



Global Gender Gap Report

2021

INSIGHT REPORT
MARCH 2021



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The Report and an interactive data platform are available at <http://reports.weforum.org/global-gender-gap-report-2021/dataexplorer>.

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Preface

The COVID-19 pandemic has raised new barriers to building inclusive and prosperous economies and societies. Pre-existing gender gaps have amplified the crisis asymmetrically between men and women, even as women have been at the frontlines of managing the crisis as essential workers. The hardest hit sectors by lockdowns and rapid digitalization are those where women are more frequently employed. Combined with the additional pressures of providing care in the home, the crisis has halted progress toward gender parity in several economies and industries.

Gender-sensitive recovery strategies will be critical in making up ground lost during 2020 to prevent long-term scarring in the labour market. Leaders have an unprecedented opportunity to build more resilient and gender-equal economies by investing in inclusive workplaces, creating more equitable care systems, advancing women's rise to leadership positions, applying a gender lens to reskilling and redeployment and embedding gender parity into the future of work.

At the World Economic Forum, the Centre for the New Economy and Society is supplementing research into gender gaps with a growing portfolio of initiatives. Closing the Gender Gap Accelerators work with advanced and developing economies to create public-private collaborations for rapid acceleration to economic parity, focusing on increasing women's participation in the workforce, closing the gender pay gap, and helping more women advance into leadership roles and develop in-demand skills. The Hardwiring Gender Parity in the Future of Work initiative is seeking commitments from businesses with the ambition to embed parity into the fastest growing emerging professions.

This year's report aims to keep the focus on consistent measurement of gender gaps while providing new data to point to emerging and concerning trends in the labour market so that we can proactively address them. We are delighted to feature in this report a special collaboration with LinkedIn and Ipsos, who have provided unique data and new measures to track gender gaps.

We are deeply grateful to the Centre for the New Economy and Society Stewardship Board members for their leadership of this agenda, to the over 100 partners of the Centre and the expert guidance of Global Future Councils and Chief Diversity Officers, and to a range of national ministries of economy, education and labour. On behalf of the Forum, we would like to express our gratitude to Roberto Crotti, Kusum Kali Pal and Vesselina Ratcheva for their leadership of this project. We would also like to thank Eoin Ó Cathasaigh for his support of this project at the World Economic Forum.

We hope that this report will serve as a call to action to leaders to embed gender parity as a central goal of our policies and practices to manage the post-pandemic recovery, to the benefit of our economies and our societies.

Saadia Zahidi

Managing Director and Head of the Centre
for the New Economy and Society

Key Findings

The Global Gender Gap Index benchmarks the evolution of gender-based gaps among four key dimensions (Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment) and tracks progress towards closing these gaps over time.

This year, the Global Gender Gap index benchmarks 156 countries, providing a tool for cross-country comparison and to prioritize the most effective policies needed to close gender gaps. 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. The Global Gender Gap Index measures scores on a 0 to 100 scale and scores can be interpreted as the distance to parity (i.e. the percentage of the gender gap that has been closed).

The 14th edition of the report, the *Global Gender Gap Report 2020*, was launched in December 2019, using the latest available data at the time. The 15th edition, the *Global Gender Gap Report 2021*, comes out a little over one year after COVID-19 was officially declared a pandemic. Preliminary evidence suggests that the health emergency and the related economic downturn have impacted women more severely than men, partially re-opening gaps that had already been closed.

The 2021 report's findings are listed below.

Global Trends and Outcomes

- Globally, the average distance completed to parity is at 68%, a step back compared to 2020 (-0.6 percentage points). These figures are mainly driven by a decline in the performance of large countries. On its current trajectory, **it will now take 135.6 years to close the gender gap worldwide.**¹
- The gender gap in **Political Empowerment** remains the largest of the four gaps tracked, with only 22% closed to date, having further widened since the 2020 edition of the report by 2.4 percentage points. Across the 156 countries covered by the index, women represent only 26.1% of some 35,500 parliament seats and just 22.6% of over 3,400 ministers worldwide. In 81 countries, there has never been a woman head of state, as of 15th January 2021. At the current rate of progress, the World Economic Forum estimates **that it will take 145.5 years to attain gender parity in politics.**
- Widening gender gaps in **Political Participation** have been driven by negative trends in some large countries which have counterbalanced progress in another 98 smaller countries. Globally, since the previous edition of the report, there are more women in parliaments, and two countries have elected their first female prime minister (Togo in 2020 and Belgium in 2019).
- The gender gap in **Economic Participation and Opportunity** remains the second-largest of the four key gaps tracked by the index. According to this year's index results 58% of this gap has been closed so far. The gap has seen marginal improvement since the 2020 edition of the report and as a result we estimate that it will take another **267.6 years to close**.
- The slow progress seen in closing the Economic Participation and Opportunity gap is the result of two opposing trends. On one hand, the proportion of women among skilled professionals continues to increase, as does progress towards wage equality, albeit at a slower pace. On the other hand, overall income disparities are still only part-way towards being bridged and there is a persistent lack of women in leadership positions, with women representing just 27% of all manager positions. Additionally, the data available for the 2021 edition of the report does not yet fully reflect the impact of the pandemic. Projections for a select number of countries show that gender gaps in labour force participation are wider since the outbreak of the pandemic. Globally, the economic gender gap may thus be between 1% and 4% wider than reported.
- Gender gaps in **Educational Attainment and Health and Survival** are nearly closed. In Educational Attainment, 95% of this gender gap has been closed globally, with 37 countries already at parity. However, the 'last mile' of progress is proceeding slowly. The index estimates that on its current trajectory, it will take another 14.2 years to completely close this gap. In Health and Survival, 96% of this gender gap has been closed, registering a marginal decline since last year (not due to COVID-19), and the time to close this gap remains undefined. For both education and health, while progress is higher than for economy and politics in the global data, there are important future implications of disruptions due to the pandemic, as well as continued variations in quality across income, geography, race and ethnicity.

1. While the drop in score is relatively small over the last year, the number of years to close the gap increases substantially because the overall progress recorded between 2006 and 2021 is used to calculate the rate of progress over 15 years.

Gender Gaps, COVID-19 and the Future of Work

- High-frequency data for selected economies from ILO, LinkedIn and Ipsos offer a timely analysis of the **impact of the COVID-19 pandemic on gender gaps in economic participation**. Early projections from ILO suggest 5% of all employed women lost their jobs, compared with 3.9% of employed men. LinkedIn data further shows a marked decline of women's hiring into leadership roles, creating a reversal of 1 to 2 years of progress across multiple industries. While industries such as Software and IT Services, Financial Services, Health and Healthcare, and Manufacturing are countering this trend, there is a more severe destruction of overall roles in industries with higher participation of women, such as the Consumer sector, Non-profits, and Media and Communication. Additionally, Ipsos data from January 2021 shows that a longer "double-shift" of paid and unpaid work in a context of school closures and limited availability of care services have contributed to an overall increase of stress, anxiety around job insecurity and difficulty in maintaining work-life balance among women with children.
- The COVID-19 crisis has also accelerated automation and digitalization, speeding up labour market disruption. Data points to significant challenges for **gender parity in the future of jobs** due to increasing occupational gender-segregation. Only two of the eight tracked "jobs of tomorrow" clusters (People & Culture and Content Production) have reached gender parity, while most show a severe under-representation of women.
- Gender gaps are more likely in sectors that require disruptive technical skills. For example, in Cloud Computing, women make up 14% of the workforce; in Engineering, 20%; and in Data and AI, 32%. While the eight job clusters typically experience a high influx of new talent, at current rates those inflows do not re-balance occupational segregation, and transitioning to fields where women are currently under-represented appears to remain difficult. For example, the current share of women in Cloud Computing is 14.2% and that figure has only improved by 0.2 percentage points, while the share of women in Data and AI roles is 32.4% and that figure has seen a mild decline of 0.1 percentage points since February 2018.
- This report also premiers a new measure created in collaboration with the LinkedIn Economic Graph team which captures the difference between men and women's likelihood to make an ambitious job switch. The indicator shows that women experience a bigger gender gap in potential-based job transitions in fields where they are currently under-represented, such as Cloud Computing, where the job-switching gap is 58%; Engineering, where the gap is 42%; and Product Development, where the gap is 19%.
- Through the combined effect of accelerated automation, the growing "double shift", and other labour market dynamics such as occupational segregation, the pandemic is likely to have a **scarring effect** on future economic opportunities for women, risking inferior re-employment prospects and a persistent drop in income. **Gender-positive recovery policies and practices can tackle those potential challenges**. First, the report recommends further investments into the care sector and into equitable access to care leave for men and women. Second, policies and practices need to proactively focus on overcoming occupational segregation by gender. Third, effective mid-career reskilling policies, combined with managerial practices, which embed sound, unbiased hiring and promotion practices, will pave the way for a more gender-equal future of work.

Gender Gaps by Country and Region

- Iceland is the most gender-equal country in the world for the 12th time. The top 10 includes:

Rank	Country	Gender gap closed to date
1	Iceland	89.2%
2	Finland	86.1%
3	Norway	84.9%
4	New Zealand	84.0%
5	Sweden	82.3%
6	Namibia	80.9%
7	Rwanda	80.5%
8	Lithuania	80.4%
9	Ireland	80.0%
10	Switzerland	79.8%
- The five most-improved countries in the overall index this year are Lithuania, Serbia, Timor-Leste, Togo and United Arab Emirates, having narrowed their gender gaps by at least 4.4 percentage points or more. Timor-Leste and Togo are also among the four countries (including Côte d'Ivoire and Jordan) that have managed to close their Economic Participation and Opportunity gap by at least 1 full percentage point in one year. Three new countries have been assessed this year for the first time: Afghanistan (44.4% of the gender gap closed so far, 156th), Guyana (72.8%, 53rd) and Niger (62.9%, 138th).

- There are significant disparities across and within various geographies. Western Europe remains the region that has progressed the most towards gender parity (77.6%) and is further progressing this year. North America is the second-most advanced (76.4%), also improving this year, followed by Latin America and the Caribbean (71.2%) and Eastern Europe and Central Asia (71.1%). A few decimal points below is the East Asia and the Pacific region (68.9%), one of the most-improved regions, just ahead of Sub-Saharan Africa (67.2%) and surpassing South Asia (62.3%). The Middle East and North Africa region remains the area with the largest gap (60.9%).²
- At the current relative pace, gender gaps can potentially be closed in 52.1 years in Western Europe, 61.5 years in North America, and 68.9 years in Latin America and the Caribbean. In all other regions it will take over 100 years to close the gender gap: 121.7 years in Sub-Saharan Africa, 134.7 years in Eastern Europe and Central Asia, 165.1 years in East Asia and the Pacific, 142.4 years in Middle East and North Africa, and 195.4 years in South Asia.

2. All these scores are based on the constant sample of the 107 countries covered continuously, from the 2006 edition to the current edition.

1

Benchmarking Gender Gaps: Findings from the Global Gender Gap Index 2021

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 (see Figure 1.1). By providing country rankings, the report incentivizes comparisons across regions and countries and stimulates learning on the drivers of gender gaps and policies to close them.

This year's 15th edition continues to build on the methodology established with that inaugural report, offering a consistent metric to assess progress over time. As noted in previous editions, significant data availability limitations prevent reflecting a non-binary view of gender gaps that covers the full spectrum of gender identities. As such, the index and the analysis remain focused on benchmarking progress on disparities between women and men across countries, and over time, on economic, education, health, and political outcomes.

1.1

Country Coverage, 2021

This year, the report expands the measurement of the global gender gap, adding three more countries (Afghanistan, Guyana and Niger) to the ranking.

To be included, a country must have recent data available for a minimum of 12 indicators out of the 14 that comprise the index. Afghanistan, Guyana and Niger have met this standard for the first time. With these three new additions, the ranking covers 156 countries; 107 have consistently been included in the index every year since the first edition in 2006.

FIGURE 1.1

The Global Gender Gap Index framework



Economic Participation and Opportunity



Educational Attainment



Health and Survival



Political Empowerment

Global Results

The Global Gender Gap score (based on the population-weighted average for each of the 156 countries included this year) in 2021 is 67.7% (when considering only the 107 countries covered continuously from 2006 to 2021 it is 68.0%). This means that the remaining gap to close stands at 32.3%. On average, the gap has widened by almost 0.6 percentage points compared to the previous edition of the index.

This overall widening of the global gender gap is also reflected in the fact that the number of countries registering at least a marginal improvement is smaller than the number of countries scoring a weaker performance than last year. Out of the 153 countries and economies covered both this year and in 2020, 98 have improved their score while 55 have regressed or stalled.

Table 1.1 presents the 2021 Global Gender Gap rankings and the scores for all 156 countries covered by this year's report. Although no country has yet to achieve full gender parity, the top two countries (Iceland and Finland) have closed at least 85% of their gap, and another seven countries (Lithuania, Namibia, New Zealand, Norway, Sweden, Rwanda and Ireland) have closed at least 80% of their gap.

Geographically, the global top 10 continues to be dominated by Nordic countries, with —Iceland, Norway, Finland and Sweden—in the top five. The top 10 is completed by one country from Asia Pacific (New Zealand 4th), two Sub-Saharan countries (Namibia, 6th and Rwanda, 7th, one country from Eastern Europe (the new entrant to the top 10, Lithuania, 8th) and another two Western European countries (Ireland, 9th, and Switzerland, 10th, another country in the top-10 for the first time).

Five countries, albeit starting from different levels of gender parity, have improved their score by at least 4.4 percentage points or more, qualifying as the five most-improved countries this year: Lithuania, Serbia, Timor-Leste, Togo and United Arab Emirates.

