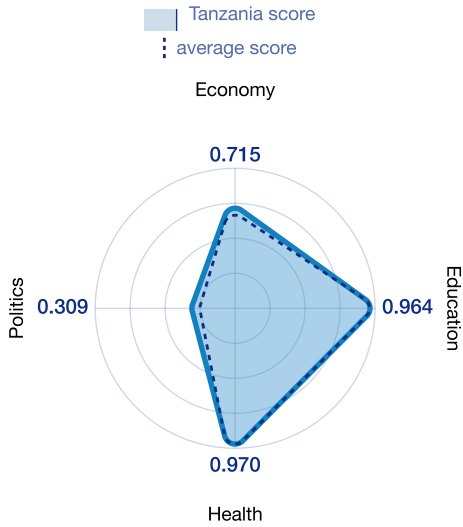
Graduates	%	◆ Female	◆ Male	Value
Graduates from tertiary education		n. a.	n. a.	n. a.

Health			
Indicator	Unit		Value
Prevalence of gender violence in lifetime	% women		20.30
Births attended by skilled personnel	% live births		94.80
Maternal mortality	deaths per 100,000 live births		17.00
Total fertility rate	births per woman		3.24
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.740	48th	0.719	64th
Economic Participation and Opportunity	0.715	53rd	0.705	65th
Educational Attainment	0.964	108th	0.957	110th
Health and Survival	0.970	75th	0.970	80th
Political Empowerment	0.309	45th	0.245	60th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	53rd	0.715		-	Min	Max	-
Labour-force participation rate %	13th	0.896		-8.87	76.16	85.03	0-100
Wage equality for similar work 1-7 (best)	24th	0.725		-	-	-	-
Estimated earned income int'l \$ 1,000	3rd	0.903		-0.26	2.45	2.72	0-150
Legislators, senior officials and managers %	103rd	0.387		-44.17	27.91	72.09	0-100
Professional and technical workers %	122nd	0.456		-37.39	31.31	68.69	0-100
Educational Attainment	108th	0.964		-	-	-	-
Literacy rate %	111th	0.915		-	-	-	-
Enrolment in primary education %	1st	1.000		3.09	82.39	85.49	0-100
Enrolment in secondary education %	1st	1.000		2.27	27.54	29.81	0-200
Enrolment in tertiary education %	114th	0.836		-1.40	7.13	8.53	0-200
Health and Survival	75th	0.970		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	88th	1.028		-	-	-	-
Political Empowerment	45th	0.309		-	-	-	-
Women in parliament %	35th	0.597		-25.20	37.40	62.60	0-100
Women in ministerial positions %	50th	0.429		-40.00	30.00	70.00	0-100
Years with female/male head of state (last 50)	53rd	0.040		-46.11	1.95	48.06	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	67.84
GDP per capita	constant '17, intl. \$ 1000	2.58
Population sex ratio	female/male	1.02
Population growth rate	%	3.01

Indicator	Million people	Female	Male	Value
Total population		33.13	32.37	65.50

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	9.90
Firms with female top managers	% firms	14.00
Share of workers in informal sector	% workers	93.30

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.84

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.88	1.93	2.90

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	44.60	29.29	36.80

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	16.46	4.24	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		9.37	9.53	18.90

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	Uneven rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1961
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	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	22.10
Early marriage	%	25.30
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Restricted rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		84.00	3.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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		0.04	0.08	0.50
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Graduates from tertiary education		2.74	3.82	3.28

Health

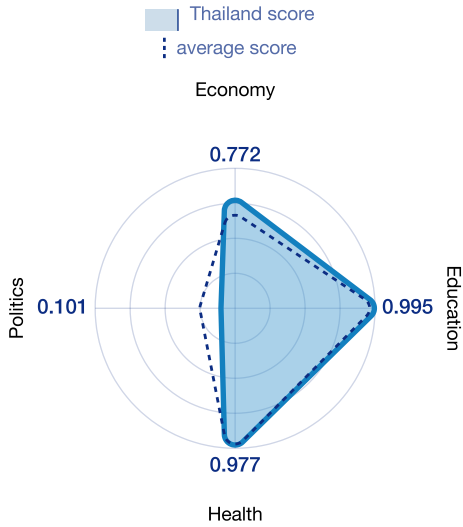
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	41.70
Births attended by skilled personnel	% live births	63.70
Maternal mortality	deaths per 100,000 live births	524.00
Total fertility rate	births per woman	4.80

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.711	74th	0.709	79th
Economic Participation and Opportunity	0.772	24th	0.795	15th
Educational Attainment	0.995	61st	0.979	92nd
Health and Survival	0.977	42nd	0.978	37th
Political Empowerment	0.101	120th	0.084	130th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	24th	0.772		-	Min	Max	-
Labour-force participation rate %	70th	0.787		-15.99	59.23	75.22	0-100
Wage equality for similar work 1-7 (best)	17th	0.740		-	-	-	-
Estimated earned income int'l \$ 1,000	12th	0.826		-3.27	15.49	18.76	0-150
Legislators, senior officials and managers %	66th	0.550		-29.01	35.50	64.50	0-100
Professional and technical workers %	1st	1.000		18.57	40.72	59.29	0-100
Educational Attainment	61st	0.995		-	-	-	-
Literacy rate %	91st	0.972		-	-	-	-
Enrolment in primary education %	1st	1.000		0.14	98.38	98.51	0-100
Enrolment in secondary education %	1st	1.000		6.09	97.33	103.41	0-200
Enrolment in tertiary education %	1st	1.000		13.64	37.31	50.96	0-200
Health and Survival	42nd	0.977		-	-	-	-
Sex ratio at birth** %	121st	0.940		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	120th	0.101		-	-	-	-
Women in parliament %	115th	0.199		-66.80	16.60	83.40	0-100
Women in ministerial positions %	135th	0.056		-89.47	5.26	94.74	0-100
Years with female/male head of state (last 50)	48th	0.058		-44.49	2.76	47.24	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	505.95
GDP per capita	constant '17, intl. \$ 1000	17.08
Population sex ratio	female/male	1.06
Population growth rate	%	0.18

Indicator	Million people	Female	Male	Value
Total population		36.89	34.81	71.70

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	33.40
Firms with female top managers	% firms	64.80
Share of workers in informal sector	% workers	65.00

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.37

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	1.12	0.89	1.00

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	21.76	21.03	21.36

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	11.83	3.75	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		16.81	19.10	35.91

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	n. a.
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	10.40

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	8.04
Early marriage	%	17.10
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		90.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		30.14	69.86	0.43

Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n. a.
---	-------	-------	-------

Arts & Humanities	65.19	34.81	1.87
-------------------	-------	-------	------

Business, Admin. & Law	n. a.	n. a.	n. a.
------------------------	-------	-------	-------

Education	71.68	28.32	2.53
-----------	-------	-------	------

Engineering, Manuf. & Construction	n. a.	n. a.	n. a.
------------------------------------	-------	-------	-------

Health & Welfare	n. a.	n. a.	n. a.
------------------	-------	-------	-------

Information & Comm. Technologies	47.85	52.15	0.92
----------------------------------	-------	-------	------

Natural Sci., Mathematics & Statistics	70.72	29.28	2.42
--	-------	-------	------

Social Sci., Journalism & Information	62.23	37.77	1.65
---------------------------------------	-------	-------	------

Vocational training	9.36	12.87	0.73
---------------------	------	-------	------

PhD graduates	0.05	0.13	0.09
---------------	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		31.29	19.45	25.32

Health

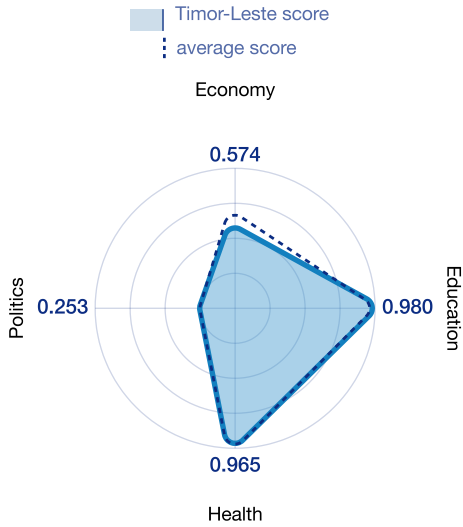
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	44.20
Births attended by skilled personnel	% live births	99.10
Maternal mortality	deaths per 100,000 live births	37.00
Total fertility rate	births per woman	1.34

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.693	95th	0.730	56th
Economic Participation and Opportunity	0.574	120th	0.721	55th
Educational Attainment	0.980	97th	0.977	95th
Health and Survival	0.965	106th	0.973	66th
Political Empowerment	0.253	60th	0.250	55th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	120th	0.574		-	Min	Max	-
Labour-force participation rate %	101st	0.674		-13.47	27.91	41.38	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	16th	0.798		-1.13	4.46	5.59	0-150
Legislators, senior officials and managers %	131st	0.153		-73.45	13.27	86.73	0-100
Professional and technical workers %	118th	0.516		-31.95	34.03	65.97	0-100
Educational Attainment	97th	0.980		-	-	-	-
Literacy rate %	112th	0.907		-	-	-	-
Enrolment in primary education %	1st	1.000		3.49	93.23	96.71	0-100
Enrolment in secondary education %	1st	1.000		8.59	82.54	91.13	0-200
Enrolment in tertiary education %	-	-	-	-	-	-	-
Health and Survival	106th	0.965		-	-	-	-
Sex ratio at birth** %	135th	0.934		-	-	-	-
Healthy life expectancy** years	76th	1.037		-	-	-	-
Political Empowerment	60th	0.253		-	-	-	-
Women in parliament %	26th	0.667		-20.00	40.00	60.00	0-100
Women in ministerial positions %	95th	0.188		-68.42	15.79	84.21	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	3.62
GDP per capita	constant '17, intl. \$ 1000	5.03
Population sex ratio	female/male	0.96
Population growth rate	%	1.60

Indicator	Million people	◆ Female	◆ Male	Value
Total population		0.66	0.68	1.34

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	23.40
Firms with female top managers	% firms	32.20
Share of workers in informal sector	% workers	80.60

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.62

Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	3.13	1.99	2.44

Indicator	Unit	◆ Female	◆ Male	Value
Workers employed part-time	% of employed people	38.22	32.45	34.76

Indicator	Unit	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.

Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.10	0.15	0.25

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Uneven rights ◆	
Inheritance rights for widows and daughters	Near-equal rights ◆	
Access to land assets	Uneven rights ◆	
Access to non-land assets	Near-equal rights ◆	

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	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	Yes	
Party membership quotas, voluntary	Yes	

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	25.30
Early marriage	%	8.00
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights ◆	

Indicator	Days	◆ Female	◆ Male	Value
Length of parental leave		84.00	7.00	0

Education and skills

Graduates	Attainment %	◆ Female	◆ Male	Parity
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.
---------------------------------------	-------	-------	-------

Graduates	%	◆ Female	◆ Male	Value
Vocational training		4.46	5.55	0.80

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	58.80
Births attended by skilled personnel	% live births	56.70
Maternal mortality	deaths per 100,000 live births	142.00
Total fertility rate	births per woman	3.25

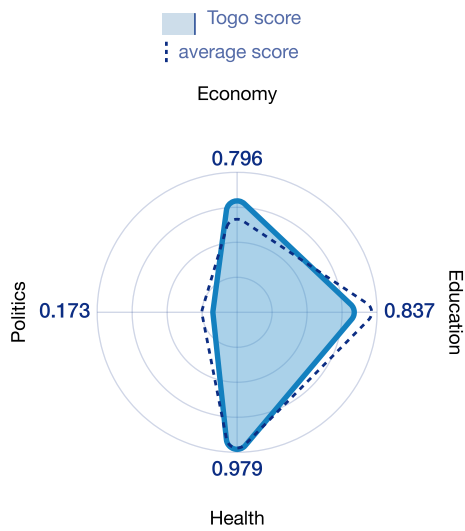
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Restricted rights ◆	

*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 2023 Edition

Overview



Index and Subindex

Global Gender Gap Index

	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.696	90th	0.697	91st
Economic Participation and Opportunity	0.796	13th	0.798	13th
Educational Attainment	0.837	136th	0.817	136th
Health and Survival	0.979	30th	0.979	33rd
Political Empowerment	0.173	86th	0.195	80th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	13th	0.796		-	Min	Max	-
Labour-force participation rate %	7th	0.923		-4.68	55.92	60.60	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	10th	0.830		-0.39	1.93	2.32	0-150
Legislators, senior officials and managers %	1st	1.000		40.22	29.89	70.11	0-100
Professional and technical workers %	135th	0.276		-56.73	21.63	78.37	0-100
Educational Attainment	136th	0.837		-	-	-	-
Literacy rate %	136th	0.688		-	-	-	-
Enrolment in primary education %	100th	0.982		-1.78	95.96	97.75	0-100
Enrolment in secondary education %	135th	0.813		-13.22	57.65	70.86	0-200
Enrolment in tertiary education %	130th	0.561		-8.66	11.06	19.71	0-200
Health and Survival	30th	0.979		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	41st	1.057		-	-	-	-
Political Empowerment	86th	0.173		-	-	-	-
Women in parliament %	100th	0.247		-60.40	19.80	80.20	0-100
Women in ministerial positions %	62nd	0.300		-53.85	23.08	76.92	0-100
Years with female/male head of state (last 50)	51st	0.051		-45.16	2.42	47.58	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	8.41		
GDP per capita	constant '17, intl. \$ 1000	2.12		
Population sex ratio	female/male	0.99		
Population growth rate	%	2.37		
Indicator	Million people	Female	Male	Value
Total population		4.40	4.45	8.85

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	10.70
Firms with female top managers	% firms	11.40
Share of workers in informal sector	% workers	90.10
Indicator	1-7 (best)	Value
Advancement of women to leadership roles		n. a.

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	2.99	5.00	3.96
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.

Indicator	Million people	Female	Male	Value
Labour-force		0.98	0.94	1.92

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	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	1
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	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	34.00		
Early marriage	%	13.80		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Unequal rights	◆		
Indicator	Days	Female	Male	Value
Length of parental leave		98.00	2.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Vocational training		2.35	3.47	0.68
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Graduates from tertiary education		n. a.	n. a.	n. a.

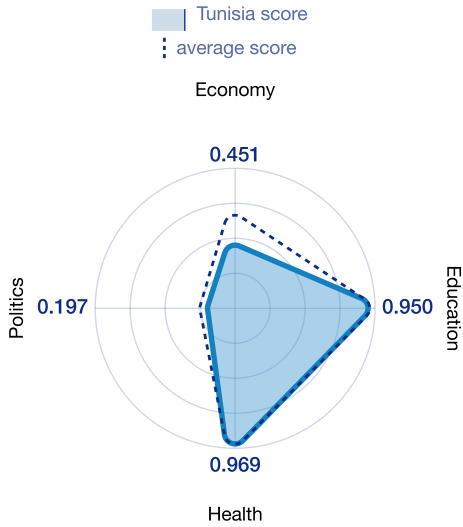
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	22.10
Births attended by skilled personnel	% live births	69.40
Maternal mortality	deaths per 100,000 live births	396.00
Total fertility rate	births per woman	4.32
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.642	128th	0.643	120th
Economic Participation and Opportunity	0.451	138th	0.445	140th
Educational Attainment	0.950	117th	0.943	115th
Health and Survival	0.969	81st	0.969	85th
Political Empowerment	0.197	77th	0.216	68th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Female	Male	
Economic Participation and Opportunity	138th	0.451		-	Min	Max	-
Labour-force participation rate %	137th	0.388		-41.78	26.49	68.27	0-100
Wage equality for similar work 1-7 (best)	49th	0.672		-	-	-	-
Estimated earned income int'l \$ 1,000	135th	0.305		-11.16	4.89	16.05	0-150
Legislators, senior officials and managers %	137th	0.118		-78.93	10.54	89.47	0-100
Professional and technical workers %	103rd	0.663		-20.28	39.86	60.14	0-100
Educational Attainment	117th	0.950		-	-	-	-
Literacy rate %	121st	0.859		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	1st	1.000		12.42	86.90	99.32	0-200
Enrolment in tertiary education %	1st	1.000		22.47	26.68	49.15	0-200
Health and Survival	81st	0.969		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	92nd	1.024		-	-	-	-
Political Empowerment	77th	0.197		-	-	-	-
Women in parliament %	-	-		-	-	-	-
Women in ministerial positions %	37th	0.500		-33.33	33.33	66.67	0-100
Years with female/male head of state (last 50)	61st	0.029		-47.23	1.39	48.61	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	46.69
GDP per capita	constant '17, intl. \$ 1000	10.40
Population sex ratio	female/male	1.02
Population growth rate	%	0.83

Indicator	Million people	Female	Male	Value
Total population		6.26	6.10	12.36

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
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	10.40
Share of workers in informal sector	% workers	61.30

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.59

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	22.77	12.61	15.56
Workers employed part-time	% of employed people	28.61	17.26	19.93
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		1.00	2.53	3.53

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	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	1957, 1959
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	Yes	

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	19.90
Early marriage	%	3.80
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Restricted rights	◇

Indicator	Days	Female	Male	Value
Length of parental leave		30.00	1.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		73.85	26.15	2.82
Arts & Humanities		79.91	20.09	3.98
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		75.38	24.62	3.06
Engineering, Manuf. & Construction		44.19	55.81	0.79
Health & Welfare		75.26	24.74	3.04
Information & Comm. Technologies		55.64	44.36	1.25
Natural Sci., Mathematics & Statistics		77.15	22.85	3.38
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Vocational training		n. a.	n. a.	n. a.
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Graduates from tertiary education		39.79	19.26	29.10

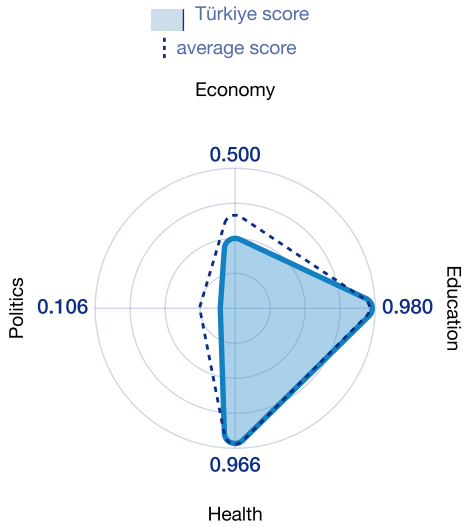
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	20.30
Births attended by skilled personnel	% live births	99.50
Maternal mortality	deaths per 100,000 live births	43.00
Total fertility rate	births per woman	2.11
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.638	129th	0.639	124th
Economic Participation and Opportunity	0.500	133rd	0.493	134th
Educational Attainment	0.980	99th	0.973	101st
Health and Survival	0.966	100th	0.966	99th
Political Empowerment	0.106	118th	0.123	112th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	133rd	0.500		-	Min	Max	-
Labour-force participation rate %	130th	0.467		-37.44	32.82	70.26	0-100
Wage equality for similar work 1-7 (best)	91st	0.603		-	-	-	-
Estimated earned income int'l \$ 1,000	128th	0.445		-24.17	19.36	43.53	0-150
Legislators, senior officials and managers %	119th	0.245		-60.70	19.65	80.35	0-100
Professional and technical workers %	98th	0.708		-17.06	41.47	58.53	0-100
Educational Attainment	99th	0.980		-	-	-	-
Literacy rate %	100th	0.953		-	-	-	-
Enrolment in primary education %	80th	0.996		-0.36	94.92	95.28	0-100
Enrolment in secondary education %	107th	0.973		-2.85	102.95	105.80	0-200
Enrolment in tertiary education %	106th	0.971		-3.43	115.36	118.79	0-200
Health and Survival	100th	0.966		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	108th	1.017		-	-	-	-
Political Empowerment	118th	0.106		-	-	-	-
Women in parliament %	110th	0.211		-65.20	17.40	82.60	0-100
Women in ministerial positions %	134th	0.063		-88.24	5.88	94.12	0-100
Years with female/male head of state (last 50)	49th	0.057		-44.60	2.70	47.30	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	819.04
GDP per capita	constant '17, intl. \$ 1000	31.47
Population sex ratio	female/male	1.00
Population growth rate	%	0.76

Indicator	Million people	Female	Male	Value
Total population		42.58	42.76	85.34

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	9.98
Share of women's membership in boards	% (OECD countries only)	18.00
Firms with female majority ownership	% firms	3.90
Firms with female top managers	% firms	3.90
Share of workers in informal sector	% workers	29.90

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.08

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	15.05	10.88	12.24

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	26.93	15.06	18.77

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	19.15	3.71	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		8.82	18.91	27.73

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	1930, 1934
Number of female heads of state to date	number	1
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	0.54
Unmet family planning	% women 15-49	11.60
Early marriage	%	6.70
Mean age of women at birth of first child	years	26.60

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		112.00	7.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		34.69	65.31	0.53

Agri., Forestry, Fisheries & Veterinary		43.62	56.38	0.77
---	--	-------	-------	------

Arts & Humanities		n. a.	n. a.	n. a.
-------------------	--	-------	-------	-------

Business, Admin. & Law		47.00	53.00	0.89
------------------------	--	-------	-------	------

Education		64.03	35.97	1.78
-----------	--	-------	-------	------

Engineering, Manuf. & Construction		27.13	72.87	0.37
------------------------------------	--	-------	-------	------

Health & Welfare		66.97	33.03	2.03
------------------	--	-------	-------	------

Information & Comm. Technologies		n. a.	n. a.	n. a.
----------------------------------	--	-------	-------	-------

Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
--	--	-------	-------	-------

Social Sci., Journalism & Information		53.12	46.88	1.13
---------------------------------------	--	-------	-------	------

Vocational training		20.67	23.16	0.89
---------------------	--	-------	-------	------

PhD graduates		0.34	0.50	0.42
---------------	--	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		43.75	39.96	41.82