TABLE 1.1

The Global Gender Gap Index 2021 rankings

Rank	Country	Score		Rank change	Score change		Rank	Country	Score		Rank change	Score change	
		0–1	2020		2020	2006			0–1	2020		2020	2006
1	Iceland	0,892	0,892	–	+0,016	+0,111	79	Thailand	0,710	0,710	-4	+0,003	+0,027
2	Finland	0,861	0,861	1	+0,029	+0,065	80	Kazakhstan	0,710	0,710	-8	-0,001	+0,017
3	Norway	0,849	0,849	-1	+0,007	+0,050	81	Russian Federation	0,708	0,708	–	+0,002	+0,031
4	New Zealand	0,840	0,840	2	+0,041	+0,089	82	Tanzania	0,707	0,707	-14	-0,006	+0,004
5	Sweden	0,823	0,823	-1	+0,003	+0,009	83	Cyprus	0,707	0,707	8	+0,015	+0,064
6	Namibia	0,809	0,809	6	+0,025	+0,122	84	Malta	0,703	0,703	6	+0,010	+0,051
7	Rwanda	0,805	0,805	2	+0,014	n/a	85	Uruguay	0,702	0,702	-48	-0,035	+0,047
8	Lithuania	0,804	0,804	25	+0,059	+0,096	86	Paraguay	0,702	0,702	14	+0,019	+0,046
9	Ireland	0,800	0,800	-2	+0,002	+0,066	87	Viet Nam	0,701	0,701	–	+0,002	n/a
10	Switzerland	0,798	0,798	8	+0,019	+0,098	88	Romania	0,700	0,700	-33	-0,024	+0,020
11	Germany	0,796	0,796	-1	+0,010	+0,044	89	Dominican Republic	0,699	0,699	-3	-0,001	+0,035
12	Nicaragua	0,796	0,796	-7	-0,008	+0,139	90	Belize	0,699	0,699	20	+0,028	n/a
13	Belgium	0,789	0,789	14	+0,039	+0,081	91	Venezuela	0,699	0,699	-24	-0,014	+0,032
14	Spain	0,788	0,788	-6	-0,006	+0,056	92	Lesotho	0,698	0,698	-4	+0,003	+0,017
15	Costa Rica	0,786	0,786	-2	+0,003	+0,092	93	Brazil	0,695	0,695	-1	+0,004	+0,041
16	France	0,784	0,784	-1	+0,003	+0,132	94	Liberia	0,693	0,693	3	+0,008	n/a
17	Philippines	0,784	0,784	-1	+0,003	+0,032	95	Kenya	0,692	0,692	14	+0,021	+0,044
18	South Africa	0,781	0,781	-1	+0,001	+0,068	96	Cameroon	0,692	0,692	–	+0,006	+0,105
19	Serbia	0,780	0,780	20	+0,044	n/a	97	Ethiopia	0,691	0,691	-15	-0,015	+0,096
20	Latvia	0,778	0,778	-9	-0,007	+0,069	98	Greece	0,689	0,689	-14	-0,012	+0,035
21	Austria	0,777	0,777	13	+0,033	+0,078	99	Hungary	0,688	0,688	6	+0,011	+0,019
22	Portugal	0,775	0,775	13	+0,031	+0,083	100	Azerbaijan	0,688	0,688	-6	+0,001	n/a
23	United Kingdom	0,775	0,775	-2	+0,008	+0,038	101	Indonesia	0,688	0,688	-16	-0,013	+0,034
24	Canada	0,772	0,772	-5	+0,001	+0,056	102	Korea, Rep.	0,687	0,687	6	+0,016	+0,071
25	Albania	0,770	0,770	-5	+0,001	+0,109	103	Cambodia	0,684	0,684	-14	-0,010	+0,055
26	Burundi	0,769	0,769	6	+0,024	n/a	104	Senegal	0,684	0,684	-5	-0,000	n/a
27	Barbados	0,769	0,769	1	+0,019	n/a	105	Togo	0,683	0,683	35	+0,068	n/a
28	Moldova	0,768	0,768	-5	+0,011	+0,055	106	Nepal	0,683	0,683	-5	+0,003	+0,135
29	Denmark	0,768	0,768	-15	-0,014	+0,022	107	China	0,682	0,682	-1	+0,006	+0,026
30	United States	0,763	0,763	23	+0,039	+0,059	108	Kyrgyz Republic	0,681	0,681	-15	-0,007	+0,007
31	Netherlands	0,762	0,762	7	+0,026	+0,037	109	Myanmar	0,681	0,681	5	+0,016	n/a
32	Mozambique	0,758	0,758	24	+0,035	n/a	110	Mauritius	0,679	0,679	5	+0,014	+0,046
33	Belarus	0,758	0,758	-4	+0,012	n/a	111	Brunei Darussalam	0,678	0,678	-16	-0,009	n/a
34	Mexico	0,757	0,757	-9	+0,003	+0,111	112	Malaysia	0,676	0,676	-8	-0,001	+0,026
35	Argentina	0,752	0,752	-5	+0,005	+0,069	113	Fiji	0,674	0,674	-10	-0,003	n/a
36	Lao PDR	0,750	0,750	7	+0,019	n/a	114	Armenia	0,673	0,673	-16	-0,011	n/a
37	Trinidad and Tobago	0,749	0,749	-13	-0,007	+0,069	115	Malawi	0,671	0,671	1	+0,007	+0,027
38	Bulgaria	0,746	0,746	11	+0,019	+0,059	116	Sri Lanka	0,670	0,670	-14	-0,009	-0,050
39	Cuba	0,746	0,746	-8	+0,000	n/a	117	Ghana	0,666	0,666	-10	-0,007	+0,000
40	Jamaica	0,741	0,741	1	+0,006	+0,040	118	Guinea	0,660	0,660	7	+0,018	n/a
41	Slovenia	0,741	0,741	-5	-0,002	+0,066	119	Angola	0,657	0,657	-1	-0,004	+0,053
42	Ecuador	0,739	0,739	6	+0,011	+0,096	120	Japan	0,656	0,656	1	+0,003	+0,011
43	El Salvador	0,738	0,738	37	+0,032	+0,055	121	Sierra Leone	0,655	0,655	-10	-0,012	n/a
44	Panama	0,737	0,737	2	+0,007	+0,044	122	Guatemala	0,655	0,655	-9	-0,011	+0,049
45	Croatia	0,733	0,733	15	+0,013	+0,019	123	Benin	0,653	0,653	-4	-0,004	+0,075
46	Estonia	0,733	0,733	-20	-0,019	+0,038	124	Burkina Faso	0,651	0,651	5	+0,016	+0,066
47	Zimbabwe	0,732	0,732	–	+0,002	+0,086	125	Tajikistan	0,650	0,650	12	+0,024	n/a
48	Montenegro	0,732	0,732	23	+0,021	n/a	126	Tunisia	0,649	0,649	-2	+0,005	+0,020
49	Georgia	0,732	0,732	25	+0,024	+0,061	127	Gambia, The	0,644	0,644	9	+0,016	-0,000
50	Australia	0,731	0,731	-6	+0,000	+0,015	128	Maldives	0,642	0,642	-5	-0,004	n/a
51	Suriname	0,729	0,729	26	+0,023	n/a	129	Egypt	0,639	0,639	5	+0,010	+0,061
52	Eswatini	0,729	0,729	31	+0,026	+0,069	130	Bhutan	0,639	0,639	1	+0,004	n/a
53	Guyana*	0,728	0,728	n/a	n/a	n/a	131	Jordan	0,638	0,638	7	+0,015	+0,027
54	Singapore	0,727	0,727	–	+0,004	+0,072	132	Lebanon	0,638	0,638	13	+0,038	n/a
55	Luxembourg	0,726	0,726	-4	+0,001	+0,059	133	Turkey	0,638	0,638	-3	+0,003	+0,053
56	Zambia	0,726	0,726	-11	-0,005	+0,090	134	Côte d'Ivoire	0,637	0,637	8	+0,030	n/a
57	Madagascar	0,725	0,725	5	+0,007	+0,087	135	Papua New Guinea	0,635	0,635	-8	-0,001	n/a
58	Bahamas	0,725	0,725	3	+0,005	n/a	136	Algeria	0,633	0,633	-4	-0,001	+0,031
59	Colombia	0,725	0,725	-37	-0,034	+0,020	137	Bahrain	0,632	0,632	-4	+0,003	+0,043
60	Israel	0,724	0,724	4	+0,006	+0,035	138	Niger*	0,629	0,629	n/a	n/a	n/a
61	Bolivia	0,722	0,722	-19	-0,012	+0,089	139	Nigeria	0,627	0,627	-11	-0,008	+0,016
62	Peru	0,721	0,721	4	+0,007	+0,059	140	India	0,625	0,625	-28	-0,042	+0,024
63	Italy	0,721	0,721	13	+0,014	+0,075	141	Vanuatu	0,625	0,625	-15	-0,013	n/a
64	Timor-leste	0,720	0,720	53	+0,058	n/a	142	Qatar	0,624	0,624	-7	-0,005	n/a
65	Bangladesh	0,719	0,719	-15	-0,006	+0,092	143	Kuwait	0,621	0,621	-21	-0,029	-0,013
66	Uganda	0,717	0,717	-1	-0,000	+0,037	144	Morocco	0,612	0,612	-1	+0,008	+0,030
67	Honduras	0,716	0,716	-9	-0,006	+0,068	145	Oman	0,608	0,608	-1	+0,006	n/a
68	Cape Verde	0,716	0,716	-16	-0,009	n/a	146	Mauritania	0,606	0,606	-5	-0,008	+0,022
69	Mongolia	0,716	0,716	10	+0,010	+0,034	147	Saudi Arabia	0,603	0,603	-1	+0,003	+0,079
70	Chile	0,716	0,716	-13	-0,007	+0,070	148	Chad	0,593	0,593	-1	-0,003	+0,068
71	Botswana	0,716	0,716	2	+0,006	+0,026	149	Mali	0,591	0,591	-10	-0,030	-0,009
72	United Arab Emirates	0,716	0,716	48	+0,060	+0,124	150	Iran, Islamic Rep.	0,582	0,582	-2	-0,002	+0,002
73	North Macedonia	0,715	0,715	-3	+0,004	+0,017	151	Congo, Democratic Rep.	0,576	0,576	-2	-0,002	n/a
74	Ukraine	0,714	0,714	-15	-0,007	+0,034	152	Syria	0,568	0,568	-2	+0,001	n/a
75	Poland	0,713	0,713	-35	-0,023	+0,033	153	Pakistan	0,556	0,556	-2	-0,007	+0,013
76	Bosnia and Herzegovina	0,713	0,713	-7	+0,001	n/a	154	Iraq	0,535	0,535	-2	+0,005	n/a
77	Slovak Republic	0,712	0,712	-14	-0,007	+0,036	155	Yemen	0,492	0,492	-2	-0,002	+0,032
78	Czech Republic	0,711	0,711	–	+0,004	+0,039	156	Afghanistan*	0,444	0,444	n/a	n/a	n/a

Notes

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

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

* New countries in 2021

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

Performance by Subindex

This section discusses the overall global gender gap scores across the four main components (subindexes) of the index: Economic Participation and Opportunity, Educational Attainment, Health and Survival and Political Empowerment. In doing so, it aims to shed light on which factors are driving the overall average decline in the global gender gap score. The results show that this year's decline is mainly caused by a reversal in performance on the Political Empowerment gap. In parallel, progress on the Economic Participation and Opportunity, Health and Survival and Educational Attainment subindexes has been marginal or stalled. It's important to note that these results only partially reflect the impact of COVID-19 on gender gaps, as detailed in Chapter 2.

Breaking down the overall index's score into its four subindexes also highlights the progress attained globally on each of these dimensions so far, taking into account that additional countries have been assessed for this edition. As shown in Figure 1.2,

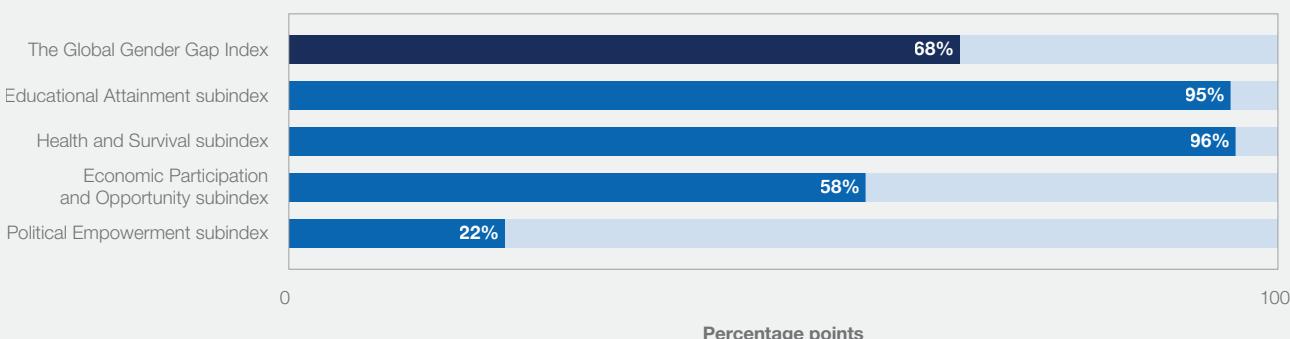
95% and 96% of Educational Attainment and Health and Survival (respectively) gaps have been closed already. However, the remaining gaps have proven difficult to close completely as their scores have remained approximately unchanged over the past few editions of the report.

Progress on closing the Economic Participation and Opportunity gender gap is less advanced (only 58% of the gap has been closed so far), while Political Empowerment has achieved the least progress to date globally (22%), meaning over 78% of the gap is therefore yet to be closed.

FIGURE 1.2

The state of gender gaps, by subindex

Percentage of the gender gap closed to date, 2021



Source

World Economic Forum, Global Gender Gap Index, 2021.

Note

Population-weighted averages for the 156 economies featured in the Global Gender Gap Index, 2021.

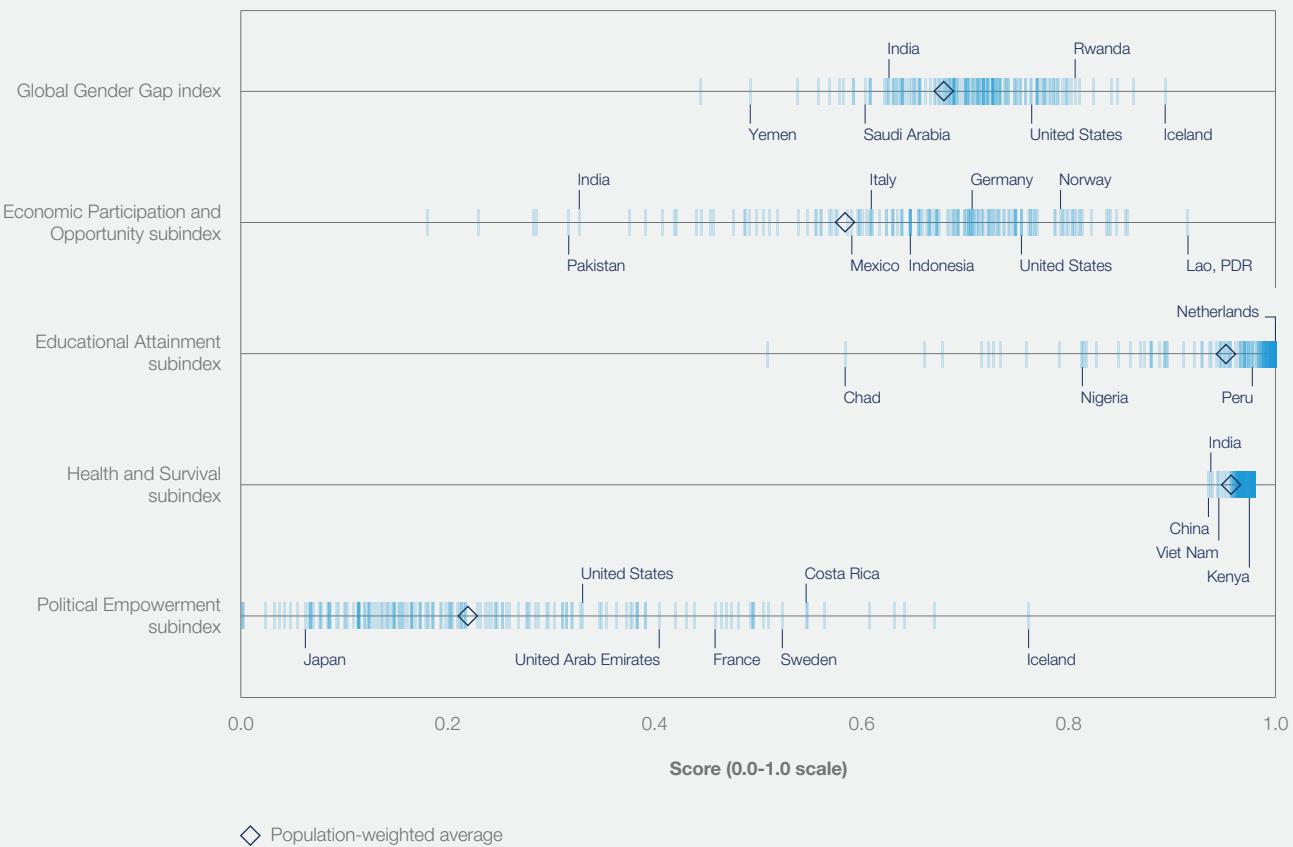
Taking a closer look at results for each subindex offers a more complete assessment of the situation globally. An overview of the global distribution of subindex performances is presented in Figure 1.3, with the population-weighted average for each subindex represented by a blue diamond. It's clear that countries' performances are distributed unevenly among the Gender Gap Index and the underlying subindexes. Overall, gender gap scores are clustered around the average score, with a greater concentration of countries slightly above the average.

As Figure 1.3 shows, the Political Empowerment subindex is not only the dimension where average global gender gaps are larger, but also where there is wide dispersion of countries' performance. The scores

vary by a great extent, between 0% and 76%, with a stronger concentration towards the lower half of the distribution. The distribution of Economic Opportunity and Participation scores is also fairly dispersed, with performances ranging from 18% to 92%. Educational Attainment is where scores are relatively more concentrated, with country performances ranging between just 51% and 100%. Finally, the Health and Survival subindex is the area where gender gaps are smallest on average, and countries' performances are significantly more concentrated: scores vary among a concentrated set of values between just 93% and 98%. The fact that populous countries such as India and China perform below average contributes to reducing the global average result.

FIGURE 1.3

Range of scores, Global Gender Gap Index and subindexes, 2021



Source

World Economic Forum, Global Gender Gap Index, 2021.

Note

Blue diamonds correspond to population-weighted averages.

Educational Attainment is the subindex with the smallest global gender gap and relatively low variation: 121 countries have closed at least 95% of their educational gender gaps and 64 countries (more than one-third of the sample) have already achieved at least 99.5% gender parity. Among them are 28 advanced economies and 36 emerging and developing economies from all regions. Nineteen are located in the Eastern Europe and Central Asia region, sixteen are in Latin America, seventeen in Western Europe, three in Sub-Saharan Africa, four in East Asia and the Pacific, two in North America, two in the Middle East and North Africa and one in South Asia. However, in Sub-Saharan Africa and the Middle East there are countries with educational gender gaps as large as 10% or more. In fact, 21 countries in these two regions have closed below 89% of their gender gaps in education, and eight countries rank below the fifth percentile on the index, with scores below 76%. These are Mali (75.7%), Benin, where only 73.3% of the educational gender gap has been bridged, Niger (72.6%), Yemen (71.7%), Guinea (68.0%), Congo, Dem. Rep. (65.8%), Chad (58.9%) and the newly assessed Afghanistan (51.4%).

A similar distribution is observed when examining different educational levels. Although, on average, gender gaps are 10% or smaller for literacy rates,

as well as for primary, secondary and tertiary enrolment rates, there are still significant gaps within some countries. For instance, in terms of literacy, 64 countries have achieved a score of 99.5% and 109 of the 156 countries have attained a score of at least 90. In 2018, 90.4% of young women aged 15–24 and 92.8% of young men in the same age range are literate. While this illustrates demonstrable progress among younger generations, only 82.7% of all adult women and 89.9% of all adult men are considered literate. As such, there are still millions of adult women who can neither read nor write and are therefore excluded from multiple avenues for improving their livelihoods.¹

Further, there are still countries where the rate of women's literacy is significantly lower than that of men. For instance, in Chad only 14% of women are literate relative to 31.3% of men, while in Guinea 22% of women and 43.6% of men are literate. Similarly, in Liberia, Yemen, Mali, Pakistan, Benin, Senegal, Burkina Faso, Togo and Angola, less than 67% of the literacy gender gap has been bridged to date.

Globally, women are more likely to be enrolled in higher levels of education than men. While fewer girls are enrolled in primary education than boys (88.2% versus 90.5%), on average, there is virtual parity in

secondary education, and women actually exceed men in tertiary education attainment. In 2018, 40.6% of women and 35.6% of men in the world were enrolled in tertiary education, a sign that women are pursuing education as a channel for advancement.²

Global averages, however, mask stark differences between countries. In some locations, women are still denied access to the same education levels as men. Namely, in Angola, Chad, Guinea, Nigeria and Pakistan, gender gaps in primary education enrolment are still as large as 15% or more. In Angola, for instance, 88.9% of boys are enrolled in primary education versus only 67% of girls, and in Nigeria only 69.9% of boys and 58.1% of girls are in primary school.

The ratios are similar for secondary education. Although in 130 of the 154 countries for which there are data the gender gap is smaller than 5%, there are still 10 countries with a gap of over 20%. For instance, in Guinea, with an indicator score of 66%, just 38.7% of boys and 25.6% of girls are enrolled in secondary education, and in Chad, the country with the largest gap in secondary education (48.4%), only 25.4% of boys and 12.3% of girls are in secondary school.

Finally, when it comes to tertiary education, cross-country differences become extreme. While in many economies—both advanced and emerging—women are much likelier to enrol in tertiary education than men, in some developing economies the differences are still stark. For instance, in Venezuela, as well as the developed economies of Norway and New Zealand, the ratio of women of any age enrolled in tertiary education to those in official school-age population is over 97%, versus less than 70% for men. On the opposite side of the spectrum in Chad, one of the countries with the lowest rates of participation in higher education, tertiary enrolment is as low as 1.5% for women and 5% for men. Similarly, in Sierra Leone participation in tertiary education is about 2.7% for men and 1.1% for women.

For many of these countries, development challenges impede primary, secondary, and higher educational attainment for both girls and boys. More must be done to reduce gender gaps while equipping new generations with the skills of the future to participate in and contribute to the economic development of their countries.³

Health and Survival is the second-best subindex in terms of progress towards gender parity globally. Here, compared to the results on the Educational Attainment subindex, the progress is more uniform across countries. All countries have closed at least 93% of their health gender gaps so far, including 56 countries that have already achieved full gender parity to date. However, populous countries such as China, India, Azerbaijan and Pakistan have achieved scores that are lower than 94%, with China slightly progressing since the last edition. The main driver of cross-country variation is the skewed sex ratio at birth. In China, there are 0.88 female births for

every male birth; in Azerbaijan and Viet Nam, 89%; in Armenia, 90%; in India, 91%; and in Pakistan, 92%, lower than a natural and biological relatively constant ratio of about 94%. These ratios can be attributed to the norms of son preference and gender-biased prenatal sex-selective practices.⁴ China and India together account for about 90%–95% of the estimated 1.2 million to 1.5 million missing female births annually worldwide due to gender-biased prenatal sex selective practices. Further, China, India and Pakistan register excess female mortality rates (below age 5) related to neglect and gender-biased postnatal sex selection practices. The estimated number of ‘missing women’ was 142.6 million in 2020, twice as much than in 1970, when the number of missing women was estimated at 61 million.⁵ On a more positive note, there is near gender parity in most countries included in the index in terms of life expectancy. Globally, women tend to live longer than men; however, in countries such as Qatar (95.0%), Afghanistan (97.3%) Mauritania (98.7%) and Jordan (98.7%) life-expectancy gender gaps persist.

The second-largest gender gap among the four components of the index is for the **Economic Participation and Opportunity** subindex. Only 58.3% of this gap has been closed so far, virtually unchanged since last year.

As reported in previous editions, the difference in performance between the best-positioned countries and those at the bottom of the ranking is significant: 41.6 percentage points separate the top 5th percentile (with a remaining gap to close of about 18%) from the bottom 5th (with a remaining gap to close of about 60%). By the same token, the best performer, Lao PDR, has a score 73.6 points higher than Afghanistan, ranked last on this subindex among the 156 assessed in this edition.

The countries that, to date, have the smallest Economic Participation and Opportunity gaps include Lao PDR (91.5%), Bahamas (85.7%) Burundi (85.5%) Iceland (84.6%), Latvia (82.2%), Moldova (81.1%) and Sweden (81.0%). On the opposite end of the spectrum, the countries with the largest economic gender gaps are Iran (just 37.5% of the gender gap closed so far), India (32.6%), Pakistan (31.6%), Syria (28.5%), Yemen (28.2%), Iraq (22.8%) and Afghanistan (18%).

Once again, one of the most important sources of inequality between men and women is women’s underrepresentation in the labour market. Participating in labour markets has been an important channel for economic empowerment of women and for building diverse, inclusive and innovative organizations. Globally, considering population-weighted averages, almost 80% of men aged 15–64 are in the labour force versus only 52.6% of women of the same age group, explaining in part why the gender gap in labour force participation remains above 35%. Therefore, addressing normative and legal barriers for women to work and advance remains a priority area for policymakers and businesses in all countries.

As explained in Chapter 2, these statistics are from 2019, hence do not take into account the impact of the COVID-19 crisis, as labour force statistics for 2020 are available only for a small subset of countries included in the index. While there is preliminary evidence that the health crisis has asymmetrically impacted labour force participation of women, the status quo was already penalizing many countries even before the onset of the pandemic.

For instance, in India only 22.3% of women participate in the labour market, translating to a gender gap of 72%. Turkey (38.5% women's participation, 50% gap), Mexico (49.1% women's participation, 40% gap), Indonesia (56% women's participation, 33% gap), Italy (56.5% women's participation, 25% gap) and Korea (60% women's participation, 23% gap) are additional examples of where women are under-represented in the labour force compared to men.

In some countries, the difference between men and women's participation in the labour market remains even more extreme. These include Yemen (6.3% of women in the labour force, 91% gap), Iraq (12% of women in the labour force, 84% gap), Syria (15.7% of women in the labour force, 80% gap) and Jordan (15.6% of women in the labour force, 77% gap).

An additional challenge is the gender gap in senior and managerial positions in the private and public sector alike. Within the sample of countries covered by this report, 41% of professionals in senior positions are women, with some progress compared to a year ago, but still significantly under-represented.

The median presence of women in senior positions across all countries assessed by the index is 33%, and only 22 countries have closed at least 80% of the gap in managerial roles. Among them are a few countries where women are 50% or more of all managers, including the Philippines, Cote d'Ivoire, Colombia, Burkina Faso, Jamaica, Togo, Botswana and Lao PDR.

At the same time, there are another 20 countries where gender gaps in managerial positions are still as large as 80% or more. Women make up 14.7% of all managerial positions across all 20 countries, corresponding to a gap of 83%. In Morocco the share is 13% (85% gap); in Bangladesh, 11% (88% gap); in Egypt, 7.4% (92% gap); in Saudi Arabia, 6.8% (93% gap); in Pakistan, 5% (95% gap); and in Yemen, 4.1% (96% gap).⁶

In addition, the limited presence of women in senior roles shows a persistent 'glass ceiling' is still in place even in some of the most advanced economies. For instance, in the United States, women are in just 42% of senior and managerial positions; in Sweden, 40%; in the United Kingdom, 36.8%; in France, 34.6%; in Germany, 29%; in Italy and the Netherlands, 27%; in Korea, 15.6%; and in Japan, 14.7%.

Some countries, however, do report strong progress on this front. For instance, Lao PDR has improved

its score by over 53 percentage points, reflecting better results in 2017, compared to the previously reported statistic which referred to data from 2010. This is not just a score improvement, but also a progress in the frequency of monitoring the condition of women in the country. Similarly, Burkina Faso has improved by over 55 percentage points and Togo by 57 percentage points. Both countries have achieved a 50% share of women in senior roles.

Beyond inequality in access to labour force opportunities, financial disparities continue to represent a major area of concern for working women and their dependents. Despite some progress this year, the wage gap (the ratio of the wage of women to that of men in a similar position) is still approximately 37% and the income gap (the ratio of the total wage and non-wage income of women to that of men) remains close to 51%.

When it comes to wages for similar positions, gaps remain even among the best-performing countries, including Iceland, 1st overall on this indicator, where 86% of the gap has been closed; Rwanda, 5th globally (80.9% of gap closed); and Finland, 9th (79.7% of gap closed). Conversely, in Ethiopia, India, El Salvador, Bolivia and Lesotho only 46%–49% of this gap has been closed to date.

Cross-country disparities are starker in terms of income gaps. Estimated earned incomes are at parity only in a handful of developing countries, including Burundi, Timor-Leste and Liberia, while among advanced economies, the best-performing country, Sweden, still has an approximately 18% gap between the incomes of men and women. Other examples of advanced economies with a significant income gap to bridge include Denmark (38%), France (39%), Germany (30%) and the United States (35%).

These countries score slightly above the average gap, while at the bottom of the distribution, only 26% or less of the gender gap has been bridged so far (corresponding to a 76% of gap yet to close). In the country with the largest income gap (Yemen), women's income is only 7% of that of men, corresponding to a gap to close of over 93%.

Gender gaps in both labour participation and income are likely to increase after the COVID-19 crisis. As reported in previous editions, the disproportionate burden of household and care responsibilities was already an important driver of these gaps even before the pandemic.

While statistics on hours spent by men and women on unpaid work (mainly domestic and volunteer work) continue to show that women spend at least twice as much time as men on these tasks, data analysis reveals that school closures during the pandemic have been one of the main causes for women to reduce working hours and labour participation, as childcare responsibilities still fall predominantly on them (see chapter 2).

In addition to these wage and income disparities, women are still significantly disadvantaged in managing and accessing assets or financial services. For instance, in 74% of the countries assessed in this report not all women are granted unrestricted access to a bank account, and in 81%, not all women have full inheritance rights.

Finally, the area where gender gaps remain the widest is **Political Empowerment**, which also registers the most important regression compared to last year (-2.4 percentage points). Although Political Empowerment improves by at least 0.1 percentage points in 92 countries, only 22.3% of this gap has been closed so far, and even the best performer, Iceland, has yet to close 24% of this gap. Iceland's score is 23.2 percentage points above the 95th percentile and 56.5 percentage points higher than the median global performance. It highlights just how exceptional the performance of Iceland is, but also how much remains to be done to achieve gender parity in politics in most countries.

Of some 35,500 parliament seats across the 156 countries covered by the index, only 26.1% of them are held by women. In 52 countries women represent less than 20% of the lower-chamber seats, and in two countries (Vanuatu and Papua New Guinea), as reported in the previous edition of the report, there are no women in the entire parliament. Women are similarly under-represented in ministerial positions. Only 22.6% of the over 3,400 ministers worldwide are women. The median country performance on this aspect is 21.5%, and only in the top 5th percentile of the index are there at least as many women ministers as there are men. In nine countries (Armenia, Azerbaijan, Brunei Darussalam, Papua New Guinea, Saudi Arabia, Thailand, Viet Nam and Yemen) there are no female ministers at all.

Examining the highest political position in a country, very few women have served as head of state in the past 50 years. In 81 (over one-half) of the 156 countries assessed this year, there has never been a woman in this position, including countries considered relatively progressive with respect to gender parity such as Sweden, Spain, the Netherlands and the United States. In an additional 17 countries, women have been in power collectively for less than one year in the last 50 years, including France (0.89 years) and Canada (0.36 years).

There are, however, some countries where women have been in leadership roles for several years or have increased their presence at the highest institutional levels in the past few years. For instance, in Switzerland, a woman has been in head-of-state positions for almost eight of the past 50 years and the Presidency of the Swiss Confederation has been held by a woman in six of the past 10 years. Countries where women are found in the head-of-state position more frequently than the norm include Finland (13 years out of 50), New Zealand (14 years), the United Kingdom (14.6 years), India (15.5 years), Germany (15.6 years), the Philippines (15.8 years), Norway (17.4 years), Ireland (20.8 years), Iceland (23.5 years) and Bangladesh, which is the only country where more women have held head-of-state positions (27 years) than men in the past 50 years.

1.4

Progress Over Time

By estimating how much the gap has been reduced each year since the report's first edition in 2006, it is possible to project how many years it will take to close each of the gender gaps in employment, education, health and politics.

Figure 1.4 charts the evolution of the Global Gender Gap Index and its subindexes. Since the previous edition, the global gender gap has widened by 0.5 percentage points, returning to its 2018 level, driven for the most part by a retrenchment of the average Political Empowerment score, after an increase registered in the previous edition.

This year's results reduce the total progress made towards gender parity to just a 3.6 percentage-point gain since 2006. Hence, on average, over the past 15 years the gap has been reduced by only 0.24 percentage points per year. If progress towards gender parity proceeds at the same speed observed between the 2006 and 2021 editions, the overall

global gender gap is projected to close in 135.6 years. It will therefore take longer than reported in the 2020 edition, due to widening average gender gaps, as well as to a plateauing in performances over the past few years. In fact, this edition projection is the longest reported by this publication, revealing a difficulty to make further progress on many gender issues in the past five years, after a relatively faster progress between 2006 and 2016.

Based on the constant sample of 107 countries included in each edition from 2006 to 2021, the global Political Empowerment gender gap this year is 22.3%, which is 2.4 percentage points worse than the score reported in the previous edition. This reduction brings the score back to 2014 levels and reduces the speed of positive evolution on this aspect to just 0.5 percentage points per year. As a result, it will now take another 145.5 years to completely close this gap, a significant step backwards since last year.

As of January 2021, relative to the situation as of January 2019, the share of women in ministerial positions has decreased or stagnated in about half of the countries assessed and improved in the other half of the countries. However, in only 27 countries are women at least 40% of appointed ministers, and some of the most significant declines took place in large countries, which have a much larger weight in population-weighted averages. For instance, among the countries where the share of women ministers declined the most are India (from 23.1% to 9.1%), Indonesia (from 23.5% to 17.1%), Colombia (from 52.9% to 38.8%) and Poland (from 27.3% to 4.8%). Countries where the share of women ministers increased the most by January 2021 from January 2019 include Lithuania (from 0 to 42.9%), Belgium (from 35% to 57.1%), the United States (from 21.7% to 46.2%), Serbia (from 19% to 43.5%), Mozambique (from 28.6% to 45.5%) and Lebanon (from 3.4% to 31.6%).

Several countries have more women in parliament than they did in the previous edition. Further, 96 countries reduced gender gaps in parliament, including the most-improved United Arab Emirates (from 22.5% of women parliamentarians to 50%), New Zealand (from 40.8% to 48.3%), Switzerland (from 32.5% to 42.0%), Mali (from 9.5% to 27.3%) and Egypt (from 14.9% to 27.4%). The global average, therefore, overlooks important progress made in many smaller countries, which although impacting fewer women globally, signals a slow but ongoing cultural change in an increasing number of institutions. This is a good sign for further improvement of women's political empowerment across the world.

As for the Economic Participation and Opportunity subindex, the gap this year has remained almost as large as last year, with a minor improvement in score from 57.8% in the 2020 edition to 58.0% in the 2021 edition. Since 2006, the score has increased by just 2.4 percentage points, translating to an average per year progress of 0.16 percentage points every year over the 2006–2020 period. As a result, it will take another 267.6 years to close this gap. This figure could well increase once the full effect of the COVID-19 pandemic are reflected in the statistics. Preliminary estimates indicate that it may have an asymmetric effect on women's economic opportunity, especially in terms of participation in the labour force.

As described in Chapter 2, data available for a set of advanced and emerging economies predict a widening gender gap in labour force participation. A significant part of this effect is due to temporary measures such as school and workplace lockdowns, which may partially be absorbed once the health crisis is resolved. There are, however, questions on potential permanent scars that the crisis may leave on women's economic opportunities, depending on how inclusive a sustained post-pandemic recovery proves to be.

On Educational Attainment, gender gaps can be fully closed in just 14.2 years. Global performance is

unchanged at 96.1%, marking a progress of 4.9% since 2006, or 0.33 percentage points per year.

To close the subindex's remaining 3.9% global gap would require a rapid progress in many developing and emerging economies, where women still encounter significant challenges to participate in education to the same extent as men. In large countries such as Pakistan, Nigeria, and Ethiopia education gaps are still as great as 15%–20%, and in the Democratic Republic of Congo, they are still as large as 34%. Closing the remaining gender gaps in education is likely to have an outsized effect on the broader conditions and opportunities available to millions of women that live in these and other countries.