PhD graduates		0.34	0.50	0.42
---------------	--	------	------	------

Health

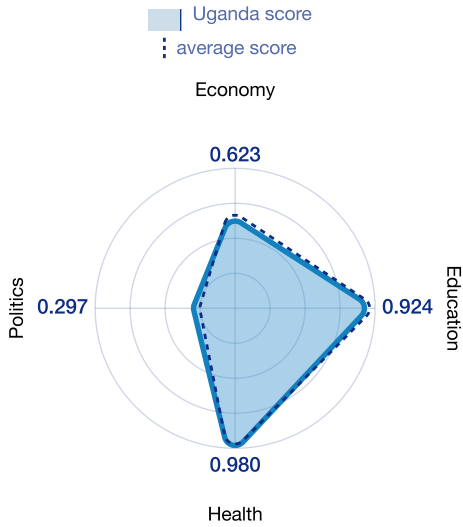
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	38.00
Births attended by skilled personnel	% live births	97.00
Maternal mortality	deaths per 100,000 live births	17.00
Total fertility rate	births per woman	1.92

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.706	78th	0.724	61st
Economic Participation and Opportunity	0.623	102nd	0.696	73rd
Educational Attainment	0.924	126th	0.924	122nd
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.297	49th	0.294	46th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	102nd	0.623		-	Min	Max	-
Labour-force participation rate %	108th	0.655		-19.71	37.42	57.13	0-100
Wage equality for similar work 1-7 (best)	27th	0.720		-	-	-	-
Estimated earned income int'l \$ 1,000	111th	0.533		-1.37	1.57	2.94	0-150
Legislators, senior officials and managers %	73rd	0.540		-29.90	35.05	64.95	0-100
Professional and technical workers %	109th	0.590		-25.77	37.11	62.89	0-100
Educational Attainment	126th	0.924		-	-	-	-
Literacy rate %	118th	0.885		-	-	-	-
Enrolment in primary education %	1st	1.000		3.35	84.43	87.78	0-100
Enrolment in secondary education %	127th	0.901		-2.51	22.93	25.43	0-200
Enrolment in tertiary education %	123rd	0.741		-1.52	4.33	5.84	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	49th	0.297		-	-	-	-
Women in parliament %	45th	0.511		-32.40	33.80	66.20	0-100
Women in ministerial positions %	37th	0.500		-33.33	33.33	66.67	0-100
Years with female/male head of state (last 50)	56th	0.035		-46.61	1.69	48.31	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value	
GDP	US\$ billions	40.53	
GDP per capita	constant '17, intl. \$ 1000	2.25	
Population sex ratio	female/male	1.02	
Population growth rate	%	3.21	
Indicator	Million people		Value
	◆ Female	◆ Male	
Total population	23.85	23.40	47.25

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	10.20
Firms with female top managers	% firms	15.40
Share of workers in informal sector	% workers	91.10
Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.71

Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	4.15	2.96	3.54
Workers employed part-time	% of employed people	40.61	31.42	35.12
Proportion of time spent on unpaid domestic and care work	%	14.58	7.50	n. a.
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force	6.12	6.50	12.62	

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	Unequal rights	◆
Access to non-land assets	Uneven 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	n. a.

Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	

Indicator	0-1 (Equal rights)	Value
Access to justice	Near-equal rights	◆
Freedom of movement	Restricted rights	◆

Family and care

Indicator	Unit	Value		
Public spending on family benefits	% GDP	n. a.		
Unmet family planning	% women 15-49	15.00		
Early marriage	%	22.80		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Restricted rights	◆		
Indicator	Days	◆ Female	◆ Male	Value
Length of parental leave	84.00	4.00	0	

Education and skills

Graduates	Attainment %	◆ Female	◆ Male	Parity
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.

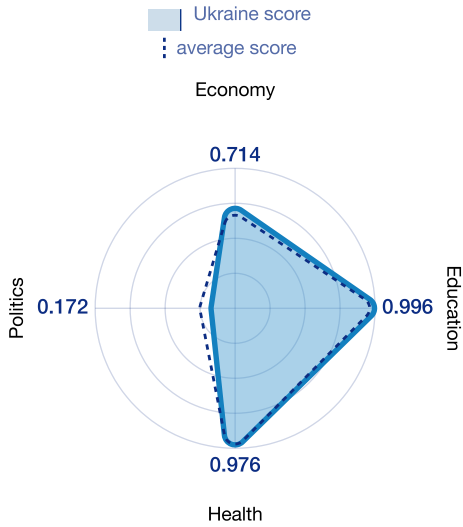
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	49.90
Births attended by skilled personnel	% live births	74.20
Maternal mortality	deaths per 100,000 live births	375.00
Total fertility rate	births per woman	4.69
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.714	66th	0.707	81st
Economic Participation and Opportunity	0.714	55th	0.710	62nd
Educational Attainment	0.996	56th	0.995	53rd
Health and Survival	0.976	45th	0.978	37th
Political Empowerment	0.172	87th	0.145	100th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	55th	0.714		-	Min	Max	-
Labour-force participation rate %	80th	0.760		-15.10	47.77	62.87	0-100
Wage equality for similar work 1-7 (best)	66th	0.640		-	-	-	-
Estimated earned income int'l \$ 1,000	77th	0.633		-5.93	10.22	16.15	0-150
Legislators, senior officials and managers %	34th	0.695		-18.00	41.00	59.00	0-100
Professional and technical workers %	1st	1.000		23.62	38.19	61.81	0-100
Educational Attainment	56th	0.996		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		1.94	91.05	92.99	0-100
Enrolment in secondary education %	101st	0.981		-1.89	95.03	96.92	0-200
Enrolment in tertiary education %	1st	1.000		11.99	76.83	88.82	0-200
Health and Survival	45th	0.976		-	-	-	-
Sex ratio at birth** %	123rd	0.939		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	87th	0.172		-	-	-	-
Women in parliament %	95th	0.256		-59.20	20.40	79.60	0-100
Women in ministerial positions %	68th	0.267		-57.89	21.05	78.95	0-100
Years with female/male head of state (last 50)	47th	0.060		-44.33	2.83	47.17	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	200.09
GDP per capita	constant '17, intl. \$ 1000	12.94
Population sex ratio	female/male	1.16
Population growth rate	%	-0.77

Indicator	Million people	Female	Male	Value
Total population		21.47	18.23	39.70

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	15.00
Firms with female top managers	% firms	17.70
Share of workers in informal sector	% workers	n. a.

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.94

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	10.63	9.92	10.26

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	19.59	11.26	15.27

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		7.79	8.49	16.28

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	n. a.
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	n. a.

Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	

Indicator	0-1 (Equal rights)	Value
Access to justice	Near-equal rights	◆
Freedom of movement	Equal 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	%	7.20
Mean age of women at birth of first child	years	26.20

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		126.00	14.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		n. a.	n. a.	n. a.

Agri., Forestry, Fisheries & Veterinary	32.89	67.11	0.49
---	-------	-------	------

Arts & Humanities	n. a.	n. a.	n. a.
-------------------	-------	-------	-------

Business, Admin. & Law	59.16	40.84	1.45
------------------------	-------	-------	------

Education	76.57	23.43	3.27
-----------	-------	-------	------

Engineering, Manuf. & Construction	25.23	74.77	0.34
------------------------------------	-------	-------	------

Health & Welfare	77.70	22.30	3.48
------------------	-------	-------	------

Information & Comm. Technologies	17.46	82.54	0.21
----------------------------------	-------	-------	------

Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.
--	-------	-------	-------

Social Sci., Journalism & Information	73.04	26.96	2.71
---------------------------------------	-------	-------	------

Vocational training	3.31	5.50	0.60
---------------------	------	------	------

PhD graduates	n. a.	n. a.	n. a.
---------------	-------	-------	-------

Graduates	%	Female	Male	Value
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

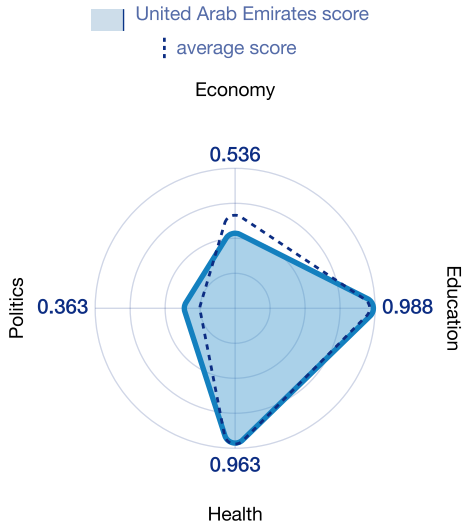
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	13.20
Births attended by skilled personnel	% live births	99.90
Maternal mortality	deaths per 100,000 live births	19.00
Total fertility rate	births per woman	1.22

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.712	71st	0.716	68th
Economic Participation and Opportunity	0.536	128th	0.503	132nd
Educational Attainment	0.988	86th	0.997	49th
Health and Survival	0.963	119th	0.963	122nd
Political Empowerment	0.363	35th	0.402	30th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	128th	0.536		-	Min	Max	-
Labour-force participation rate %	122nd	0.582		-37.71	52.57	90.28	0-100
Wage equality for similar work 1-7 (best)	8th	0.776		-	-	-	-
Estimated earned income int'l \$ 1,000	133rd	0.381		-53.25	32.80	86.05	0-150
Legislators, senior officials and managers %	113th	0.301		-53.74	23.13	76.87	0-100
Professional and technical workers %	127th	0.417		-41.11	29.44	70.56	0-100
Educational Attainment	86th	0.988		-	-	-	-
Literacy rate %	83rd	0.983		-	-	-	-
Enrolment in primary education %	87th	0.990		-0.99	98.76	99.75	0-100
Enrolment in secondary education %	99th	0.982		-1.87	104.36	106.22	0-200
Enrolment in tertiary education %	1st	1.000		15.04	49.73	64.77	0-200
Health and Survival	119th	0.963		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	130th	1.005		-	-	-	-
Political Empowerment	35th	0.363		-	-	-	-
Women in parliament %	1st	1.000		0	50.00	50.00	0-100
Women in ministerial positions %	81st	0.214		-64.71	17.65	82.35	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