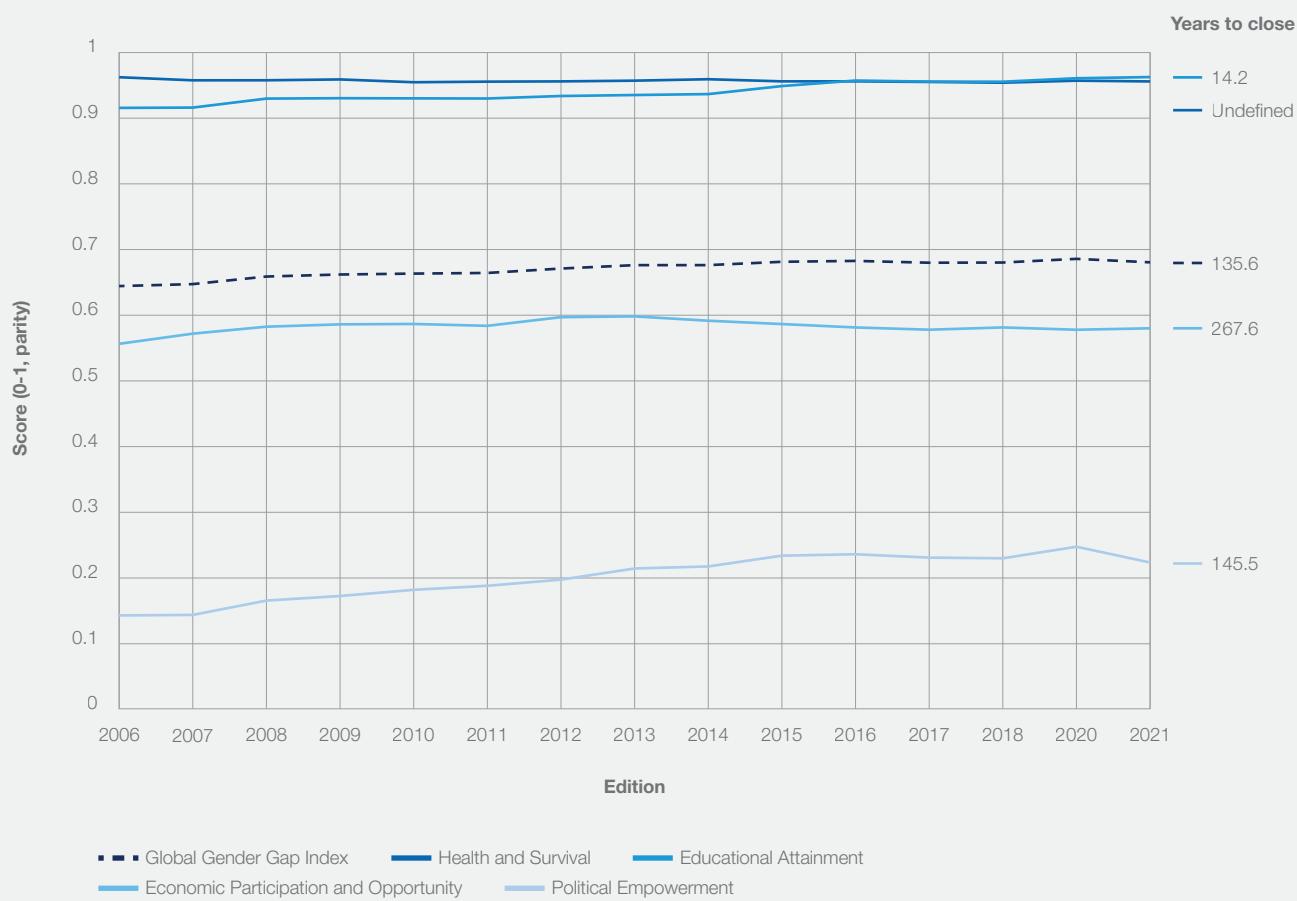
Finally, the time it would take to close the global Health and Survival gender gap remains undefined. There has been a very slight decline in the global score this year (from 95.7% to 95.6%), which brings the Health and Survival gap to be slightly larger than the Educational Attainment gap.

The gap on Health and Survival has remained substantially stable over the past few years. Although it can be considered virtually closed in most countries, there are still countries—including Qatar (94.8%), Viet Nam (94.5%), Pakistan (94.4%), Azerbaijan (93.9%), India (93.7%) and China (93.5%)—where uneven access to health for women and pre- or post-natal sex selection persist.

FIGURE 1.4

Evolution of the Global Gender Gap Index and subindexes over time

Evolution in scores, 2006–2020



Source

World Economic Forum, Global Gender Gap Index, 2021.

Note

Population-weighted averages for the 107 economies featured in all editions of the index, from 2006–2021.

TABLE 1.2

The Global Gender Gap Index 2021, results by subindex

Economic Participation and Opportunity

Rank	Country	Score (0-1)
1	Lao PDR	0.915
2	Bahamas	0.857
3	Burundi	0.855
4	Iceland	0.846
5	Belarus	0.840
6	Guinea	0.839
7	Barbados	0.837
8	Latvia	0.822
9	Benin	0.814
10	Moldova	0.811
11	Sweden	0.810
12	Lithuania	0.808
13	Finland	0.806
14	Zambia	0.804
15	Slovenia	0.803
16	Botswana	0.799
17	Eswatini	0.797
18	Philippines	0.795
19	Namibia	0.794
20	Norway	0.792
21	Togo	0.787
22	Thailand	0.787
23	Mongolia	0.769
24	Jamaica	0.768
25	Russian Federation	0.767
26	Viet Nam	0.765
27	New Zealand	0.763
28	Zimbabwe	0.763
29	Cape Verde	0.761
30	United States	0.754
31	Estonia	0.754
32	Madagascar	0.754
33	Singapore	0.749
34	Belize	0.749
35	Albania	0.748
36	Azerbaijan	0.748
37	Montenegro	0.748
38	Portugal	0.746
39	Switzerland	0.743
40	Canada	0.741
41	Bulgaria	0.738
42	Denmark	0.736
43	Ireland	0.733
44	Ukraine	0.732
45	Panama	0.731
46	Cambodia	0.729
47	Kazakhstan	0.728
48	Rwanda	0.726
49	Timor-Leste	0.724
50	Romania	0.723
51	Brunei Darussalam	0.722
52	Honduras	0.721
53	Liberia	0.717
54	Serbia	0.716
55	United Kingdom	0.716
56	Sierra Leone	0.713
57	Netherlands	0.713
58	France	0.710
59	Belgium	0.709
60	Colombia	0.708
61	Cameroon	0.706
62	Germany	0.706
63	Poland	0.705
64	Georgia	0.705
65	Israel	0.705
66	Tanzania	0.703
67	Suriname	0.703
68	Trinidad and Tobago	0.703
69	China	0.701
70	Australia	0.700
71	Spain	0.699
72	Cyprus	0.694
73	Chad	0.693
74	Uganda	0.692
75	Luxembourg	0.691
76	Uruguay	0.690
77	Burkina Faso	0.689
78	Nigeria	0.687

Educational Attainment

Rank	Country	Score (0-1)
79	Papua New Guinea	0.684
80	Slovak Republic	0.682
81	Ecuador	0.675
82	Niger*	0.673
83	Greece	0.672
84	Kenya	0.672
85	Paraguay	0.672
86	Hungary	0.669
87	Croatia	0.666
88	Austria	0.665
89	Brazil	0.665
90	Côte d'Ivoire	0.664
91	Czech Republic	0.662
92	South Africa	0.658
93	Myanmar	0.657
94	Malta	0.656
95	Mozambique	0.655
96	Armenia	0.655
97	North Macedonia	0.647
98	Lesotho	0.647
99	Indonesia	0.647
100	Kyrgyz Republic	0.646
101	Dominican Republic	0.646
102	Angola	0.646
103	Argentina	0.639
104	Malaysia	0.638
105	Guyana*	0.638
106	El Salvador	0.634
107	Nepal	0.630
108	Cuba	0.630
109	Peru	0.629
110	Costa Rica	0.624
111	Malawi	0.624
112	Venezuela	0.617
113	Chile	0.610
114	Italy	0.609
115	Bosnia and Herzegovina	0.608
116	Gambia, The	0.607
117	Japan	0.604
118	Mauritius	0.600
119	Ghana	0.598
120	Nicaragua	0.598
121	Bolivia	0.595
122	Mexico	0.590
123	Korea, Rep.	0.586
124	Vanuatu	0.576
125	Tajikistan	0.574
126	Congo, Democratic Rep.	0.571
127	Fiji	0.568
128	Ethiopia	0.560
129	Guatemala	0.560
130	Bhutan	0.556
131	Senegal	0.554
132	Sri Lanka	0.547
133	Jordan	0.538
134	Bahrain	0.518
135	United Arab Emirates	0.510
136	Qatar	0.504
137	Kuwait	0.498
138	Maldives	0.491
139	Lebanon	0.487
140	Tunisia	0.445
141	Mali	0.475
142	Algeria	0.456
143	Oman	0.453
144	Greece	0.421
145	Mauritania	0.440
146	Egypt	0.418
147	Bangladesh	0.407
148	Morocco	0.390
149	Saudi Arabia	0.390
150	Iran, Islamic Rep.	0.375
151	India	0.326
152	Pakistan	0.316
153	Syria	0.285
154	Yemen	0.282
155	Iraq	0.228
156	Afghanistan*	0.180
78	Mauritius	0.992
79	Eswatini	0.992
80	Switzerland	0.992
81	Belize	0.991
82	Bulgaria	0.991
83	Barbados	0.991
84	Jordan	0.991
85	Kyrgyz Republic	0.990
86	Qatar	0.990
87	Singapore	0.990
88	Sri Lanka	0.988
89	United Arab Emirates	0.987
90	Bahrain	0.985
91	Guyana*	0.984
92	Japan	0.983
93	Madagascar	0.982
94	Viet Nam	0.982
95	Peru	0.981
96	Bolivia	0.981
97	Saudi Arabia	0.980
98	Oman	0.977
99	North Macedonia	0.977
100	Zimbabwe	0.977
101	Turkey	0.975
102	Myanmar	0.975
103	China	0.973
104	Korea, Rep.	0.973
105	Egypt	0.973
106	Cape Verde	0.972
107	Indonesia	0.970
108	Tunisia	0.970
109	Guatemala	0.969
110	Bosnia and Herzegovina	0.967
111	Algeria	0.966
112	Lao PDR	0.965
113	Lebanon	0.964
114	India	0.962
115	Rwanda	0.957
116	Morocco	0.956
117	Bhutan	0.954
118	Syria	0.953
119	Iran, Islamic Rep.	0.953
120	Ghana	0.951
121	Bangladesh	0.951
122	Vanuatu	0.947
123	Timor-Leste	0.946
124	Tajikistan	0.942
125	Zambia	0.938
126	Kenya	0.929
127	Tanzania	0.921
128	Cambodia	0.919
129	Malawi	0.915
130	Mozambique	0.904
131	Uganda	0.898
132	Burundi	0.896
133	Papua New Guinea	0.895
134	Nepal	0.895
135	Gambia, The	0.891
136	Senegal	0.888
137	Cameroon	0.885
138	Mauritania	0.879
139	Burkina Faso	0.873
140	Sierra Leone	0.860
141	Ethiopia	0.850
142	Liberia	0.839
143	Côte d'Ivoire	0.828
144	Pakistan	0.811
145	Iraq	0.807
146	Nigeria	0.806
147	Togo	0.782
148	Angola	0.759
149	Mali	0.757
150	Benin	0.733
151	Niger*	0.726
152	Yemen	0.717
153	Guinea	0.680
154	Congo, Democratic Rep.	0.658
155	Chad	0.589
156	Afghanistan*	0.514

Eastern Europe and Central Asia

Middle East and North Africa

East Asia and the Pacific

Latin America and the Caribbean

North America

South Asia

Sub-Saharan Africa

Western Europe

* New countries in 2021

TABLE 1.2

The Global Gender Gap Index 2021, results by subindex

Health and Survival

Rank	Country	Score (0-1)
1	Bahamas	0.980
1	Botswana	0.980
1	Brazil	0.980
1	Cape Verde	0.980
1	Dominican Republic	0.980
1	El Salvador	0.980
1	Eswatini	0.980
1	Guyana*	0.980
1	Hungary	0.980
1	Kyrgyz Republic	0.980
1	Lesotho	0.980
1	Lithuania	0.980
1	Malawi	0.980
1	Mauritius	0.980
1	Moldova	0.980
1	Mongolia	0.980
1	Mozambique	0.980
1	Myanmar	0.980
1	Namibia	0.980
1	Poland	0.980
1	Romania	0.980
1	Russian Federation	0.980
1	Slovak Republic	0.980
1	Trinidad and Tobago	0.980
1	Uganda	0.980
1	Uruguay	0.980
1	Venezuela	0.980
1	Zambia	0.980
1	Zimbabwe	0.980
30	Sri Lanka	0.980
31	Belize	0.980
32	Guatemala	0.979
33	Burundi	0.979
34	Bulgaria	0.979
34	Philippines	0.979
36	Côte d'Ivoire	0.979
37	South Africa	0.979
38	Togo	0.979
39	Nicaragua	0.978
40	Ghana	0.978
41	Thailand	0.978
41	Ukraine	0.978
43	Burkina Faso	0.978
44	Czech Republic	0.978
45	Croatia	0.978
46	Cambodia	0.978
47	Belarus	0.977
48	Argentina	0.977
49	Slovenia	0.977
50	Georgia	0.977
51	Congo, Democratic Rep.	0.976
52	Latvia	0.976
53	Angola	0.976
54	Korea, Rep.	0.976
55	Kazakhstan	0.975
56	Colombia	0.975
57	Lao PDR	0.975
58	Mexico	0.975
59	Estonia	0.975
60	Kenya	0.975
61	Vanuatu	0.975
62	Paraguay	0.974
63	Rwanda	0.974
64	Bosnia and Herzegovina	0.974
65	Japan	0.973
66	Costa Rica	0.973
67	Cameroon	0.973
68	Cuba	0.973
69	Panama	0.973
70	Benin	0.973
71	Timor-Leste	0.972
72	Fiji	0.972
73	Portugal	0.972
74	Malaysia	0.972
75	Germany	0.972
76	Indonesia	0.971
77	Ethiopia	0.971
78	Chile	0.970

Eastern Europe and Central Asia

Middle East and North Africa

East Asia and the Pacific

Latin America and the Caribbean

North America

South Asia

Sub-Saharan Africa

Western Europe

Political Empowerment

Rank	Country	Score (0-1)
1	Iceland	0.760
2	Finland	0.669
3	Norway	0.640
4	New Zealand	0.630
5	Nicaragua	0.606
6	Rwanda	0.563
7	Bangladesh	0.546
8	Costa Rica	0.545
9	Sweden	0.522
10	Germany	0.509
11	Ireland	0.504
12	Switzerland	0.494
13	Mozambique	0.494
14	South Africa	0.493
15	Spain	0.491
16	Belgium	0.480
17	Austria	0.473
18	Mexico	0.468
19	Namibia	0.463
20	France	0.457
21	Serbia	0.437
22	Lithuania	0.429
23	United Kingdom	0.419
24	United Arab Emirates	0.403
25	Argentina	0.390
26	Portugal	0.390
27	Cuba	0.382
28	Ethiopia	0.382
29	Canada	0.381
30	Albania	0.377
31	Netherlands	0.375
32	Denmark	0.371
33	Philippines	0.362
34	Bolivia	0.352
35	El Salvador	0.347
36	Burundi	0.345
37	United States	0.329
38	Senegal	0.327
39	Trinidad and Tobago	0.319
40	Ecuador	0.318
41	Italy	0.313
42	Latvia	0.313
43	Peru	0.310
44	Guyana*	0.310
45	Bosnia and Herzegovina	0.302
46	Uganda	0.296
47	Croatia	0.294
48	Moldova	0.286
49	Chile	0.283
50	Barbados	0.278
51	India	0.276
52	Bulgaria	0.275
53	North Macedonia	0.267
54	Australia	0.258
55	Liberia	0.255
56	Suriname	0.252
57	Panama	0.252
58	Luxembourg	0.247
59	Angola	0.245
60	Georgia	0.245
61	Nepal	0.241
62	Timor-leste	0.238
63	Tanzania	0.235
64	Jamaica	0.230
65	Israel	0.227
66	Belarus	0.216
67	Colombia	0.216
68	Korea, Rep.	0.214
69	Tunisia	0.212
70	Montenegro	0.212
71	Zimbabwe	0.210
72	Singapore	0.208
73	Czech Republic	0.203
74	Cameroon	0.202
75	Estonia	0.201
76	Madagascar	0.200
77	Venezuela	0.199
78	Egypt	0.196

* New countries in 2021

1.5.1 Regional performance overview

The *Global Gender Gap Report* groups countries into eight broad geographical groupings: East Asia and the Pacific; Eastern Europe and Central Asia; Latin America and the Caribbean; Middle East and North Africa; North America; South Asia; Sub-Saharan Africa; and Western Europe. The classification of countries according to these categories is detailed in Appendix A.