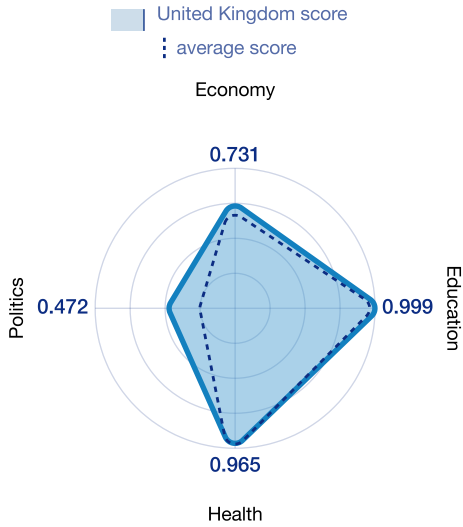
2023

General indicators				
Indicator	Unit		Value	
GDP	US\$ billions		415.02	
GDP per capita	constant '17, intl. \$ 1000		69.73	
Population sex ratio	female/male		0.44	
Population growth rate	%		0.83	
Indicator	Million people	◆ Female	◆ Male	Value
Total population		2.89	6.55	9.44
Work participation and leadership				
Indicator	Unit		Value	
Gender pay gap	% (OECD countries only)		n. a.	
Share of women's membership in boards	% (OECD countries only)		n. a.	
Firms with female majority ownership	% firms		n. a.	
Firms with female top managers	% firms		n. a.	
Share of workers in informal sector	% workers		n. a.	
Indicator	1-7 (best)		Value	
Advancement of women to leadership roles			5.62	
Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	6.20	2.12	3.12
Workers employed part-time	% of employed people	3.94	2.23	2.64
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		1.65	5.10	6.75
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		2005	
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		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	%		6.80	
Mean age of women at birth of first child	years		n. a.	
Indicator	0-1 (Equal rights)		Value	
Right to divorce		Unequal rights	◇	
Indicator	Days	◆ Female	◆ Male	Value
Length of parental leave		60.00	0	0
Education and skills				
Graduates	Attainment %	◆ Female	◆ Male	Parity
STEM Graduates		41.49	58.51	0.71
Agri., Forestry, Fisheries & Veterinary		80.95	19.05	4.25
Arts & Humanities		82.34	17.66	4.66
Business, Admin. & Law		43.19	56.81	0.76
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		81.09	18.91	4.29
Information & Comm. Technologies		55.39	44.61	1.24
Natural Sci., Mathematics & Statistics		85.94	14.06	6.11
Social Sci., Journalism & Information		77.44	22.56	3.43
Vocational training		0.78	0.80	0.98
PhD graduates		0.68	1.03	0.88
Graduates	%	◆ Female	◆ Male	Value
Graduates from tertiary education		26.85	9.52	15.11
Health				
Indicator	Unit		Value	
Prevalence of gender violence in lifetime	% women		n. a.	
Births attended by skilled personnel	% live births		99.20	
Maternal mortality	deaths per 100,000 live births		3.00	
Total fertility rate	births per woman		1.46	
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.792	15th	0.780	22nd
Economic Participation and Opportunity	0.731	43rd	0.733	44th
Educational Attainment	0.999	34th	0.999	33rd
Health and Survival	0.965	105th	0.965	105th
Political Empowerment	0.472	19th	0.423	24th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	43rd	0.731		-			-
Labour-force participation rate %	36th	0.858		-9.71	58.46	68.17	0-100
Wage equality for similar work 1-7 (best)	41st	0.697		-	-	-	-
Estimated earned income int'l \$ 1,000	86th	0.619		-21.19	34.51	55.70	0-150
Legislators, senior officials and managers %	57th	0.583		-26.35	36.83	63.17	0-100
Professional and technical workers %	68th	0.992		-0.41	49.80	50.21	0-100
Educational Attainment	34th	0.999		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	76th	0.998		-0.22	97.91	98.13	0-100
Enrolment in secondary education %	1st	1.000		2.78	115.52	118.30	0-200
Enrolment in tertiary education %	1st	1.000		21.06	59.15	80.21	0-200
Health and Survival	105th	0.965		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	116th	1.014		-	-	-	-
Political Empowerment	19th	0.472		-	-	-	-
Women in parliament %	43rd	0.527		-31.00	34.50	65.50	0-100
Women in ministerial positions %	37th	0.500		-33.33	33.33	66.67	0-100
Years with female/male head of state (last 50)	9th	0.418		-20.52	14.74	35.26	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	3,131.38
GDP per capita	constant '17, intl. \$ 1000	44.98
Population sex ratio	female/male	1.02
Population growth rate	%	0.37

Indicator	Million people	Female	Male	Value
Total population		34.15	33.36	67.51

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	14.35
Share of women's membership in boards	% (OECD countries only)	37.80
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	24.50

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.10

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.61	4.02	3.83

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	56.23	27.56	41.11

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	12.65	6.97	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		14.02	15.78	29.80

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	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1918, 1928
Number of female heads of state to date	number	3
Seats held in upper house	% total seats	29.00

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	2.31
Unmet family planning	% women 15-49	n. a.
Early marriage	%	3.00
Mean age of women at birth of first child	years	29.00

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		42.00	14.00	231.00

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		38.10	61.90	0.62

Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n. a.
---	-------	-------	-------

Arts & Humanities	63.30	36.70	1.72
-------------------	-------	-------	------

Business, Admin. & Law	53.70	46.30	1.16
------------------------	-------	-------	------

Education	n. a.	n. a.	n. a.
-----------	-------	-------	-------

Engineering, Manuf. & Construction	23.46	76.54	0.31
------------------------------------	-------	-------	------

Health & Welfare	75.37	24.63	3.06
------------------	-------	-------	------

Information & Comm. Technologies	19.38	80.62	0.24
----------------------------------	-------	-------	------

Natural Sci., Mathematics & Statistics	52.96	47.04	1.13
--	-------	-------	------

Social Sci., Journalism & Information	62.41	37.59	1.66
---------------------------------------	-------	-------	------

Vocational training	15.81	18.48	0.86
---------------------	-------	-------	------

PhD graduates	0.88	1.29	1.08
---------------	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		59.94	43.34	51.49

Health

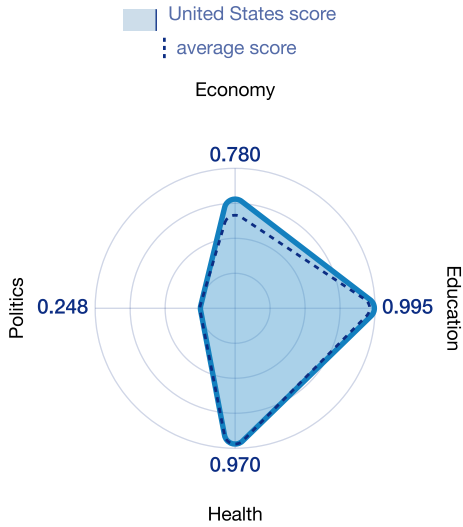
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	29.00
Births attended by skilled personnel	% live births	n. a.
Maternal mortality	deaths per 100,000 live births	7.00
Total fertility rate	births per woman	1.56

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.748	43rd	0.769	27th
Economic Participation and Opportunity	0.780	21st	0.778	22nd
Educational Attainment	0.995	59th	0.996	51st
Health and Survival	0.970	78th	0.970	83rd
Political Empowerment	0.248	63rd	0.332	38th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	21st	0.780		-			-
Labour-force participation rate %	53rd	0.836		-11.18	56.79	67.97	0-100
Wage equality for similar work 1-7 (best)	9th	0.773		-	-	-	-
Estimated earned income int'l \$ 1,000	58th	0.675		-24.73	51.42	76.16	0-150
Legislators, senior officials and managers %	33rd	0.695		-18.00	41.00	59.00	0-100
Professional and technical workers %	1st	1.000		9.49	45.25	54.75	0-100
Educational Attainment	59th	0.995		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	68th	0.999		-0.08	97.96	98.03	0-100
Enrolment in secondary education %	102nd	0.979		-2.15	99.41	101.56	0-200
Enrolment in tertiary education %	1st	1.000		30.12	72.84	102.96	0-200
Health and Survival	78th	0.970		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	91st	1.028		-	-	-	-
Political Empowerment	63rd	0.248		-	-	-	-
Women in parliament %	59th	0.401		-42.80	28.60	71.40	0-100
Women in ministerial positions %	37th	0.500		-33.33	33.33	66.67	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	23,315.08
GDP per capita	constant '17, intl. \$ 1000	63.67
Population sex ratio	female/male	1.02
Population growth rate	%	0.12

Indicator	Million people	Female	Male	Value
Total population		170.79	167.50	338.29

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	16.86
Share of women's membership in boards	% (OECD countries only)	29.70
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	n. a.

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.28

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.66	3.73	3.70

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	31.62	20.29	25.59

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	15.33	9.67	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		66.54	76.65	143.19

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	1920, 1965
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	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Public spending on family benefits	% GDP	0.67
Unmet family planning	% women 15-49	7.20
Early marriage	%	2.10
Mean age of women at birth of first child	years	27.00

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		0	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
-----------	--------------	--------	------	--------

STEM Graduates		n. a.	n. a.	n. a.
----------------	--	-------	-------	-------

Agri., Forestry, Fisheries & Veterinary		52.03	47.97	1.08
---	--	-------	-------	------

Arts & Humanities		60.04	39.96	1.50
-------------------	--	-------	-------	------

Business, Admin. & Law		50.51	49.49	1.02
------------------------	--	-------	-------	------

Education		78.22	21.78	3.59
-----------	--	-------	-------	------

Engineering, Manuf. & Construction		20.44	79.56	0.26
------------------------------------	--	-------	-------	------

Health & Welfare		81.40	18.60	4.38
------------------	--	-------	-------	------

Information & Comm. Technologies		n. a.	n. a.	n. a.
----------------------------------	--	-------	-------	-------

Natural Sci., Mathematics & Statistics		52.45	47.55	1.10
--	--	-------	-------	------

Social Sci., Journalism & Information		65.25	34.75	1.88
---------------------------------------	--	-------	-------	------

Vocational training		1.66	1.36	1.22
---------------------	--	------	------	------

PhD graduates		1.76	2.44	2.09
---------------	--	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

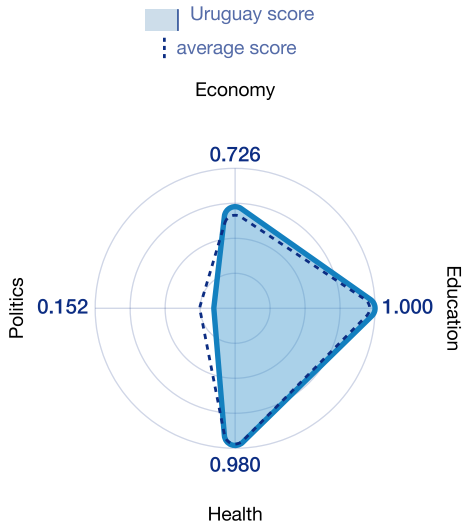
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	35.60
Births attended by skilled personnel	% live births	99.00
Maternal mortality	deaths per 100,000 live births	19.00
Total fertility rate	births per woman	1.64

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.714	67th	0.711	72nd
Economic Participation and Opportunity	0.726	47th	0.717	58th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.152	94th	0.146	98th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	47th	0.726		-	Min	Max	-
Labour-force participation rate %	65th	0.796		-14.35	56.11	70.46	0-100
Wage equality for similar work 1-7 (best)	59th	0.653		-	-	-	-
Estimated earned income int'l \$ 1,000	60th	0.669		-9.08	18.40	27.48	0-150
Legislators, senior officials and managers %	43rd	0.644		-21.62	39.19	60.81	0-100
Professional and technical workers %	1st	1.000		9.31	45.34	54.66	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.89	99.00	99.89	0-100
Enrolment in secondary education %	1st	1.000		12.44	113.86	126.30	0-200
Enrolment in tertiary education %	1st	1.000		43.62	66.04	109.66	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	94th	0.152		-	-	-	-
Women in parliament %	76th	0.357		-47.40	26.30	73.70	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)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	59.32
GDP per capita	constant '17, intl. \$ 1000	22.80
Population sex ratio	female/male	1.06
Population growth rate	%	-0.08

Indicator	Million people	Female	Male	Value
Total population		1.76	1.66	3.42

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	11.60
Firms with female top managers	% firms	10.60
Share of workers in informal sector	% workers	27.90

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.82

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	9.19	7.08	8.06

Indicator	Unit	Value
Workers employed part-time	% of employed people	n. a.