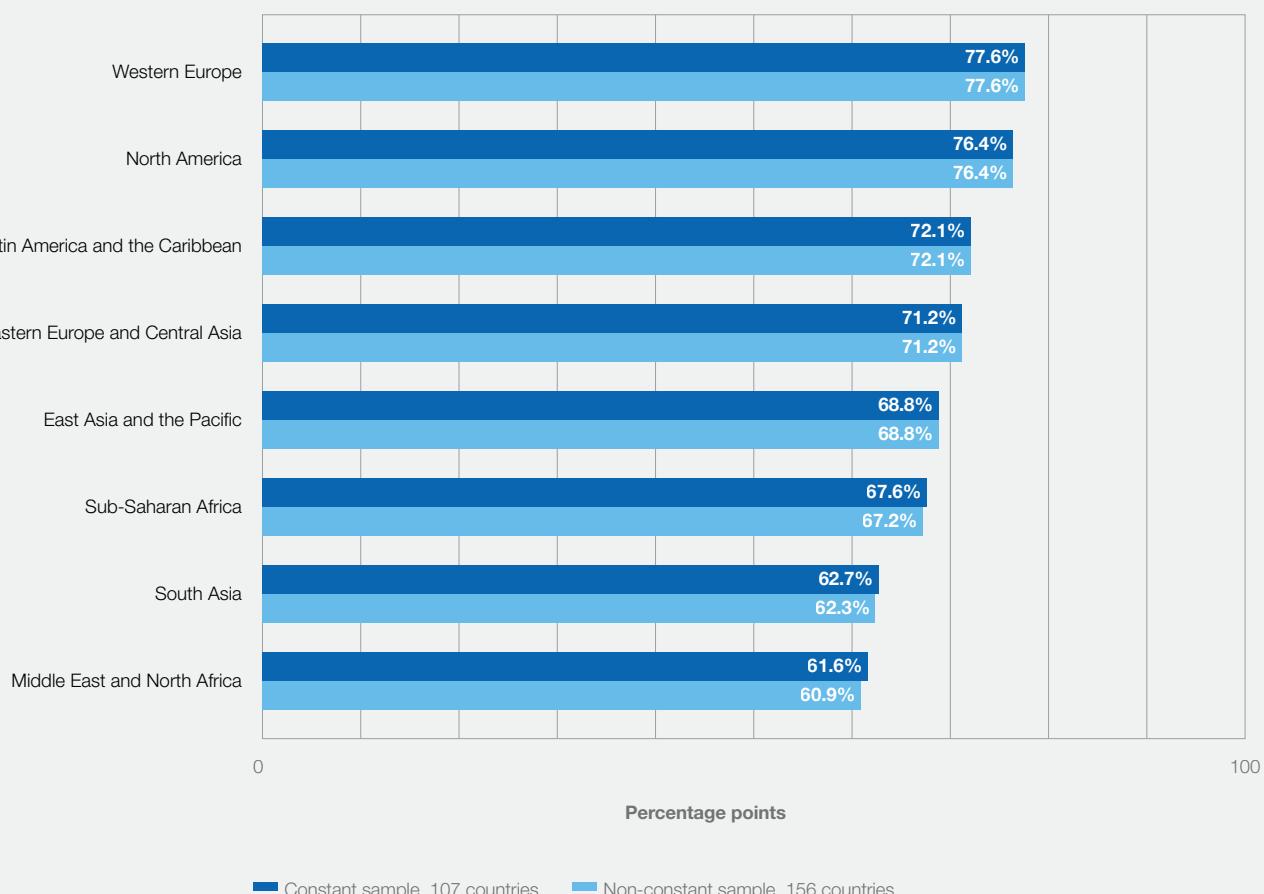
Since the inception of the report in 2006, progress towards gender parity has advanced at different relative levels and speeds across the eight regions of the world. Figure 1.5 illustrates the regional variation in the closing of gender gaps closed to date.

Western Europe is the region that has the narrowest gender gap (77.6% so far) and has further improved this year. North America (76.4%) is ranked second, with an average score five points below Western Europe, followed closely by Latin America and the Caribbean (72.1%), and the Eastern Europe and Central Asia region (71.2%). East Asia and the Pacific is approaching the 70% mark (68.9%), more than a full point ahead of Sub-Saharan Africa (67.2%), which is followed by South Asia (62.3%) and the Middle East and North Africa, which is the region with the widest gap (60.9%).⁷

Regional performances also differ in terms of speed of convergence towards gender parity. As shown in Figure 1.6, each region appears to be on a different trajectory, progressing at a slightly different pace toward parity between 2006 and today.

FIGURE 1.5

Gender gap closed to date, by region



Source

World Economic Forum, Global Gender Gap Index, 2021.

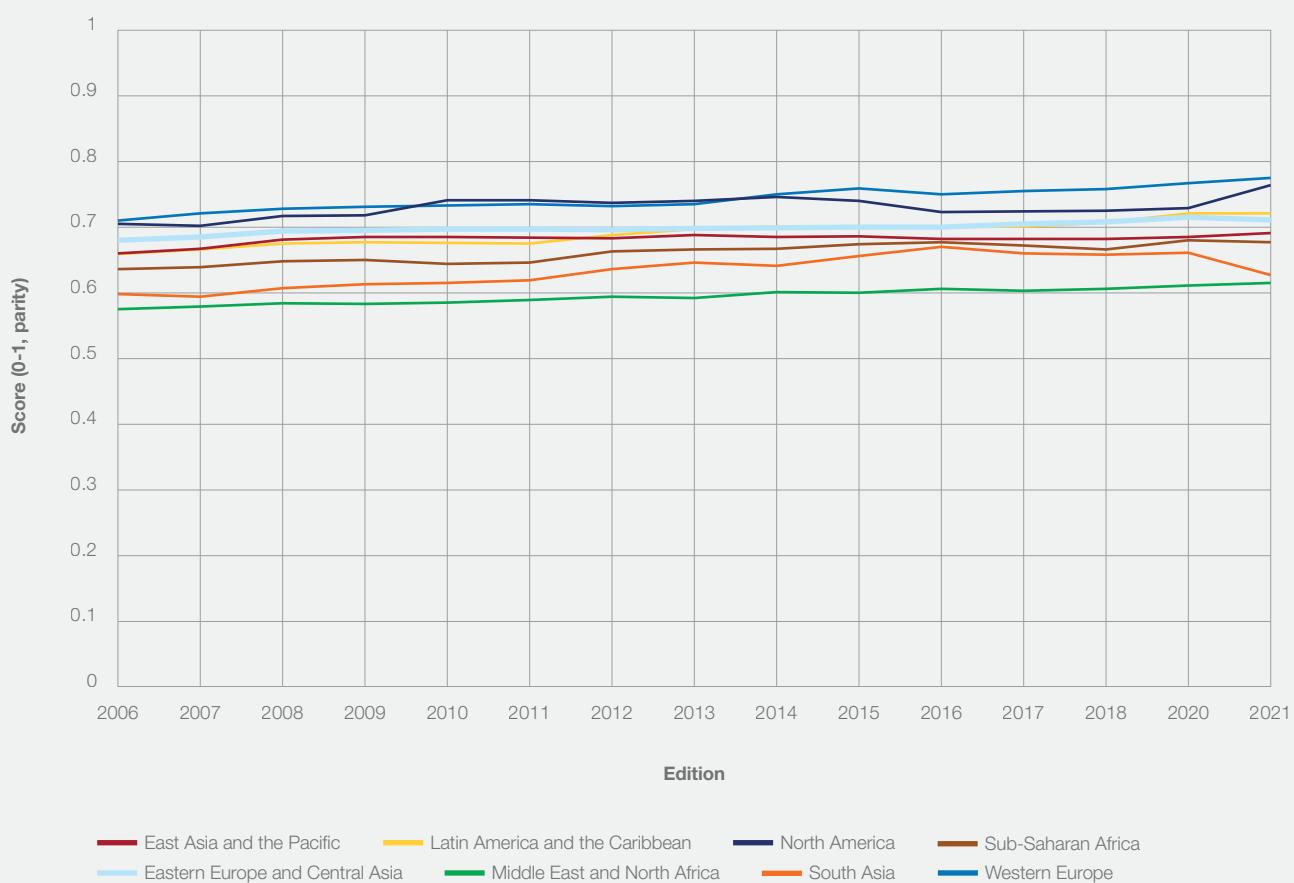
Note

Population-weighted averages for the 156 economies featured in the Global Gender Gap Index 2021 and the 107 economies featured in all editions of the index, from 2006–2021.

FIGURE 1.6

Regional gender gaps

Evolution in scores, 2006–2021



Source

World Economic Forum, Global Gender Gap Index, 2021.

Note

Population-weighted averages for the 107 economies featured in all editions of the Global Gender Gap Index, from 2006–2021.

In this year's edition of the index, three of the eight regions improved their performance over 2020 by at least 0.4 percentage points, three regions remain substantially stable (less than +/- 0.5 points) and one region decline by more than 0.5 percentage points.

The most-improved region overall in this edition is North America, with an increase of almost 3.5 percentage points. The other two regions that have achieved significant progress are Middle East and North Africa and Western Europe, which have closed their gaps by 0.4 and 0.9 percentage points, respectively, since the last edition. Conversely, the region that has regressed the most this year is South Asia, with a gender gap 3.4 percentage points wider than one year ago, reducing its score from 66.1% to 62.7%. Among the other regions, the East Asia and the Pacific by 0.3 points, Latin America and the Caribbean reduced its performance by 0.07 points, while gaps in Sub-Saharan Africa and Eastern Europe and Central Asia widened by 0.39 points and 0.26 points respectively.

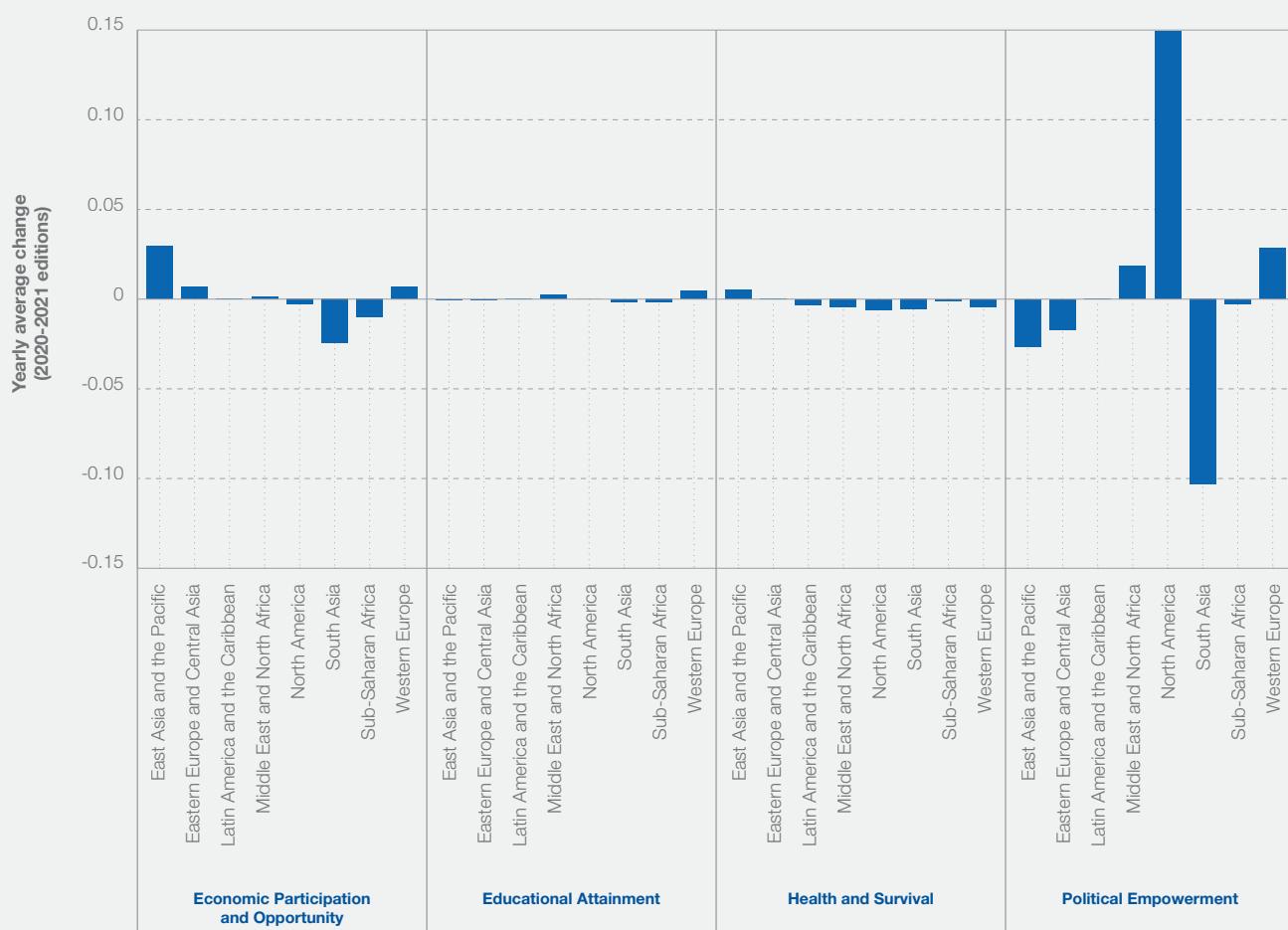
As shown in Figure 1.7, overall progress at the index level masks important variations across regions on each of the four dimensions that compose the Global Gender Gap Index.

For instance, East Asia and the Pacific, one of the three most-improved regions, has narrowed its gender gaps on three of the four subindexes (Economic Participation, and Opportunity, Educational Attainment and Health and Survival) but has regressed on Political Empowerment.

In fact, the Political Empowerment subindex is the area where regional improvement varies the most. Notably, North America has registered the most significant step forward on this subindex. Smaller but significant improvements have been observed in the Western Europe and Middle East and North Africa regions, while there has been almost no change in Latin America and the Caribbean. In contrast, Political Empowerment performance has taken a step backward in South Asia, and to a lesser extent in both East Asia and the Pacific and Eastern Europe and Central Asia.

FIGURE 1.7

Change in subindex performance, by region



Progress on Economic Participation and Opportunity also varies across regions. East Asia and the Pacific is the most improved region on this (+3 percentage points), counterbalancing its negative performance on Political Empowerment. The region is followed by both Eastern Europe and Central Asia and Western Europe, where scores have increased by 0.7 percentage points. Gender gaps have widened in South Asia and Sub-Saharan Africa, and to a lesser extent in North America. The situation in both Latin America and the Caribbean and in the Middle East and North Africa has remained largely unchanged from one year ago.

Regional variations on both the Educational Attainment and Health and Survival subindexes are narrower. Western Europe registers the most significant improvement on Educational Attainment (+0.5 percentage points) followed by the Middle East and North Africa (+0.2 percentage points), while South Asia, and Sub-Saharan Africa register the most significant step back (-1.6 and -1.9 percentage points, respectively). The performances of other regions are virtually unchanged.

Similarly, in terms of Health and Survival, only East Asia and the Pacific has shown performance

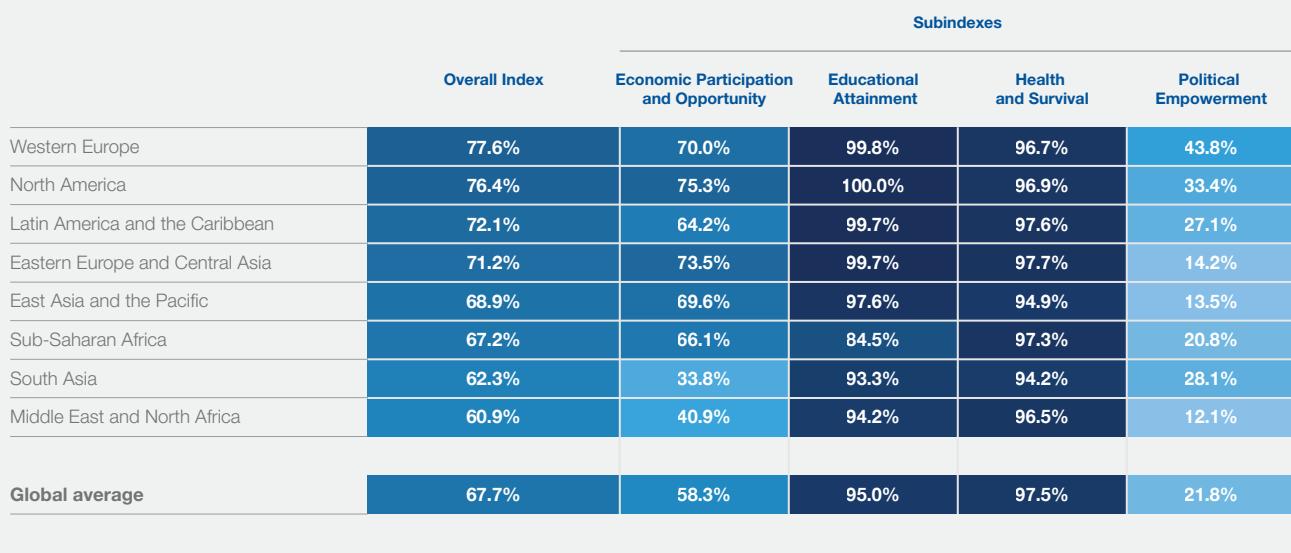
improvements over the previous year. In all other regions, gender gaps are either stagnant or slightly wider than one year ago.