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	19.87	8.38	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.73	0.85	1.58

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	1932
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	29.00

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	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	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		98.00	13.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		43.96	56.04	0.78

Agri., Forestry, Fisheries & Veterinary		39.68	60.32	0.66
---	--	-------	-------	------

Arts & Humanities		n. a.	n. a.	n. a.
-------------------	--	-------	-------	-------

Business, Admin. & Law		62.72	37.28	1.68
------------------------	--	-------	-------	------

Education		84.86	15.14	5.60
-----------	--	-------	-------	------

Engineering, Manuf. & Construction		45.92	54.08	0.85
------------------------------------	--	-------	-------	------

Health & Welfare		77.54	22.46	3.45
------------------	--	-------	-------	------

Information & Comm. Technologies		17.66	82.34	0.21
----------------------------------	--	-------	-------	------

Natural Sci., Mathematics & Statistics		70.69	29.31	2.41
--	--	-------	-------	------

Social Sci., Journalism & Information		74.33	25.67	2.90
---------------------------------------	--	-------	-------	------

Vocational training		9.19	13.62	0.68
---------------------	--	------	-------	------

PhD graduates		0.06	0.06	0.06
---------------	--	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		25.71	12.25	18.87

Graduates from tertiary education		25.71	12.25	18.87
-----------------------------------	--	-------	-------	-------

Health

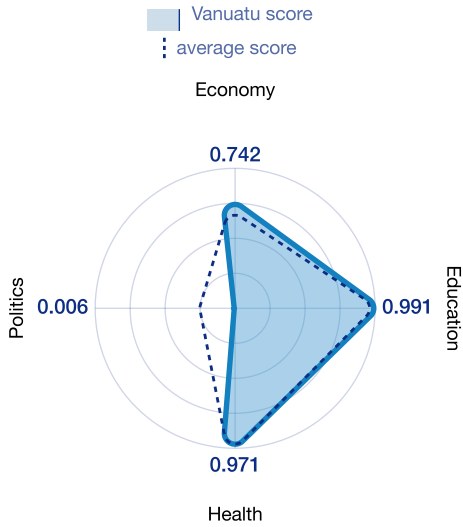
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	14.80
Births attended by skilled personnel	% live births	100.00
Maternal mortality	deaths per 100,000 live births	17.00
Total fertility rate	births per woman	1.48

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.678	108th	0.670	111th
Economic Participation and Opportunity	0.742	35th	0.712	59th
Educational Attainment	0.991	74th	0.991	73rd
Health and Survival	0.971	65th	0.976	51st
Political Empowerment	0.006	145th	0.000	146th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	35th	0.742		-	Min	Max	-
Labour-force participation rate %	39th	0.853		-9.27	53.93	63.20	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	94th	0.601		-1.38	2.09	3.47	0-150
Legislators, senior officials and managers %	55th	0.590		-25.79	37.11	62.91	0-100
Professional and technical workers %	1st	1.000		1.15	49.42	50.57	0-100
Educational Attainment	74th	0.991		-	-	-	-
Literacy rate %	81st	0.984		-	-	-	-
Enrolment in primary education %	88th	0.990		-0.98	96.08	97.07	0-100
Enrolment in secondary education %	1st	1.000		3.98	52.99	56.97	0-200
Enrolment in tertiary education %	-	-	-	-	-	-	-
Health and Survival	65th	0.971		-	-	-	-
Sex ratio at birth** %	134th	0.935		-	-	-	-
Healthy life expectancy** years	46th	1.054		-	-	-	-
Political Empowerment	145th	0.006		-	-	-	-
Women in parliament %	143rd	0.019		-96.20	1.90	98.10	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)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	0.96		
GDP per capita	constant '17, intl. \$ 1000	2.78		
Population sex ratio	female/male	0.99		
Population growth rate	%	2.36		
Indicator	Million people	Female	Male	Value
Total population		0.16	0.16	0.33

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Share of workers in informal sector	% workers	72.40
Indicator	1-7 (best)	Value
Advancement of women to leadership roles		n. a.

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	4.27	4.14	4.20
Workers employed part-time	% of employed people	34.23	41.48	38.21
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		0.03	0.04	0.06

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services		n. a.
Inheritance rights for widows and daughters		n. a.
Access to land assets		n. a.
Access to non-land assets		n. a.

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1975, 1980
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		n. a.
Freedom of movement		n. a.

Family and care

Indicator	Unit	Value
Public spending on family benefits	% GDP	n. a.
Unmet family planning	% women 15-49	24.20
Early marriage	%	n. a.
Mean age of women at birth of first child	years	n. a.
Indicator	0-1 (Equal rights)	Value
Right to divorce		n. a.

Indicator	Days	Female	Male	Value
Length of parental leave		84.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
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		0.67	0.69	0.97
PhD graduates		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Graduates from tertiary education		n. a.	n. a.	n. a.

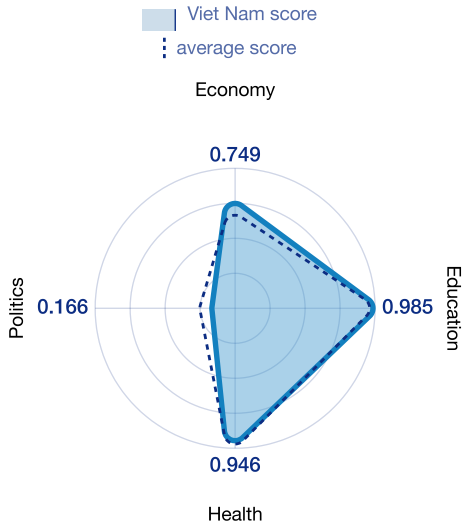
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	n. a.
Births attended by skilled personnel	% live births	89.40
Maternal mortality	deaths per 100,000 live births	72.00
Total fertility rate	births per woman	3.78
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy		n. a.

*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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.711	72nd	0.705	83rd
Economic Participation and Opportunity	0.749	31st	0.751	31st
Educational Attainment	0.985	89th	0.985	88th
Health and Survival	0.946	144th	0.950	141st
Political Empowerment	0.166	89th	0.135	106th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	31st	0.749		-	Min	Max	-
Labour-force participation rate %	23rd	0.881		-9.30	68.54	77.84	0-100
Wage equality for similar work 1-7 (best)	28th	0.715		-	-	-	-
Estimated earned income int'l \$ 1,000	14th	0.814		-2.19	9.55	11.73	0-150
Legislators, senior officials and managers %	107th	0.344		-48.79	25.60	74.40	0-100
Professional and technical workers %	1st	1.000		11.68	44.16	55.84	0-100
Educational Attainment	89th	0.985		-	-	-	-
Literacy rate %	87th	0.975		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	-	-		-	-	-	-
Enrolment in tertiary education %	1st	1.000		4.22	33.35	37.57	0-200
Health and Survival	144th	0.946		-	-	-	-
Sex ratio at birth** %	144th	0.896		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	89th	0.166		-	-	-	-
Women in parliament %	53rd	0.435		-39.40	30.30	69.70	0-100
Women in ministerial positions %	114th	0.125		-77.78	11.11	88.89	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	366.14
GDP per capita	constant '17, intl. \$ 1000	10.63
Population sex ratio	female/male	1.02
Population growth rate	%	0.84

Indicator	Million people	Female	Male	Value
Total population		49.69	48.50	98.19

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	19.30
Firms with female top managers	% firms	22.40
Share of workers in informal sector	% workers	68.60

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.88

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	1.53	1.71	1.62

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	30.53	22.20	26.20

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		24.06	25.81	49.87

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	1946
Number of female heads of state to date	number	1
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	10.10
Early marriage	%	10.30
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		180.00	7.00	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		36.51	63.49	0.58

Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n. a.
---	-------	-------	-------

Arts & Humanities	n. a.	n. a.	n. a.
-------------------	-------	-------	-------

Business, Admin. & Law	59.53	40.47	1.47
------------------------	-------	-------	------

Education	n. a.	n. a.	n. a.
-----------	-------	-------	-------

Engineering, Manuf. & Construction	n. a.	n. a.	n. a.
------------------------------------	-------	-------	-------

Health & Welfare	58.72	41.28	1.42
------------------	-------	-------	------

Information & Comm. Technologies	n. a.	n. a.	n. a.
----------------------------------	-------	-------	-------

Natural Sci., Mathematics & Statistics	50.59	49.41	1.02
--	-------	-------	------

Social Sci., Journalism & Information	n. a.	n. a.	n. a.
---------------------------------------	-------	-------	-------

Vocational training	n. a.	n. a.	n. a.
---------------------	-------	-------	-------

PhD graduates	0.04	0.11	0.07
---------------	------	------	------

Graduates	%	Female	Male	Value
Graduates from tertiary education		22.95	14.84	18.78

Health

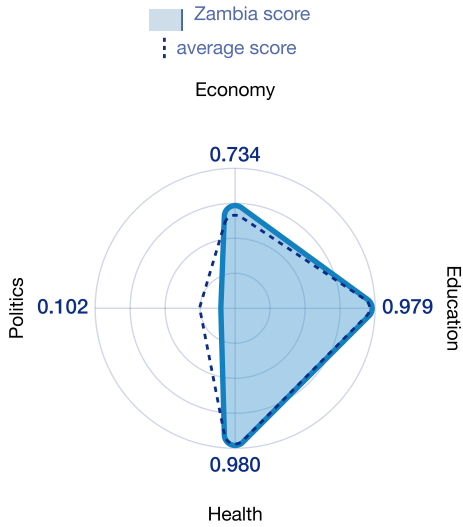
Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	34.40
Births attended by skilled personnel	% live births	96.10
Maternal mortality	deaths per 100,000 live births	43.00
Total fertility rate	births per woman	1.96

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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.699	85th	0.723	62nd
Economic Participation and Opportunity	0.734	40th	0.803	10th
Educational Attainment	0.979	101st	0.938	119th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.102	119th	0.173	85th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	40th	0.734		-	Min	Max	-
Labour-force participation rate %	61st	0.816		-12.20	54.16	66.36	0-100
Wage equality for similar work 1-7 (best)	47th	0.678		-	-	-	-
Estimated earned income int'l \$ 1,000	40th	0.717		-1.07	2.71	3.78	0-150
Legislators, senior officials and managers %	22nd	0.763		-13.43	43.28	56.72	0-100
Professional and technical workers %	97th	0.740		-14.96	42.52	57.48	0-100
Educational Attainment	101st	0.979		-	-	-	-
Literacy rate %	108th	0.926		-	-	-	-
Enrolment in primary education %	1st	1.000		3.83	83.20	87.03	0-100
Enrolment in secondary education %	-	-		-	-	-	-
Enrolment in tertiary education %	-	-		-	-	-	-
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	119th	0.102		-	-	-	-
Women in parliament %	118th	0.176		-70.00	15.00	85.00	0-100
Women in ministerial positions %	94th	0.190		-68.00	16.00	84.00	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	22.15		
GDP per capita	constant '17, intl. \$ 1000	3.24		
Population sex ratio	female/male	1.03		
Population growth rate	%	2.84		
Indicator	Million people	◆ Female	◆ Male	Value
Total population		10.14	9.88	20.02

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	16.50
Firms with female top managers	% firms	12.90
Share of workers in informal sector	% workers	86.00
Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.87

Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	5.91	4.91	5.37
Workers employed part-time	% of employed people	17.14	16.14	16.60
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		2.15	2.48	4.63

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	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	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	19.70
Early marriage	%	18.60
Mean age of women at birth of first child	years	n. a.
Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights ◆	

Indicator	Days	◆ Female	◆ Male	Value
Length of parental leave		98.00	0	0

Education and skills

Graduates	Attainment %	◆ Female	◆ Male	Parity
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.

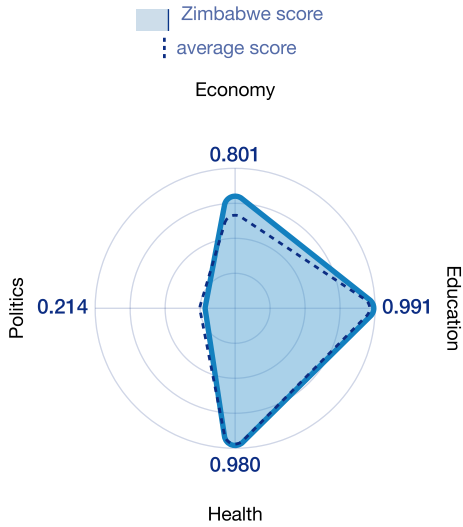
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	42.70
Births attended by skilled personnel	% live births	80.40
Maternal mortality	deaths per 100,000 live births	213.00
Total fertility rate	births per woman	4.38
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 2023 Edition



Overview

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.746	45th	0.734	50th
Economic Participation and Opportunity	0.801	10th	0.766	24th
Educational Attainment	0.991	77th	0.989	78th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.214	72nd	0.202	77th

Global Gender Gap Index Indicators

2023

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Female	Male	
Economic Participation and Opportunity	10th	0.801		-	Min	Max	-
Labour-force participation rate %	52nd	0.838		-11.58	60.01	71.59	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	2nd	0.976		-0.05	2.09	2.14	0-150
Legislators, senior officials and managers %	77th	0.515		-32.02	33.99	66.01	0-100
Professional and technical workers %	95th	0.771		-12.95	43.53	56.47	0-100
Educational Attainment	77th	0.991		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		1.74	85.50	87.24	0-100
Enrolment in secondary education %	115th	0.960		-2.15	51.35	53.49	0-200
Enrolment in tertiary education %	1st	1.000		1.68	8.01	9.69	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	72nd	0.214		-	-	-	-
Women in parliament %	52nd	0.441		-38.80	30.60	69.40	0-100
Women in ministerial positions %	61st	0.313		-52.38	23.81	76.19	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2023

General indicators

Indicator	Unit	Value
GDP	US\$ billions	28.37
GDP per capita	constant '17, intl. \$ 1000	2.12
Population sex ratio	female/male	1.12
Population growth rate	%	2.05

Indicator	Million people	Female	Male	Value
Total population		8.62	7.71	16.32

Work participation and leadership

Indicator	Unit	Value
Gender pay gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	13.90
Firms with female top managers	% firms	16.30
Share of workers in informal sector	% workers	88.40

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.28

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	10.44	9.68	10.05

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	70.94	52.75	61.65

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Indicator	Million people	Female	Male	Value
Labour-force		2.25	2.22	4.47

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Uneven 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	1957, 1980
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	44.20

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	Equal rights	◆

Family and care

Indicator	Unit	Value
Public spending on family benefits	% GDP	n. a.
Unmet family planning	% women 15-49	10.40
Early marriage	%	22.90
Mean age of women at birth of first child	years	n. a.

Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Days	Female	Male	Value
Length of parental leave		98.00	0	0

Education and skills

Graduates	Attainment %	Female	Male	Parity
STEM Graduates		28.79	71.21	0.40
Agri., Forestry, Fisheries & Veterinary		50.86	49.14	1.03
Arts & Humanities		46.20	53.80	0.86
Business, Admin. & Law		51.80	48.20	1.07
Education		40.41	59.59	0.68
Engineering, Manuf. & Construction		20.46	79.54	0.26
Health & Welfare		30.79	69.21	0.44
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		30.62	69.38	0.44
Social Sci., Journalism & Information		45.66	54.34	0.84
Vocational training		n. a.	n. a.	n. a.
PhD graduates		0.02	0.05	0.04

Graduates	%	Female	Male	Value
Graduates from tertiary education		1.14	1.43	1.28

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	35.40
Births attended by skilled personnel	% live births	86.00
Maternal mortality	deaths per 100,000 live births	458.00
Total fertility rate	births per woman	3.54

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.

Contributors and Acknowledgements

At the World Economic Forum Centre for the New Economy and Society

Kusum Kali Pal

Insight Specialist, Diversity, Equity, and Inclusion

Ricky Li

Insight Product Specialist

Kim Piaget

Insights Lead, Diversity, Equity, and Inclusion

Silja Baller

Head of Mission, Diversity, Equity, and Inclusion

Saadia Zahidi

Managing Director

Acknowledgements

We are extremely grateful to our colleagues in the Centre for the New Economy and Society for their support, especially to Aengus Collins, Attilio Di Battista, Elisabeth Pipic, Fernando Alonso Perez Chao, Kimberly Bennett, Ida Jeng Christensen, Elselet Hasselaar, Dorsey Lockhart, Eoin O Cathasaigh, Gulipairi Maimaiti, Julia Hakspiel, Mark Rayner and Andrew Silva. We would also like to thank Gina Potarca for her contributions to the report.

We are immensely grateful to Professor Ricardo Hausmann, Director of the Growth Lab at Harvard University's Center for International Development; Rafik Hariri, Professor of the Practice of International Political Economy at Harvard Kennedy School; and Professor Laura D'Andrea Tyson, Distinguished Professor of the Graduate School at the Haas School of Business, University of California, Berkeley and Chairperson of the Board of Trustees at UC Berkeley's Blum Center for Developing Economies, for their longstanding guidance and support.

A special thank you to Michael Fisher for his excellent copyediting work and to Accurat for their outstanding graphic designing and layout of the report, as well as for its outstanding work to create the report's Economy Profiles and online Data Explorer, and SMOG, who created the cover.

For more information, please contact cnes@weforum.org.

Collaborations

The Centre for the New Economy and Society aims to empower decision-making among leaders in business and policy by providing fresh, actionable insight through collaboration with leading experts and data-holding companies. We are pleased to have collaborated with LinkedIn and Coursera this year and thank the following contributors:

Coursera

Anna Zhao, Data Scientist

Eric Karsten, Data Science Manager

Maria-Nicole Ikonou, Director, Global Enterprise Communications

LinkedIn

Kristin Keveloh, Senior Lead Manager, Public Policy & Economic Graph Programmes

Silvia Lara, Data Scientist, Economic Graph Team

Matthew Baird, Senior Staff Economist, Economic Graph Research & Insights

Séin Ó Muineacháin, Manager, Economic Graph Team

Collaborations

The World Economic Forum would like to thank the Business Partners of the Centre for their guidance and support.

AARP	EY	NYSE Group Inc.
Accenture	Fortescue Metals Group Limited	Old Mutual Limited
Adecco Group AG	Fortinet Inc.	Omnicom Group
ALG	Frontiers Media S.A.	OnLoop
Al Dabbagh Group Holding Co. Ltd	Globalization Partners	Open Society Institute
Al Futtain Private Company LLC	Google LLC	PAG Holdings Limited
AlixPartners	Grupo Salinas	Papaya Global
AllHere	Guild Education	PayPal
Amazon	HCL Technologies Ltd	PepsiCo Inc.
AMTD Group	Heidrick & Struggles	Pladis Foods Limited
APCO Worldwide Inc.	Henry Schein Inc.	PricewaterhouseCoopers LLP
Apna Time Inc.	Hewlett Packard Company	Procter & Gamble
Automatic Data Processing Inc. (ADP)	Hitachi Ltd	PT Bank Rakyat Indonesia (BRI)
Automation Anywhere, Inc.	Hologic Inc.	Publicis Groupe SA
Bahrain Economic Development Board	Holtzbrinck Publishing Group	Pymetrics Inc.
Bain & Company Inc.	Hong Kong Exchanges and Clearing Limited (HKEX)	QI Group
Bank of America	HP Inc.	Randstad N.V.
Bank of Montreal	HSBC Holdings Plc	RBC Financial Group
Barclays Bank Plc	Hubert Burda Media	Recruit Holdings Co. Ltd
BC Energy Investments Corp.	IBM Corporation	Reliance Industries Limited
Beamery Inc.	IDEO	RMZ Corp.
Benepass	Individual Learning Ltd	Russell Reynolds Associates Inc.
BetterUp Inc	Indus Group	Salesforce, Sàrl
BHP Group Limited	Infosys Ltd	Sanofi
BigSpring	Ingka Group (IKEA)	SAP SE
Bill & Melinda Gates Foundation	Intel Corporation	Saudi Arabian Mining Company (Ma'aden)
Bloomberg LP	Intercorp Peru Ltd	Saudi Aramco
BNY Mellon	Invesco Ltd	Sempra
BorgWarner Inc.	JBS S/A	Sequoia Capital Operations LLC
BRANDi and Companies	Jerónimo Martins SGPS SA	Shell Plc
Bristol Myers Squibb Company	JLL	Siemens AG
Capgemini SE	Johnson & Johnson	Skillssoft
Carlsberg A/S	Jopwell	SkyHive
Check Point Software Technologies Ltd	Kearney	SONAE SGPS SA
Checkr	KIRKBI A/S	Staffbase GmbH
Chegg, Inc.	LGT Group Foundation	Standard Chartered Bank
Cisco Systems, Inc.	LinkedIn Corporation	State Street Corporation
Civic Ledger	Lord, Abbett & Co. LLC	Takeda Pharmaceutical Company Limited
Clayton, Dubilier & Rice LLC	Maharashtra Institution for Transformation	TechWolf
Coursera Inc.	Manchester United Football Club Limited	Teck Resources Limited
Crescent Enterprises	ManpowerGroup Inc.	The Estée Lauder Companies, Inc.
Crescent Petroleum	Marriott International Inc.	The New York Times
Culture Amp	Marsh McLennan	The Samuel Group
Dassault Systèmes SE	Mayo Clinic	The Standard Bank Group Limited
Dell Technologies	McKinsey & Company, Inc.	Trip.com Group Ltd
Deloitte	Medtronic Plc	Uber Technologies Inc.
Dentsu Inc.	Merck KGaA	Unilever
Deutsche Bank AG	Microsoft Corp.	Velocity Global, LLC
Deutsche Post AG	Mohammed Bin Salman Foundation (MiSK)	Verizon Communications
DoBrain	Morgan, Lewis & Bockius LLP	Visa Inc.
Dogan Şirketler Grubu Holding A.S	Moringa School	Volkswagen AG
DP World Limited	Natixis SA	Wipro Limited
dsm-firmenich	NBCUniversal Media, LLC	Workday Inc.
Egon Zehnder International (Schweiz) AG	Nestlé	WorldQuant LLC
Emirates Telecommunications Group Company P.J.S.C (e&)	Network for Teaching Entrepreneurship (NFTE)	Zoom Video Communications, Inc.
Eurasian Resources Group Sàrl	Nextthink SA	Zurich Insurance Company LTD
European Investment Bank (EIB)	Nielsen	
Evermos PTE. LTD.	Novartis AG	