Regional results by subindex level for 2021 are depicted in Figure 1.8. Since 2006, Political Empowerment has consistently been the area with the largest remaining gender gaps across all regions and has in fact further widened in some regions this year. Performance remains poor in the Middle East and North Africa, where only 12.1% of the gap has been closed, as well as in Eastern Europe and Central Asia (14.2%), and East Asia and the Pacific (13.5%).

As mentioned earlier in this report, even the most advanced region in terms of Political Empowerment—Western Europe—has closed just 43.8% of its gap so far. This is almost 10 percentage points more than North America (33.4%). In terms of Health and Survival, gaps are relatively small across all regions, yet an extra push is needed to bridge cross-regional differences, especially in East Asia and the Pacific as well as South Asia. Similarly, Educational Attainment gaps are also relatively small in most regions: with the exception of Sub-Saharan Africa (84.5%), Middle East and North Africa (94.2%), and South Asia (93.3%), 95% of this gap has been closed. Notably, gender parity in education participation has been achieved

FIGURE 1.8

Regional performance 2021, by subindex



Source

World Economic Forum, Global Gender Gap Index, 2021.

Note

Population-weighted averages for the 156 economies featured in the Global Gender Gap Index 2021.

in both North America and Latin America and the Caribbean, although in some developing countries within Latin America this result masks an overall low level of education for boys and girls alike. Finally, Economic Participation and Opportunity is just behind Political Empowerment, with the lowest scores across all regions. North America, the most advanced region on this dimension with a score of 75.3%, has yet to close less than 25% of its gap, and most of the other regions have yet to close between 26% and 36% of their gaps. South Asia and Middle East and North Africa, however, remain the regions where women are the most disadvantaged in the workforce. With scores of 33.8% and 40.9%, respectively, they have yet to close approximately 60% of the gaps that prevent women from accessing better economic opportunities.

1.5.2 East Asia and the Pacific

As of 2021, 68.9% of the overall gender gap has been closed in the East Asia and the Pacific. If progress continues at the same pace, it will take another 165.1 years to completely close the gap, almost thirty years longer than the global average. Although the region has improved its average performance the most this year, it will still take more than twice as long as Latin America (68.9 years) and almost three times as long as in Western Europe (52.1 years) to achieve gender parity.

Although roughly half of the 20 countries in this vast region have closed at least 70% of their gender gaps, there is a difference of 21.5 percentage points between the best performer (New Zealand, 84.0%) and the lowest performer (Vanuatu, 62.5%).

Country performances also vary considerably by rate of progress. Twelve countries record at least a marginal improvement, and two countries (New Zealand and Timor-Leste) have registered at least a 4-percentage point improvement in their scores or more, whereas two (Indonesia and Vanuatu) have registered a 1-percentage point decline (or more) in their scores. Timor-Leste (72.0%, 64th globally) stands out as one of the three most-improved countries in the global index this year, with a 5.8% improvement in overall score.

Changes in Economic Participation and Opportunity scores influence a significant part of the overall performance of the region, which is the most improved on this subindex this year, reducing gaps by 3 percentage points and raising the proportion of the gender gap closed to date to 69.6%. The positive performance of large countries—China (+5 percentage points), Republic of Korea (+3.1 percentage points) and Myanmar (+2.7 percentage points)—count for a large part of the regional performance on this dimension this year.

Beyond the exceptional performance of these countries, nine of the 20 countries in this region have closed Economic Participation and Opportunity gender gaps by 1 percentage point or more, in a year. However, six countries have registered a widening gap of 2 percentage points or more. These divergent performances reinforce regional divides on Economic Participation and Opportunity: 34.7 percentage points separate the score of the best-performing country (Lao PDR, 91.5%) from the lowest performer (Fiji, 56.8%). Large cross-country divides are also observed for specific indicators. For instance, while, on average, the region has

closed about 80% of the gender gap on labour force participation; Papua New Guinea has already closed 98.2% of its gap, almost twice as much as Fiji (51.2% to date). Another aspect where cross-country variation within the region remains large is the presence of women in senior and managerial roles. Two countries (Lao PDR and the Philippines) have already achieved gender parity; yet in Korea and Japan, only 18.5% and 17.3%, respectively, of this gap have been closed to date.

Even larger regional cross-country divides are found in terms of Political Empowerment. New Zealand (the best performer) has closed 63.0% of its gender gap, over 60 percentage points ahead of Vanuatu and Papua New Guinea, which have not yet achieved any progress on this subindex since the inception of the index in 2006. On average, the presence of women in politics is low throughout East Asia and the Pacific, and this region has the second-widest Political Empowerment gap among the eight assessed in this report on this dimension (as per Figure 1.8). To date, only 13.5% of the gap has been closed, just ahead of Eastern Europe and Central Asia (14.2%), and Middle East and North Africa (12.2%), but half of what has been already achieved in neighbouring South Asia (28.4%).

Among the factors behind this average poor performance, only 22.7% of parliamentarians and 12.1% of ministers in the region are women, while 11 countries have yet to be led by a woman head of state.

Progress has been unchanged on the Educational Attainment subindex, where 97.6% of the gender gap has been closed. Here, too, cross-country divides are relatively large. While seven of the 20 countries in this region have almost (over 99.2%) achieved gender parity, Papua New Guinea has yet to close 11% of this gap. Literacy rate gender gaps persist in many countries. In the majority of countries, at least 90% of women are literate, yet there are still places where a large share of women cannot read or write. In Myanmar, for example, the literacy rate among women is only 71.8%; in Timor-Leste, 64.2%; and in Papua New Guinea, 57.9%. In addition, these three countries have closed only 89% of their gender gaps on the entire subindex. It's important to note that gender gaps in educational access for younger generations are narrower. In primary education, even in the country where gender gaps are the widest (Papua New Guinea) 93.3% of the gender gap has been closed.

In terms of Health and Survival, 94.9% of the gender gap has closed in East Asia and Pacific; however, there has been virtually no progress made in closing the gap in the last 15 years. Thirteen of the 20 countries in this region have closed at least 97% of their gaps on this subindex. China (93.5%) is the only country that has yet to close over 5% of its gap, as pre- or post-natal gender selection persists.

1.5.3 Eastern Europe and Central Asia

Eastern Europe and Central Asia has closed 71.2% of its overall gender gap, which is the fourth-highest regional score, after Western Europe (77.6%), North America (76.4%), and Latin America and the Caribbean (72.1%). The region lags behind Western Europe not only on the proportion closed, but also on the pace of progress. Despite just a five-percentage point difference, the estimated time to close the gender gap is 134.7 years in Eastern Europe and Central Asia, more than twice that of Western Europe (52.1 years).

Within the region, there is considerably lesser disparity compared with others. Overall, 20 of 26 countries in this region have closed at least 70% of their gender gaps. Lithuania has closed the largest proportion (80.4%) and Tajikistan has closed the smallest (65%). Ten countries in this region have improved their scores by at least 1% over last year, including Lithuania, the fourth-most-improved overall, with an increase of 5.9 percentage points. Only four of 26 countries have shown a decline of more than 1%, with Romania showing the greatest decline (2.4 percentage points).

A majority of the change in both Lithuania and Poland can be attributed to changes in the share of women in ministerial positions. While in Lithuania the share of women-ministers increased from 0 to 42.9%, in Poland it reduced from 27.3% to 4.8%.

Because of changes in these and other countries, regionally, Political Empowerment is the subindex that saw the largest change, with a 1-percentage point decrease from its performance one year ago. Similar to most regions, this is also the dimension with the greatest gender disparity: just 14.2% of the Political Empowerment gap has been closed, meaning 86.6% remains to be bridged. This proportion is merely half the progress made in South Asia (28.4%) and just one-third of the progress made in Western Europe (43.8%).

The regional average also masks large disparities between countries on closing the Political Empowerment gender gap. While Serbia (43.7%), Lithuania (42.9%), Albania (37.7%), Latvia (31.3%) and Bosnia and Herzegovina (30.2%) have closed at least 30% of this gap, Russian Federation (8.5%) and Azerbaijan (6.9%) have, to date, closed less than 10% of their gaps. In half of the countries of the region (13 of 26), at least 20% of ministerial positions are held by women, with Albania having the largest proportion (56.3%) and Armenia and Azerbaijan the smallest (0%). The variance is even narrower for the share of women in parliament indicator. In 21 of the 26 countries in the region, the share of women in parliament is at least 20%, with Belarus having the biggest share (40%) and Hungary the smallest (12.6%).

On average, the Eastern Europe and Central Asia region has closed 73.5% of its gender gap on the

Economic Participation and Opportunity subindex—the second-best result in the world, after North America. To date, Belarus (84%) has closed the largest proportion of the gender gap on this subindex while Tajikistan has closed the smallest (57%).

The region has one of the world's highest population-weighted labour force participation rates (84.4%), and 18 of the 26 countries in the region have closed at least 80% of the gender gap in labour force participation. Further, all but Tajikistan have almost achieved (99.4% or higher) gender parity in the proportion of employed women who are professional and technical workers. Despite these developments, the gender gap in estimated earned income has widened significantly over last year, driven by changes in countries such as Albania (-8.2 percentage points), Hungary (-4.6 percentage points) and Armenia (-2.4 percentage points), among others.

Eastern Europe and Central Asia has closed a higher percentage of its Health and Survival gender gap (97.7%) than other regions. Nearly all countries in the region have closed at least 95% of the gap on this subindex. Hungary ranks the highest (98%), and even the country that has attained the lowest regional performance (Azerbaijan) has closed at least 93.9% of the gap.

For Educational Attainment, too, the gender gap is virtually closed (99.6%), and 23 of the 26 countries in this region have closed their gender gaps (99% or above) on this subindex.

1.5.4 Latin America and the Caribbean

The population-weighted regional score of Latin America and the Caribbean is 72.1%, unchanged from last year, which means that 28.9% of its gender gap has yet to be closed. At this rate it will take the region 68.9 years to close the gap.

On average, countries in this region have closed 72.1% of their gaps, ranging between the highest performer, Nicaragua (79.6%), and the lowest, Guatemala (65.5%). Of the 25 countries in the region that are covered in both this and the previous edition, 15 have improved their overall scores and 10 have registered a negative result relative to the previous edition. Three countries (Belize, El Salvador and Suriname) stand out this year for closing their gender gap by over 2.3 percentage points in one year. The most improved, El Salvador, has reduced its gap by 3.2 percentage points, climbing to 43rd globally, due mainly to significant progress in integrating women among senior officials (44.3%) and ministers (43.8%).

Taking stock of the regional situation across the four subindexes, it emerges that gender parity in Educational Attainment has nearly been achieved (99.7%). Eleven countries have attained full parity, and another 11 have attained a score between 99.8% and 99.0%, while in just three countries—

Peru (98.1%), Bolivia (98.1%) and the lowest performer Guatemala (96.9%)—large gender gaps in education have yet to be bridged.

Similarly, most countries in the region grant almost equal Health and Survival conditions to both men and women. Nine countries have achieved full gender parity and another 10 have closed over 97% of their gaps on this subindex and even the lowest performer (Bolivia, 96.2%) has closed more than 96% of this gap.

In terms of the Economic Participation and Opportunity subindex, the average regional score is 64.2%, unchanged since last year. However, the best performer, Bahamas (85.7%), is almost 30 percentage points ahead of the worst performer, Guatemala (56.0%). Within this range, the average country in the region has closed 67.4% of its economic gender gap.

Disparities in labour force participation are even starker. The best performer in the region (Barbados) has closed 93.5% of its gap, with 75.2% of its women in the labour force, while in Guatemala, only 48.1% of this gap has been closed, with just 42.5% of the women participating in the labour market. On average, the proportion of women participating in the labour market across the region stands at 59%. Among the largest countries, Mexico has low participation (49.1%), while in Brazil, Chile, Argentina and Colombia women's participation is only between 59.1% and 61.9%.

Parallel disparities remain in terms of income and wages. Only in Barbados are women's and men's income relatively similar (women's income is about 86.8% of that of men's), while on average throughout the region, women's income is about 60% of men's, and in Guatemala, Nicaragua and Venezuela, it is less than 50%.

The situation is more mixed with respect to the presence of women in senior positions. There are at least as many women as men in five countries: Colombia, Jamaica, Honduras, Belize and Bahamas. With a score of 100% on this indicator, these countries are almost 60 percentage points ahead of the lowest regional performer (Bolivia), where only 29.2% of senior professionals are women. On average throughout the region, 40% of senior officials are women.

Results on the Political Empowerment subindex are also mixed. Although the region has closed, on average 27.1% of this gap (the fourth-best result), significant divides persist in the region. Two countries, Nicaragua (5th) and Costa Rica (8th), rank in the subindex top 10 globally, with scores of 60.6% and 54.5%, respectively. Yet the region is also the home of two of the bottom 20 countries in terms of Political Empowerment: Bahamas (146th) has only closed 6.4% of its gap and Belize (140th) 7.5%.

These differences are better understood when looking at the presence of women among

parliamentarians and ministers. In six countries—Argentina, Bolivia, Costa Rica, Cuba, Mexico and Nicaragua—at least 40% of lower-house seats are occupied by women, while in Belize, Bahamas, Paraguay and Brazil, 15% or less of the lower-house seats are held by women. When it comes to ministerial positions, five countries (Costa Rica, El Salvador, Mexico, Nicaragua and Peru) have at least 40% of these positions held by women, while in Guatemala, Belize, Brazil and Bahamas, women are underrepresented, with a share of 13.3% or less.

1.5.5 Middle East and North Africa

With an average population-weighted score of 60.9%, the Middle East and North Africa region has the largest gender gap (about 40%) yet to be closed. The progress is slow, and it will take 142.4 years to close the gender gap.

On average, countries in this region have closed about 61.6% of their overall gender gaps (including only the countries that were covered throughout the period 2006-2021), and the average is even lower (60.9%) when taking into account all countries. Some of the lowest-performing countries in the world are in this region include Yemen, 155th (49.2%) and Iraq, 154th (53.5%). The United Arab Emirates and Israel, however, are significantly further ahead, having closed 71.6% and 72.4% respectively, of their gaps to date, placing them 72nd and 60th, respectively, in the global ranking.

Thirteen of the 19 countries in the region assessed in both the 2020 and 2021 editions of the index have registered a positive trend compared to one year ago, while six have shown a decline. The most-improved country in the region this year, the United Arab Emirates, has managed to close 6 percentage points in just one year, and the second-most-improved, Lebanon, has closed an additional 3.8 percentage points of its gender gap, starting from an even lower position. Both countries' progress is mainly thanks to improvements on the Political Empowerment subindex. In the United Arab Emirates, the number of women parliamentarians increased from 22% to 50%, and in Lebanon women ministers increased from 3.4% to 31.6% this year.

Looking at each of the four dimensions of the Global Gender Gap Index, Health and Survival has seen the most substantial regional progress achieved so far (96.5% gap closed). While no country has yet achieved full parity, most countries have closed at least 96% of their gap. Only Qatar (94.8%) remains below the 95.5% mark.

The Educational Attainment gender gap, on average, is also relatively advanced (94.2%), yet still below par compared to other regions. Although only Israel has completely closed its gap, 16 of 19 countries have closed at least 94% of their educational gap. However, in three countries—Iraq (80.7%), Mauritania (87.9%) and Yemen (71.7%)—women

still have significantly lower access to education compared to men.

When it comes to Economic Participation and Opportunity, the average regional score is 40.9%, which is the second-lowest among all regions. This is primarily because the three lowest global performers on this dimension—Iraq (22.8%), Syria (28.5%) and Yemen (28.2%)—are in this region, and another six countries have closed less than 46% of their gaps. Israel (70.5%) is the only country in the region that has closed at least 70% of this gap.

Low levels of women's labour force participation are an important driver of lack of economic participation. The region's average participation rate is 31%, and seven of the 19 countries (Egypt, Algeria, Iran, Jordan, Syria, Iraq and Yemen) in the region have 20% or less of women participating in the labour market, the lowest rates in the world. If labour force participation is already limited, equal outcomes on leadership or managerial positions are rarer still. On average, less than 18% of managers in the region are women; and in some countries women represent less than 10%, including in Syria (8.9%), Algeria (8.4%), Egypt (7.4%), Saudi Arabia (6.8%) and Yemen (4.1%). Only in Jordan are there at least as many women managers as men.

Another important factor that limits economic opportunities of women in the region is lack of access to financial assets, including bank accounts. Combined with low presence in the workplace, this drives stark income differences between men and women. Six of the index's 10 lowest-ranked countries in terms of income gender gaps are in this region. In Saudi Arabia, for instance, a woman's income is on average only 24% that of a man, and in Egypt, 22%; in Algeria, 19%; in Iran, 18%; in Iraq, 12%; and in Yemen, 7%. Even in Israel, women's income is only 61% of that of a man.

The limited presence of women in positions of power is also reflected in very large Political Empowerment gaps. Despite the fact that the Middle East and North Africa is the geography that has progressed the most on this aspect after both North America and Western Europe (+1.9 percentage points), the region has closed only 12.1% of this gap to date, the lowest of all regions. Only one country, the United Arab Emirates, ranks among the top 25 countries globally, and three countries (Israel, Tunisia and Egypt) have closed between 20% and 22.7% of their Political Empowerment gaps so far. All other countries in the region fall below 90th position in the subindex ranking, with only 15.1% (or less) of their gaps closed.

With the exception of the United Arab Emirates, where there are as many women as men in the parliament, women make up just 18.3% of parliamentarians across the region, and in five countries women represent 6% or less of lower-house members: Yemen (0.3%), Kuwait (1.5%), Oman (2.3%), Lebanon (4.7%) and Iran (5.6%).

Similarly, in terms of ministerial positions, no country in the region boasts more than 31% of women in these roles. In 8 out of 19 countries women number less than 10%, and in Yemen and Saudi Arabia there are no women ministers at all. Further, only two countries (Israel and Turkey) have had a woman head of state in the past 50 years.

1.5.6 South Asia

Following the Middle East and North Africa, South Asia is the second-lowest performer on the index, with 62.3% of its overall gender gap closed. In addition, progress has been too slow in the recent past, and this year has actually reversed. A decline of approximately 3 percentage points has resulted in a significant delay in the projected time needed for this region to close gender gaps, now estimated at 195.4 years. Within the region, a wide gulf separates the best-performing country, Bangladesh, which has closed 71.9% of its gender gap so far, from Afghanistan, which has only closed 44.4% of its gap. India is the third-worst performer in the region, having closed 62.5% of its gap. Because of its large population, India's performance has a substantial impact on the region's overall performance. Home to 0.65 billion women, India has widened its gender gap from almost 66.8% closed one year ago to 62.5% this year. In addition, only Bhutan and Nepal have demonstrated small but positive progress towards gender parity this year, while all other countries in this region have registered either slightly reduced or stagnant performances.

One of the most pressing areas for advancement for South Asia is the gender gap on the Economic Participation and Opportunity subindex, where only 33.8% of the gender gap is closed, the lowest globally. Within the region, there are countries where economic gaps are even wider: Afghanistan has only closed 18% of this gender gap, which is over 45 percentage points lower than the regional champion, Nepal (63%). The three other largest countries in the region are not much further ahead: India and Pakistan have only closed 31.6% and 32.6% of its Economic Participation and Opportunity gap while Bangladesh has closed 41.8%. Notably, economic gaps in these two countries are even wider than they were one year ago. India's score declined by 3 percentage points and Bangladesh's by 2 percentage points.

Lack of progress on women's labour force participation hinders economic opportunities for women not only in these countries, but also throughout the region. Only 22.3% of women in India, 22.6% in Pakistan, and 38.4% in Bangladesh are active in the labour market. On average in the region, the women's labour force participation rate is 51% of the male labour force participation rate. In Nepal, however, over 85% of women participate in the labour force.

Gender gaps are equally large or more pronounced in segments of the job market requiring higher

skills. The regional average share of professional and technical roles taken by women is 32.6%. In India, only 29.2% of technical roles are held by women, and in Pakistan the share is 25.3% and in Afghanistan 19.3%. The presence of women in senior roles is even more rare: women make up just 4.1% in Afghanistan, 4.9% in Pakistan, 10.7% in Bangladesh and 14.6% in India. As a result, the disparity in income between men and women is large in most countries. In Pakistan and Afghanistan, the income of an average woman is below 16% of that of an average man, while in India it is 20.7%. Only in Nepal and Bhutan is the gap lower than 50%, as the income earned by a woman is 74% and 58%, respectively, of that of a man.

Gender gaps on the Political Empowerment subindex are also stark across the region and have further widened this year. Only 28.1% of this gender gap has been bridged to date, down from 38.7% reported in the last edition. The decline in the share of women among ministers in some of the most populous countries explains most of the regional decline. In India the share of women ministers decreased from 23.1% to 9.1%, and in Pakistan from 12% to 10.7%. Women remain acutely underrepresented in the political sphere in this region. In no country is the share of women in parliament above 33%. In the three most populous countries, the share lies between 14 and 20%, and in some countries, it is as low as 5.4% (Sri Lanka) and 4.6% (Maldives). On a more positive note, women have held head-of-state positions at least once in the past 50 years in five of the seven countries in this region, and in Bangladesh women have held the office of head of state longer than men. Only Afghanistan, Bhutan and Maldives have never had a woman head of state in their recent history.

Progress is relatively more advanced in terms of Educational Attainment, where 93.3% of the regional gender gap has been closed. Yet differences remain across countries and across education levels. Female literacy rates are as low as 53.7% in Afghanistan, 65.8% in India, 59.7% in Nepal, 57% in Bhutan and 46.5% in Pakistan, with little sign of closing in the near future. The hope of closing educational gender gaps lies with the younger generation, but not everywhere. While in five of the seven countries in the region at least 98% of the gender gap in primary enrolment has been closed, in Pakistan and Nepal only 84.1% and 87%, respectively, has been closed. Ensuring access to education for young girls is an essential precondition to equip future generations of women with the tools to be included in all levels of society at the same level as men.

Another aspect that limits faster progress in gender parity in South Asia is Health and Survival: only 94.2% of the gap on this subindex has been closed to date. Notably, the low performance of large countries such as India (93.7%) and Pakistan (94.4%) can be traced to the persistence of son preference and sex selective practices, preventing a faster evolution toward parity on this dimension.

1.5.7 Sub-Saharan Africa

The overall gender gap in Sub-Saharan Africa is 32.7%, as only 67.2% of the gap has been closed so far. Progress seems stalled, even slightly reversed, such that it will take 121.7 years to close the gender gap.

Of the 35 countries in this region, only Namibia and Rwanda have closed at least 80% of their gaps. Eleven countries have closed between 70 and 78% of their gaps, another 19 countries between 60 and 69% and three countries (Mali, Chad and Congo, Dem Rep.) have closed less than 60% of their gap (59.1% for Mali and Chad and 57.6% for Democratic Republic of Congo).

More than half of the countries in the region (20 out of 35) have progressed towards gender parity, including the most improved, Togo, which began from a low base (61.5%) to reach 68.3% this year. Namibia, Mozambique and Eswatini have also improved significantly (2.5 percentage points or more), allowing them to jump up by several places in the global ranking.

Within the four dimensions measured by the index, Sub-Saharan Africa has closed a significant part of its gender gaps in Health and Survival (97.3%), although slightly declining from the previous edition. Eleven countries have achieved gender parity on this subindex, another 21 have closed between 96.5% and 97% of their gaps, and only Niger (96.4%), Liberia (96.2%) and Mali (95.9%) have closed less than 96.5% of their gaps. However, healthy life expectancy of both men and women is still low across many countries in the region. In only two countries (Cape Verde and Mauritius) are men expected to live more than 60 years at birth, while in some countries, life expectancy is lower than 50, as in Lesotho where healthy life expectancy is 42.3 for men and 46.4 for women. Therefore, improving health conditions for all, in addition to narrowing gender gaps in health, remains a priority for the region.

In terms of Educational Attainment, Sub-Saharan Africa lags behind the other regions, with only 84.5% of this gap closed to date. Although six countries (Botswana, Lesotho, Namibia, South Africa, Mauritius and Eswatini) have closed 99% of this gap, 8 countries have yet to close more than 20% of this gap, and gender disparities in education of over 30% remain in Guinea (68%), Congo, Dep Rep. (65.8%) and Chad (58.9%).

Even at basic levels of education, gender gaps persist in several countries. In 18 of the 35 countries in Sub-Saharan Africa, there are still gaps of more than 20% in literacy rates between adult men and women, with extremely low levels in Chad (44.5% of the literacy gap closed so far, with only 14% of women been able to read), Guinea (50% gap closed to date), Liberia (54.4% gap closed to date), Mali (55.7% gap closed to date) and Benin (57.6% gap closed to date). Although literacy rates are also low

for men throughout the region—between 62% and 31%—women are still relatively more excluded from access to most basic skills.

The situation is better among younger generations, with 99% (or more) gender parity achieved in primary education enrolment in 12 countries out of 35. Even today, however, there are countries where not all children of primary school age go to school and young girls have less access to education than young boys. For instance, in Angola and Nigeria only 67.3% and 58.1% of girls, respectively, go to school, leading to gender gaps of between 76% and 83%. Similarly, while 17 countries have already achieved gender parity in secondary education enrolment, there are still another 14 countries where 10% of the gap or more has yet to be bridged. In Chad, only 12.3% of girls are enrolled in secondary education, translating into a gap yet to bridge of over 54%.

At higher levels of education, the disparities actually widen. Only six countries have achieved gender parity in tertiary education enrolment, despite relatively low rates for both men and women. Conversely, 17 countries have closed less than 70% of their gaps, and eight of them have closed less than 50%.

On a more positive note, Sub-Saharan Africa has closed 66.1% of its Economic Participation and Opportunity gender gap, the fifth-best result among the eight regions analysed in this report. The median performance across the region on this subindex is 69.3%. However, large cross-country disparities remain. While seven Sub-Saharan countries are among the 20 countries in the world that have closed at least 79% of this gap, there are three countries that have yet to close more than 44% of their gap. The best performer, Burundi (85.5%), is 38 percentage points ahead of the lowest-ranked country in the region (Mali, 47.5%). Notably, both Togo and Côte d'Ivoire have improved significantly this year. In both countries, the main driver of the improvement has been a significant increase in the number of women senior officials, as gender parity in senior roles has progressed by 57 percentage points in Togo and 80 percentage points in Côte d'Ivoire. In addition, income disparities in Togo have decreased by 20 percentage points.

Although many countries in this region are considered low-income economies where employment opportunities are relatively scarce, in 23 of the 35 countries at least 60% of women participate in the labour market. These include Rwanda and Burundi, where although women's labour force participation is 83.7% and 78.2%, respectively, these rates are very close to those of men; as well as Madagascar, where 95% of the labour force participation's gender gap has been closed and 84.7% of women are in the labour force. On the opposite side of the spectrum, there are two countries where less than 70% of the labour participation gender gap has been closed. These are: Mauritius, where 52.8% of women are in the labour force, with a 66% gap closed so far, and in Senegal, where only 36.4% of women are in the labour force, corresponding to a gender gap of 62%.

Although many African women are in the labour force, relatively few make it to senior positions. Additionally, there are very large divides within the region. The median level of women in senior roles is 33%, and while there are four countries (Burkina Faso, Botswana, Côte d'Ivoire and Togo) where there are almost as many women as men in senior positions, there are another three countries (Malawi, Gambia and Mali) where women are only 15.6% to 17.5% of the senior officials, which means that over 80% of the gender gap has yet to be closed.

Cross-country disparities are also wide in terms of income and wages. In Zambia, Burundi and Liberia, less than 3% of the income gap remains to be closed, although income levels are low for both men and women. Fourteen countries have bridged between 70% and 84% of their gaps and another 16 countries have closed 47.6% to 69% of the gap. In only two countries is women's income less than 30% of that of men: Ghana (29.2%) and Mali (28.1%).

These divides are present in the political system as well. Sub-Saharan Africa has on average closed just 20.8% of its gender gap in Political Empowerment, yet four countries are among the top 20 globally with over 46% of this gap closed so far, while seven countries have closed under 10% of the gap to date, placing them in the bottom 20 of the global sub-index rankings. Among the best performers are Rwanda (6th), which has closed 56.3% of its Political Empowerment gap, Mozambique (13th, 49.3%), South Africa (14th, 49.3%) and Namibia (19th, 46.3%). In Rwanda, gender parity has been fully achieved in the share of ministerial positions and parliamentary positions held by women. In other countries the situation is more mixed; yet, over one half of the countries in this region count at least 20% of women among ministers and parliamentarians.

For instance, South Africa, Namibia and Mozambique are among the countries with relatively high (40%) presence of women among both ministers and parliamentarians. In other countries women are better represented in one of the two political functions but not the other. For example, in Senegal, 44% of parliamentarians are women, while in Ethiopia, 40% of ministers are women. There are countries, however, where progress is far less advanced. These include Nigeria, where only 5.8% of parliamentarians and 10.3% of ministers are women, as well as Benin and Burkina Faso, where women in parliament hold only 8.4% of 6.3% of the seats, respectively.

1.5.8 Western Europe

Western Europe continues to be the best-performing region and has further improved this year. It has closed 77.6% of its overall gender gap, up from 76.7% one year ago. If progress continues at the same rate, it will take 52.1 years to close the gender gap. Six of the top 10 countries in the index are from this region: Iceland (89.2%), Finland (86.1%), Norway (84.9%), Sweden (82.3%), Ireland (80.0%)

and Switzerland (79.8%). Beyond the top 10, another nine countries have closed at least three-fourths of the gender gap. Of the 20 countries in this region, only Greece (68.9%) has yet to reach the 70% mark. Overall regional improvement this year has been driven by the fact that 17 of the 20 countries, including the four most populous, have at least marginally improved their performance. Among the countries that have improved the most, Belgium closed its gap by 3.9 percentage points this year, reaching a rank of 13th, mainly due to a significant increase in the share of women in ministerial positions (from 25% to 57.1%). Other fast-improving countries are Austria, which closed its gap by 3.3 percentage points and reached the 21st position in the ranking, and Portugal, which closed its gap by 3.1 percentage points and reached the 22nd position. Both countries have shown sustained progress in the share of women in parliament (Austria, 39.9% up from 37.2%; and Portugal 40%, up from 35.6% over the past edition) as well as in ministerial positions (Austria 57.1%, up from 38.5%; Portugal 42.1%, up from 29.4% the past edition). These two countries have also improved the presence of women among managers (Austria 33.2%, +31.6%, and Portugal 37.1% +7.6%). On the opposite end of the performance spectrum, gender gaps have widened in Greece by 1.4 percentage points, mainly due to a sharp decline in the share of women in ministerial positions (10.5%, -14.5 percentage points).

As in other regions, Political Empowerment is the subindex where some of the largest gender gaps persist. Even though Western Europe is the most advanced geography at including women in politics, on average only 43.8% of the gender gap on this subindex is closed. Further, this average masks the large divide between countries where gaps are relatively small, such as Iceland (76.0%), Finland (66.9%) and Norway (64%), and countries that have yet to closed two-thirds of their gaps (Luxemburg, Malta, Greece and Cyprus). As a result, 63.7 percentage points separate Iceland from Greece, which has only closed 12.3% of its Political Empowerment gap. Notably, countries where women and men are equally represented in parliament and among ministers co-exist with countries where women are only 15% of the parliamentarians.

Large cross-country divides also persist in the workplace. Although on average Western Europe has closed 70% of its gender gap on the Economic Participation and Opportunity subindex—second only to Eastern Europe and Central Asia (73.8)—there are 24 percentage points between Iceland (84.6%) and Italy (61.9%), the lowest-ranked country in the region on this dimension. One of the most important differentiating factors of cross-country performances in the region is the extent to which women are in managerial positions. Among the top performers, at least 40% of managerial roles are women: in Iceland, for instance, they make up 41.9% and in Sweden, 40.3%. Conversely, women comprise only 28% in Italy and 21% in Cyprus. A

second differentiating factor is the regional divide in terms of income gap. Almost 30 percentage points separate the country that has progressed the most on this aspect, Sweden (82.2%), from Malta, where only 53.6% of the income gap has been closed.

Much smaller cross-regional differences are found in Educational Attainment and Health and Survival subindex performance, where the gaps that remain to close are as little as 0.2% and 3.3%, respectively. There are still countries, however, where gaps are slightly larger than regional averages.

1.5.9 North America

The North America region averages the performance of just two countries: the United States and Canada. Their average (population-weighted) score is 76.4%, a strong improvement since the past edition (+3.5 percentage points). Because of this step forward, it will now take 61.5 years to close the gender gap in this region.

While the Educational Attainment (100%) and the Health and Survival (96.9%) gender gaps are almost closed, a significant part of this year's progress is related to improvements in the Political Empowerment subindex, where the region narrowed

its gap from 18.4% to 33.4%. Both the United States and Canada made great strides in increasing the presence of women in parliament and in ministries. In the United States, the share of women in the congress rose from 23.6% to 27.3% and the presence of women in ministerial positions from 21.7% to 46.2%. In Canada the share of women in the parliament rose from 26.9% to 29.6% and the presence of women in ministerial positions from 50% to 51.4%. However, in Canada, a woman has been in a head-of-state position for only 0.3 years over the past 50 and in the United States, there has never been a woman as president.

Moreover, while there has been rapid progress in closing Political Empowerment gender gaps in the region this year, there is still a long way to go to close Economic Participation and Opportunity gaps. To date, 75.3% of this gap has been closed, virtually unchanged since a year ago. The main priorities in this region are, first, to include more women in senior positions, as only 35% of managers in Canada and 42.2% in the United States are women; and second, to reduce gaps in wages and income, where both Canada and the United States have yet to close over 30% of their gaps.