Partner Institutes

The World Economic Forum's Centre for the New Economy and Society is pleased to acknowledge and thank the following organizations as its valued Partner Institutes, without which the realization of the *Global Gender Gap Report* would not have been feasible:

Albania

[Institute for Contemporary Studies & Tirana Business University and College](#)

Helton Cevi, Project Coordinator
Artan Hoxha, President of ISB and Administrator of TBU
Oltjon Valisi, Assistant Project Coordinator

Algeria

[Centre de Recherche En Economie Appliquée Pour Le Développement - CREAD](#)

Yacine Belarbi, Director
Khaled Menna, Director of Macroeconomics and Economic Integration

Angola

[Jobartis](#)

João Freitas, Country Manager
Luis Verdeja, Director

Argentina

[IAE Business School, Universidad Austral](#)

Eduardo Fracchia, Director of Academic Department of Economics
Martin Calveira, Research Economist

Armenia

[Economy and Values Research Center](#)

Sevak Hovhannisyán, Board Member and Senior Associate

Australia, Belgium, Canada, Indonesia, Italy, Sweden, United Kingdom, United States

[Dynata](#)

Thomas Huff, Senior Project Manager
Steffen Bott, Vice President, Sales
Valentyana Chuikina, Associate Account Director

Austria

[Austrian Institute of Economic Research - WIFO](#)

Gabriel Felbermayr, Director
Michael Peneder, Project Lead
Alexandros Charos, Survey Expert

Bahamas

[The Government and Public Policy Institute, University of the Bahamas](#)

Zhivargo Laing, Executive Director
Jeannie D. Gibson, Policy Assistant

Bahrain

[Bahrain Economic Development Board](#)

Khalid Humaidan, Chief Executive
Nada Al-Saeed, Executive Director
Rima AlKilani, Executive Director
Fatema Alatbi, Senior Executive
Sara Ishaq, Senior Executive

Bangladesh

[Centre for Policy Dialogue - CPD](#)

Dr Fahmida Khatun, Executive Director
Dr Khondaker Golam Moazzem, Research Director
Ratia Rehnuma, Research Associate
Chowdhury Fariha, Research Intern

Barbados

[University of West Indies](#)

Jonathan G. Lashley, Senior Fellow
Don Marshall, Professor
Kenisha Chase, Research Assistant

Benin

[Institut de Recherche Empirique en Economie Politique - IREEP](#)

Leonard Wantchekon, President
Stéphanie Houngan, Research Associate

Bolivia, Costa Rica, Dominican Republic, El Salvador, Honduras, Panama

[INCAE Business School](#)

Ronald Arce, Researcher
Enrique Bolaños, President
Octavio Martínez, Director

Bosnia and Herzegovina

[School of Economics and Business, University of Sarajevo](#)

Jasmina Selimovic, Dean
Zlatko Lagumdžija, Professor
Amra Kapo, Associate Professor

Botswana

[Botswana National Productivity Centre](#)

Letsogile Batsetswe, Research Consultant and Statistician
Zelda Okatch, Information and Research Services Manager
Christopher Diswai, Executive Director

Brazil**Fundação Dom Cabral**

Carlos Arruda, Professor of Innovation and Competitiveness

Hugo Tadeu, Professor of Innovation

Miguel Costa, Research Assistant

Bulgaria**Center for Economic Development**

Maria Prohaska, Director

Ivalina Simeonova, Project Manager

Cambodia**Nuppun Research and Consulting Co., Ltd**

Pisey Khin, Director

Chanthan Tha, Researcher

Dalen Vyla, Research Assistant

Cameroon**Compétitivité Cameroon**

Hermann Fotie Ii, Permanent Secretary

Tanankem Belmondo Voufo, Expert Investment Climate

Jean Baptiste Nsoe Nkouli, Competitiveness Observatory Expert

Cabo Verde**INOVE Research**

Frantz Tavares, Chief Executive Officer

Jerónimo Freire, Project Manager

Júlio Delgado, Director

Chad**Groupe de Recherches Alternatives Et de Monitoring Du Projet Pétrole-Tchad-Cameroun**

Simael Mbairassem, Economist in charge of Research and Public Policies

Maoundonodji Gilbert, Managing Director

Chile**School of Government, University Adolfo Ibañez**

Carolina Apablaza, Director

Patricio Aroca, Professor

Isabella Cuneo, Doctoral Student

China**Dataway Horizon**

Lingling Qiao, General Manager

Yuming Zhi, Research Director

Zhuyu Yao, Senior Project Manager

Colombia**National Planning Department of Colombia Consejo Privado de Competitividad**

Jorge Ivan Gonzalez, General Director, Department of National Planning

Camilo Rivera Perez, Technical Director, Innovation and Private Sector Development

Sara Patricia Rivera, Adviser, Innovation and Private Sector Development

Congo, Democratic Republic of**Congo-Invest Consulting**

Teza Bila Minlangu, Administrator

Faila Tabu Ngandi, Managing Director

Bertin Muderhwa, Head of Service in charge

of Studies and Statistics at the Federation of Businesses of Congo

Côte d'Ivoire**Centre de Promotion des Investissements en Côte D'ivoire - CEPICI**

Solange Amichia, CEO

Ramatou Fall, Director of Business Climate

Simon Meledje, Head of Planning and Monitoring

Bernadine Yeble N'Guessan, Research officer

Cyprus**Cyprus Employers and Industry Confederation - OEB**

Antonis Frangoudis, Director Business Development and Economic Affairs Department

Bank of Cyprus

Kyriacos Antoniou, Governance Officer

Andreas Alexandrou, Manager Strategy and

Customer Insights

Czech Republic**CMC Graduate School of Business**

Tomáš Janča, Executive Director

Denmark**Danish Technological Institute**

Stig Yding Sørensen, Senior Specialist

Andreas Bjerre Lunkeit, Consultant

Ecuador**ESPAE Graduate School of Management - ESPOL**

Sara Wong, Professor

Tania Tenesaca, Project Coordinator

Xavier Ordeñana, Dean

Egypt**Egyptian Center for Economic Studies - ECES**

Abla Abdel Latif, Executive Director, and Director of Research

Salma Bahaa El Din, Senior Economist

Ahmed Maged, Research Assistant

Hossam Khater, Research Assistant

Mohamed Khater, Research Assistant

Estonia**Estonian Institute of Economic Research -EKI**

Marje Josing, Directorw

Finland**ETLA Research Institute of the Finnish Economy**

Aki Kangasharju, Managing Director

Päivi Puonti, Head of Forecasting

Ville Kaitila, Researcher

France**Business France**

Cassagnes Louise, Economist

Marcias Manuel, Head of Service: Economic studies

Georgia**TSU Center for Analysis and Forecasting**

Vakhtang Charaia, Director

Otar Anguridze, Head of the Board

Shota Gulbani, Expert
Mariam Lashkhi, Project Manager
Mamuka Tsereteli, Expert

Germany

[Institute for Innovation and Technology within the VDI/VDE Innovation + Technik GmbH](#)
Michael Nerger, Project Leader

Ghana

[Association of Ghana Industries](#)
Yaw Adu-Gyamfi, President
Seth Twum-Akwaboah, Chief Executive Officer
John Defor, Director, Policy and Research

Greece

[SEV Hellenic Federation of Enterprises](#)
Michael Mitsopoulos, Director - Business Environment and Regulatory Affairs
Athanasios Printsipas, Senior Advisor - SEV Business Council for Sustainable Development

Guatemala

[FUNDESA](#)
Juan Carlos Paiz, President of the Board of Directors
Juan Carlos Zapata, Chief Executive Officer
Fernando Spross, Associate Researcher
Priscilla González, Corporate Affairs Coordinator

Hong Kong SAR, China

[Hong Kong General Chamber of Commerce](#)
Simon Ngan, Director, Policy and Research
Wilson Chong, Senior Economist

Hungary

[KOPINT-TÁRKI Economic Research Ltd](#)
Peter Vakhal, Senior Research Associate
Éva Palócz, CEO

Iceland

[The Icelandic Centre for Future Studies](#)
Karl Friðriksson, Manager Director

India

[LeadCap Knowledge Solutions Pvt Ltd - LeadCap Ventures](#)
Sangeeth Varghese, Managing Director and CEO
Vidyadhar Prabhudesai, Director and COO

Ireland

[Irish Business and Employers Confederation - IBEC](#)
Geraldine Anderson, Head of Research

Israel

[Manufacturers' Association of Israel - MAI](#)
Ron Tomer, President
Ruby Ginel, CEO
Dan Catarivas, General Manager, Foreign Trade and International Relations Division
Itai Nakash, Deputy General Manager, Foreign Trade and International Relations Division

Jamaica

[Mona School of Business and Management -](#)

[MSBM, The University of the West Indies, Mona](#)

David McBean, Executive Director
Franklin Johnston, Director
Yvette Cameron-Harris, Project Administrator
[Jamaica Promotions Corporation - JAMPRO](#)
Shulette Cox, Vice President, Research, Advocacy, and Project Implementation
[National Competitiveness Council Jamaica](#)
Sharifa Powell, Consultant Project Manager

Japan

[Waseda University](#)
Jusuke Ikegami, Professor
Mitsuyo Tsubayama, Coordinator
Shoko Miya, Coordinator

Jordan

[Ministry of Planning and International Cooperation of Jordan](#)
Hadram Al Fayes, Director
Ghada Issa, Head of Competitiveness Division
Thamer Masarweh, Researcher

Kazakhstan

[Center for Strategic Initiatives LPP](#)
Olzhas Khudaibergenov, Senior Partner
Yerbol Tulegenov, Associate Partner
Symbat Aliaskarova, Consultant

Kenya

[University of Nairobi](#)
Karuti Kanyinga, Research Professor and Director, IDS
Vincent Mugo, Project Assistant IDS
Paul Kamau, Associate Research Professor, IDS

Korea, Rep.

[Korea Development Institute](#)
Inho Song, Executive Director, Economic Information and Education Center
Joohee Cho, Head, Public Opinion Analysis Unit
Boyoung Han, Senior Research Associate, Public Opinion Analysis Unit

Kosovo*, North Macedonia

[Economic Chamber of North-West Macedonia](#)
Drilon Iseni, Executive Director
Durim Zekiri, Operations Manager
Miranda Ajdini, Legal associate

Kuwait

[Kuwait University](#)
Fahad Al-Rashid, Committee Chair
Adel Al-Husainan, Committee Member
Majed Jamal Al-Deen, Committee Member

Kyrgyz Republic

[Economic Policy Institute](#)
Marat Tazabekov, Chairman

Lao PDR

[Enterprise and Development Consultants Co. Ltd - EDC](#)
Buakhai Phimmavong, Managing Partner
Thipphasone Inthachack, Office administrator

Latvia**Stockholm School of Economics in Riga**

Arnis Sauka, Head of the Centre for Sustainable Development

Lesotho**Private Sector Foundation of Lesotho - PSFL**

Thabo Qhesi, CEO
Bokang Tsoanamatsie, Public Relations Officer
Qothoase Khofane, Researcher

Liberia, Sierra Leone**GQRDOTCOM Limited - GQR**

Omodele Jones, Chief Executive Officer

Lithuania**Innovation Agency Lithuania**

Jone Kalendiene, Head of Research and Analysis Division
Irena Karelina, Analyst

Luxembourg**Luxembourg Chamber of Commerce**

Christel Chatelain, Director of the Economic Affairs Department
Jean-Baptiste Nivet, Sr Economist
Sidonie Paris, Economist

Malawi**Malawi Confederation of Chambers of Commerce and Industry**

Chancellor Kaferapanjira, Chief Executive
Madalitso Kazembe, Director, Business Environment and Policy Advocacy
Manfred Maguru, Economic Analyst
Chancy Mkandawire, Economic Analyst

Malaysia**Malaysia Productivity Corporation**

Dato' Abdul Latif Abu Seman, Director General
Zahid Ismail, Deputy Director General
Dr Mazrina Mohamed Ibramsah, Deputy Director General
Wan Fazlin Nadia Wan Osman, Director

Mali**Mali Applied and Theoretical Economics Research Group - GREAT**

Massa Coulibaly, Executive Director
Wélé Fatoumata Binta Sow, Researcher
Badiégué Diallo, Administrative and Financial Assistant

Malta**Competitive Malta - Foundation for National Competitiveness**

Adrian Said, Associate
Matthew Castillo, Associate

Mauritius**Economic Development Board**

Sanroy Seechurn, Head of Department
Ken Poonosamy, CEO
Dooshala Ramjutun-Ramlaul, Manager

Mexico**Instituto Mexicano para la Competitividad - IMCO**

Valeria Moy, General Director
Ivania Mazari, Program Manager
Ministry of the Economy
Jorge Eduardo Arreola Cavazos, General Director for Competitiveness and Competition
Carlos Rubén Altamirano Márquez, Director
Fernando Tonatihu Parra Calvo, Underdirector for Competitiveness

Mongolia**Open Society Forum - OSF**

Erdenejargal Perenlei, Executive Director
Oyunbadam Davaakhuu, Program Manager

Montenegro**The Institute for Strategic Studies and Prognoses - ISSP**

Maja Drakic Grgur, Project Coordinator
Veselin Vukotic, President

Morocco**The Policy Centre for the New South**

Dr Karim El Aynaoui, Executive President
Asmaa Tahraoui, Senior Knowledge Manager
Abdelaaziz Ait Ali, Head Economics Research Department

Namibia**Institute for Public Policy Research - IPPR**

Ndapunikwa Fikameni, Research Associate
Salmi Shigwedha, Research Associate
Graham Hopwood, Director

Nepal**Competitiveness and Development Institute - CODE**

Dr Ramesh C. Chitrakar, Project Director/ Country Coordinator
Abhinandan Baniya, Associate Team Member
Menaka Shrestha, Team Member

Netherlands**Amsterdam Centre for Business Innovation, University of Amsterdam**

Henk Volberda, Director and Professor
Kevin Heij, Senior Innovation Researcher
Pieter van den Brink, Research Assistant
Nina Versluijs, Research Assistant
Jochem Bouman, Research Assistant

New Zealand**BusinessNZ**

Kirk Hope, CEO
Kathryn Asare, Manager Communications

Nigeria**Nigerian Economic Summit Group - NESG**

Laoye Jaiyeola, Chief Executive Officer
Dr Olusegun Omisakin, Director of Research and Development
Sodik Olofin, Economist

Oman**National Competitiveness Office - NCO**

Dr Salim Abdullah Al Shaikh, Acting Chief of NCO
Juhaina Saleh Al Balushi, Economic Researcher
Jawaher Sultan Al Habsi, Business Analyst

Pakistan**Mishal Pakistan**

Amir Jahangir, Chief Executive Officer
Puruesh Chaudhary, Director
Amna Sabahat Bhutta, Director

Paraguay**Paraguayan Foundation for Cooperation and Development**

Martin Burt, CEO
Luis Fernando Sanabria, CEO
Sol Urbieto, Management Assistant

Peru**Industrial Development Center of the National Society of Industries**

Luis Tenorio, Executive Director
Maria Elena Baraybar, Project Assistant
Benoni Sanchez, Head of Systems

Philippines**Makati Business Club - MBC**

Roxanne Lu, Programs Director
Trisha Teope, Foreign Programs Officer

Poland**National Bank of Poland**

Piotr Boguszewski, Economic Advisor
Piotr Szpunar, Director

Portugal**Business Administrators Forum - FAE**

Paulo Carmona, President
Mariana Marques dos Santos, Member of the Board

PROFORUM Association for the Development of Engineering

Ilidio De Ayala Serôdio, Vice-President
Helena Roquette, Secretary

Qatar**Qatari Businessmen Association - QBA
Social and Economic Survey Research Institute,
Qatar University**

Issa Abdull Salam Abu Issa, Secretary General
Sarah Abdallah, Deputy General Manager
Maria Jusay, Executive Secretary
Prof. Kaltham Al Ghanim, Director, Social and Economic Survey Research Institute
Raymond Carasig, Senior Survey Support Specialist

Romania**Association for Women Entrepreneurship
Development - ADAF
The Chamber of Commerce and Industry of
Romania**

Rotaru Cornelia, President
Rotaru Gela, Business Analyst
Savu Cristina, Communication Expert

Rwanda**Rwanda Development Board**

Delphine Uwase, Ag. Head of Strategy and Competitiveness Department
Kennedy Kalisa, Strategy Analyst
Richard Kayibanda, Ag. Chief Strategy and Compliance Officer

Saudi Arabia**Alfaisal University**

Mohammed Kafaji, Vice Dean for Quality Assurance and Accreditation
National Competitiveness Centre
Eiman Habbas Al-Mutairi, CEO of the National Competitiveness Centre
Waleed Al-Rudaian, Deputy CEO of the National Competitiveness Centre
Salman Al-Tukhaifi, General manager
Abdulrahman M. Al-Ghamdi, Project Manager

Senegal**Université Cheikh Anta Diop of Dakar**

Thierno Thioune, Directeur du Centre de Recherches Economiques Appliquées

Serbia**Foundation for the Advancement of Economics - FREN**

Aleksandar Radivojević, Coordinator
Dejan Molnar, Director

Singapore**Singapore Economic Development Board**

Cheng Wai San, Director and Head
Teo Xinyu, Executive Officer, Senior

Slovakia**Business Alliance of Slovakia - PAS**

Peter Serina, Executive Director
Robert Kičina, Member of the Board

Slovenia**Institute for Economic Research**

Peter Stanovnik, Professor
Sonja Uršič, Senior Research Assistant
University of Ljubljana, Faculty of Economics
Mateja Drnovšek, Full Professor

South Africa**Business Unity South Africa**

Tyson Thamsanqa Sibanda, Economic Policy Manager
Olivier Serrao, Economic Policy Executive Director
Cas Coovadia, Chief Executive Officer

Spain**IESE Business School**

Pascual Berrone, Professor, Director of the International Center for Competitiveness
María Luisa Blázquez, Research Associate

Sri Lanka**Institute of Policy Studies of Sri Lanka - IPS**

Kithmina Hewage, Research Economist
Tharindu Udayanga, Research Assistant

Switzerland**University of St.Gallen, Center for Financial Services Innovation**

Tobias Trütsch, Managing Director

Taiwan, China**Taiwan Institute of Economic Research**

Chen, Yi-Man, Research Fellow

Tsuo, I-Chun, Assistant Research Fellow

Tanzania**REPOA Ltd**

Donald Mmari, Executive Director

Lucas Katera, Director of Collaborations and

Capacity Building

Cornel Jahari, Researcher and Field Manager

Thailand**Chulalongkorn Business School**

Kanyarat (Lek) Sanoran, Assistant Professor and

Assistant Dean at Dean's Office

Wilert Puriwat, Professor and Dean

Nat Kulvanich, Assistant Professor

Trinidad and Tobago**Arthur Lok Jack Global School of Business**

Raynardo Hassanally, Alumni Relations Coordinator

Balraj Kistow, Programme Director

Ron Sookram, Academic Coordinator

Tunisia**Institut Arabe des Chefs d'Entreprises**

Majdi Hassen, Executive Director

Hager KARAA, Head of Studies Department

Türkiye**TÜSIAD, Sabanci University Competitiveness Forum - REF**

Esra Durceylan Kaygusuz, Director

Sezen Uğurlu Sum, Project Specialist

Ukraine**CASE Ukraine, Center for Social and Economic Research**

Dmytro Boyarchuk, Executive Director

Vladimir Dubrovskiy, Leading Economist

Oksana Kuziakiv, Senior Adviser

United Arab Emirates**Federal Competitiveness and Statistics Centre**

Hanan Ahli, Director General of Federal

Competitiveness and Statistics Centre

Rashed Abdulkarim Al Blooshi, Undersecretary of

Department of Economic Development, Abu Dhabi

Hend Abdulla, Analyst

Uruguay**Universidad ORT Uruguay**

Isidoro Hodara, Professor

Bruno Gilli, Professor

Federico Monetti, Professor

Venezuela**Venezuelan Council for Investment Promotion**

Jennyn Osorio, Economics Affairs Manager

Jorge García, Business Intelligence Manager

Viet Nam**Ho Chi Minh City Institute for Development Studies - HIDS**

Tran Hoang Ngan, Director

Trieu Thanh Son, Head of Rereach Management

Nguyen Manh Quan, Researcher

Yemen**Yemeni Business Club - YBC**

Fathi Abdulwase Hayel Saeed, Chairman

Ghadeer Ahmed Almaqhafi, Executive Director

Safa Abdullah Alsayaghi, Projects Manager

Zambia**University of Zambia**

Joseph Simbaya, Director

Chitalu Chama Chiliba, Assistant Director and

Senior Research Fellow

Patricia Funjika, Research Fellow

Zimbabwe**National Competitiveness Commission**

Phillip Phiri, Executive Director

Brighton Shayanewako, Director, Competitiveness

Douglas Muzimba, Chief Economist, International

Competitiveness

Elizabeth Magwaza, Economist



COMMITTED TO
IMPROVING THE STATE
OF THE WORLD

The World Economic Forum, committed to improving the state of the world, is the International Organization for Public-Private Cooperation.

The Forum engages the foremost political, business and other leaders of society to shape global, regional and industry agendas.

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
contact@weforum.org
www.weforum.org