TABLE 1.3

The Global Gender Gap Index rankings by region, 2021

East Asia and the Pacific

Country	Rank		Score
	Regional	Global	
New Zealand	1	4	0.840
Philippines	2	17	0.784
Lao PDR	3	37	0.750
Australia	4	53	0.731
Singapore	5	58	0.727
Timor-leste	6	64	0.720
Mongolia	7	69	0.716
Thailand	8	80	0.710
Viet Nam	9	87	0.701
Indonesia	10	99	0.688
Korea, Rep.	11	101	0.687
Cambodia	12	103	0.684
China	13	104	0.682
Myanmar	14	109	0.681
Brunei Darussalam	15	111	0.678
Malaysia	16	112	0.676
Fiji	17	113	0.674
Japan	18	119	0.656
Papua New Guinea	19	139	0.635
Vanuatu	20	141	0.625

Eastern Europe and Central Asia

Country	Rank		Score
	Regional	Global	
Lithuania	1	8	0.804
Serbia	2	19	0.780
Latvia	3	20	0.778
Albania	4	25	0.770
Moldova	5	28	0.768
Belarus	6	33	0.758
Bulgaria	7	38	0.746
Slovenia	8	41	0.741
Croatia	9	45	0.733
Estonia	10	46	0.733
Montenegro	11	48	0.732
Georgia	12	49	0.732
North Macedonia	13	73	0.715
Ukraine	14	74	0.714
Poland	15	75	0.713
Bosnia and Herzegovina	16	76	0.713
Slovak Republic	17	77	0.712
Czech Republic	18	78	0.711
Kazakhstan	19	80	0.710
Russian Federation	20	81	0.708
Romania	21	88	0.700
Hungary	22	99	0.688
Azerbaijan	23	100	0.688
Kyrgyz Republic	24	108	0.681
Armenia	25	114	0.673
Tajikistan	26	125	0.650

Latin America and the Caribbean

Country	Rank		Score
	Regional	Global	
Nicaragua	1	12	0.796
Costa Rica	2	15	0.786
Barbados	3	27	0.769
Mexico	4	34	0.757
Argentina	5	35	0.752
Trinidad and Tobago	6	37	0.749
Cuba	7	39	0.746
Jamaica	8	40	0.741
Ecuador	9	42	0.739
El Salvador	10	43	0.738
Panama	11	44	0.737
Suriname	12	51	0.729
Guyana*	13	53	0.728
Bahamas	14	58	0.725
Colombia	15	59	0.725
Bolivia	16	61	0.722
Peru	17	62	0.721
Honduras	18	67	0.716
Chile	19	70	0.716
Uruguay	20	85	0.702
Paraguay	21	86	0.702
Dominican Republic	22	89	0.699
Belize	23	90	0.699
Venezuela	24	91	0.699
Brazil	25	93	0.695
Guatemala	26	122	0.655

South Asia

Country	Rank		Score
	Regional	Global	
Bangladesh	1	65	0.719
Nepal	2	106	0.683
Sri Lanka	3	116	0.670
Maldives	4	128	0.642
Bhutan	5	130	0.639
India	6	140	0.625
Pakistan	7	153	0.556
Afghanistan*	8	156	0.444

Western Europe and North America

Country	Rank		Score
	Regional	Global	
Iceland	1	1	0.892
Finland	2	2	0.861
Norway	3	3	0.849
Sweden	4	5	0.823
Ireland	5	9	0.800
Switzerland	6	10	0.798
Germany	7	11	0.796
Belgium	8	13	0.789
Spain	9	14	0.788
France	10	16	0.784
Austria	11	21	0.777
Portugal	12	22	0.775
United Kingdom	13	23	0.775
Canada	14	24	0.772
Denmark	15	29	0.768
United States	16	30	0.763
Netherlands	17	31	0.762
Luxembourg	18	55	0.726
Italy	19	63	0.721
Cyprus	20	83	0.707
Malta	21	84	0.703
Greece	22	98	0.689

Middle East and North Africa

Country	Rank		Score
	Regional	Global	
Israel	1	60	0.724
United Arab Emirates	2	72	0.716
Tunisia	3	126	0.649
Egypt	4	129	0.639
Jordan	5	131	0.638
Lebanon	6	132	0.638
Turkey	7	133	0.638
Algeria	8	136	0.633
Bahrain	9	137	0.632
Qatar	10	142	0.624
Kuwait	11	143	0.621
Morocco	12	144	0.612
Oman	13	145	0.608
Mauritania	14	146	0.606
Saudi Arabia	15	147	0.603
Iran, Islamic Rep.	16	150	0.582
Syria	17	152	0.568
Iraq	18	154	0.535
Yemen	19	155	0.492

Sub-Saharan Africa

Country	Rank		Score
	Regional	Global	
Namibia	1	6	0.809
Rwanda	2	7	0.805
South Africa	3	18	0.781
Burundi	4	26	0.769
Mozambique	5	32	0.758
Zimbabwe	6	47	0.732
Eswatini	7	52	0.729
Zambia	8	56	0.726
Madagascar	9	57	0.725
Uganda	10	66	0.717
Cape Verde	11	68	0.716
Botswana	12	71	0.716
Tanzania	13	82	0.707
Lesotho	14	92	0.698
Liberia	15	94	0.693
Kenya	16	95	0.692
Cameroon	17	96	0.692
Ethiopia	18	97	0.691
Senegal	19	104	0.684
Togo	20	105	0.683
Mauritius	21	110	0.679
Malawi	22	115	0.671
Ghana	23	117	0.666
Guinea	24	118	0.660
Angola	25	119	0.657
Sierra Leone	26	121	0.655
Benin	27	123	0.653
Burkina Faso	28	124	0.651
Gambia, The	29	127	0.644
Côte d'Ivoire	30	134	0.637
Niger*	31	138	0.629
Nigeria	32	139	0.627
Chad	33	148	0.593
Mali	34	149	0.591
Congo, Democratic Rep.	35	151	0.576

* New countries in 2021

1.5.10 Selected Country Performances

This section provides a short commentary for selected countries—namely, the 10 best performers, listed in rank order, on the overall Global Gender Gap Index and the 15 most populous countries in the world, listed in alphabetical order. Together, they are home to approximately 2.5 billion women, accounting for 65% of the world's female population.

Top 10

Once again, **Iceland (1st)** is tops in closing the highest proportion of its gender gap (89.2%), which is 1.5 percentage points more than last year, and 3.1 percentage points ahead of the second-ranked Finland. Iceland's leadership in the rankings is driven by strong performance across all the four dimensions measured by the index, including having closed already 76% of its Political Empowerment gap, the best performance in the world, while continuing to improve. Iceland has in fact closed political gender gaps by another 5.9 percentage points since last year's edition. An important distinguishing factor is the fact that Iceland is one of the few countries where women have been in the highest institutional positions in the country for almost as long as men in the past 50 years. A woman has been in a head-of-state position in 23.5 of the past 50 years, second only to Bangladesh, where women have been in this role for over 27 years. Further, 39.7% of parliamentarians and 40% of ministers in Iceland are women.

In addition to political gender gaps, Iceland has nearly closed its gender gap on the Health and Survival (96.4%) and Educational Attainment (99.9%) subindexes. However, despite boys and girls having similar access to all levels of education, the next challenge is to improve women's participation and enrolment in fields of education most relevant for the job market, currently, and in the future. For instance, only 10.25% of female graduates choose to pursue a science, technology, engineering, and mathematics (STEM) track. In contrast, one-third (26.6%) of the total male graduates attain a degree in these fields. This may slow down future progress in closing the gender gaps in the workplace, even though Iceland has already closed 84.6% of its Economic Participation and Opportunity gender gap, ranking 4th globally. For example, 84.3% of women participate in the labour force today and are employed in professional and technical roles at higher rates than men. Women are also highly visible in senior or managerial positions, representing 41.9% of senior roles and 45.9% of the board members. One important driver of the high presence of women in the workplace is the fact that Iceland is one of the OECD economies with the highest proportion of GDP spent on childcare. Nonetheless, there are still important areas where gender parity is yet to be achieved: women still work part time at a higher rate than men (47.8% compared to 27.9% of men). Further, there is still no gender parity in income and wages. Women's

estimated earned income is still 73.7% of that of men, and a gap of 24% on the wage equality for similar work indicator that has yet to be bridged.

Finland (2nd) has gained one position this year, ahead of Norway. The country has closed 86.1% of its overall gender gap, up from 83.2% in the previous edition. This improvement can be attributed to the substantial progress (over 10.5 percentage points) in closing its Political Empowerment gender gap. Thanks to this improvement, it has now closed 66.9% of its gap on this subindex, thus improving its overall global rank. This result is due to a strong increase in the number of women in ministerial positions (from 37.5% to 50%), complemented by the fact that the Prime Minister since 2019 is a woman. However, this is not the first time that there has been a female head of state. In fact, in Finland there has been a woman in this position for 13 of the last 50 years. Further, 46% of parliamentarians are women, the 9th highest share in the world.

A significant contributor to Finland's climb to the second position has been the improvement on the Economic Participation and Opportunity subindex: 80.6% of this gap has been closed to date, the 13th best result in the world, which is almost 2 percentage points better than last year's edition (78.8%). An important area where Finland has improved this year is the increased presence of women in senior and managerial roles, where women currently represent 36.9% of the total, an increase of about five percentage points. This is an important step towards achieving gender parity at work in a country where already 76.6% of women actively participate in the labour force, and where there are more women in professional and technical roles than men. Despite these improvements, women's estimated earned income is just 72.1% of men's. Once again, differences in hours worked and childcare responsibilities contribute to earning disparities between genders: to date half of employed women work part time while maternity leave support is about three-fourths of the gross annual wage. Another ongoing bottleneck to improving economic opportunities for women is participation in STEM disciplines, currently preferred by only 12.4% of women graduates, compared to 49.8% of men graduates. Yet Finland has already closed Educational Attainment gender gaps at all levels of education—and encouraging women to study disciplines traditionally dominated by men represents the next frontier on the path to gender parity.

Norway (3rd) has closed 84.9% of its overall gender gap to date and its rank remains unchanged from the previous edition. There has been progress on some dimensions and taken a little step back on others. Among the areas where it has improved, Norway has closed political empowerment gender gaps by about 4 percentage points relative to the previous edition. So far, 64% of this gap has been closed, ranking 3rd globally. This year's improvement is mainly due to an additional period in which a woman has been head of state, and marginal improvements in the share of women in parliament (44.4%, up from 40.8% in

the previous edition). The share of women holding ministerial positions, however, have declined from 42% to 38.9% this year.

Among the dimensions where gaps have slightly widened in Norway is Economic Participation and Opportunity, where 79.2% of the gender gap has been closed, 0.6 percentage points lower than one year ago, ranking the country 20th. This has been driven by a slight decline in gender parity in labour force participation. Although 75.6% of women are in the labour market, their share with respect to that of men has decreased. In parallel, part-time employment among women (58.4%) is now more than that of men (41.2%). A second factor widening gaps in the workplace is the declining share of women in senior roles. About 34.5% of senior roles (legislators, senior officials and managers) are held by women this year, versus 35.6% reported one year ago. In addition, gender gaps in wage and income remain, although 79.2% of the estimated earned income gap and 74.5% of the wage equality gap have been closed so far (meaning over 20% of these gaps are yet to be closed). Further, Norway has already closed 100% of its Educational Attainment gaps, and has also closed 96.4% of its Health and Survival gender gap.

New Zealand (4th) has closed 84% of its overall gender gap and has climbed two places from last year. New Zealand improved its Political Empowerment score by about 15.6 percentage points, so that nearly 63% of this gap has closed to date, the fourth-best result worldwide. Another year has passed with a woman as head of state, leading to a total of 14.1 years of the last 50. This explains most of the New Zealand's progress on this subindex. Other political gender gaps have also reduced: the share of women in parliament is now at 48.3% and that of women in ministerial positions is at 40%. Gender gaps on both Educational Attainment and Health and Survival remain closed, unchanged since last year.

Performance on the Economic Participation and Opportunity subindex has also improved: 76.3% of this gap has been closed to date, 1 percentage point greater than one year ago. This is driven by wider participation of women in the labour force (76.8%, +1 percentage points), and narrower gaps in wages (71.9%, +1 percentage points) and income (63.7% +2 percentage points). In addition, the share of women in professional and technical roles remains high (over 50%). Despite this progress, New Zealand still has some important gaps to close in the world of work. Income and wages gaps are still relatively large, and there are still too few women in managerial roles. The split in these roles remains 40:60, with men representing over 60% of members listed on companies' boards.

Sweden (5th) has closed 82.3% of its overall gender gap, just 0.3 percentage points higher than the score reported in the past edition. On the Economic Participation and Opportunity subindex Sweden has improved by 2 percentage points, leading to a gender gap closed to date of about

(81%, 11th). This improvement is mainly due to smaller gender gaps in estimated earned income (82.3% this year, versus 76.9% in the previous edition), share of women in senior roles (40.3%, compared to 38.6% in the last edition) and share of women on boards of listed companies (37.5%, +1.2% over last edition).

In addition to these small improvements, Sweden remains one of the countries offering the most gender-equal conditions for childcare: 78% of annual gross wages are covered during maternity leave, public spending on childcare is 1.6% of GDP (second only to Finland). However, Sweden has yet to bridge nearly half of its Political Empowerment gender gap (52.2%). Although 47% of seats in the parliament and 57.1% of ministerial positions are held by women, Sweden is the only top-5 country in the Global Gender Gap Index that has never had a woman as head of state.

Namibia (6th) enters the top 10 for the first time, after having closed its overall gender gap by almost 2.5 percentage points in one year, to achieve a score of 80.9%. Namibia had already closed its Health and Survival gap by 98% as well as 100% of its Educational Attainment gender gap, with twice as many women as men enrolled in tertiary education. The country moves ahead in the rankings this year due to the substantial increase in women in ministerial positions (from 20% to 39.1%) as well as one more year (since 2015) with a woman in the Prime Minister's office. This progress, combined with the fact that 44.2% of parliamentarians are women, places Namibia among the 19 countries in the world with the smallest Political Empowerment gender gap (46.3% has been closed so far).

Gender parity is also progressing in the workplace, albeit more slowly. The Economic Opportunity and Participation gender gap has narrowed by 0.5 percentage points this year, such that 79.4% of this gap has been closed so far. Relatively high participation in education, helps women to be employed in skilled occupations more than men (55.9%). Further, in parallel with the strong presence of women in politics, the integration of women in leadership roles in the workplace is also relatively advanced: 43.5% of senior roles have been held by women, thus closing a gender gap of 77.2%, and also contributing to narrowing income gaps. This year's 3.4 percentage points' progression makes the average income of a Namibian woman today about 82.1% of that of a man, among the 10 smallest income gender gaps in the world.

Income gaps, however, are still relatively large as there is still almost a 20% gap to close, and business leaders report a still relatively slow progress in reducing wage gaps (64.2% closed so far), highlighting persistent barriers to reward women at the same levels as men. Similarly, women still participate less in the job market than men. Only 57.2% of women were in the labour force in 2019, and although the participation rate of

men is also relatively low (64.2%), a gap of almost 10% separates women from men.

There are also inequalities in accessing financial and real estate assets and not all women have the same inheritance rights as men.

Rwanda (7th) has closed 80.5% of its overall gender gap, the highest among Sub-Saharan African countries. Rwanda's score is 1.4 percentage points higher compared to the last edition, leading to a climb of two positions in a year. Notably, Rwanda has narrowed its Economic Participation and Opportunity gender gap by almost 5 percentage points, reaching 48th globally on this dimension, with a score of 72.6%. The share of women in senior and managerial roles has doubled since the previous edition (from 14.1% to 28.6%). However, this change took five years to achieve, as the data reported one year ago referred to the year 2014 (it has been updated with 2019 data). Another important improvement is the increased share of women in professional and technical roles (+1.7 percentage points). As of 2020, over 40% of these roles are currently held by women, and this increase signals greater competence and skill improvement of Rwanda's women. In addition, women now participate in the labour force more than men (84.4%) and wage equality is progressing at a fast pace (80.9% gap closed). Nonetheless, substantial gender gaps remain: 83.4% of women work in the informal sector, and/or are in low-wage occupations, leading to incomes that are, on average, about 60% of those of men. Further, women in managerial roles are only 28.6% of the total, highlighting a divergence between the relatively high rate of overall participation and presence in leadership roles. Rwanda ranks 6th in terms of Political Empowerment, with 56.3% of this gap now closed, thanks to a stronger presence of women than men both in parliament and among ministers, as well as a woman in a head of state position, albeit for less than one year (0.7 years).

Rwanda has already achieved gender parity on the Health and Survival subindex; however, several aspects of healthcare need to be improved. Maternal mortality continues to be relatively high (248 deaths per 100,000 live births) and less than one-half of women have had at least four visits for antenatal care. Similarly, in terms of Educational Attainment, although 95.7% of the gender gap has been closed, just over two-thirds of women are literate, about 39% girls are enrolled in secondary school and only 6% in tertiary education. While these levels are similar to those of men, educational opportunities need to be enhanced for all.

Lithuania (8th) is the fourth-most improved country of this edition, progressing by an impressive 5.9 percentage points in one year, from a score of 74.5% to 80.4%. This change is mainly driven by an increase in the number of women in ministerial positions. The share of women in the cabinet that took office at the end of 2020 grew from 0 to 42.9%. In addition, the share of women in parliament increased further from 21.3% to 27.7%, and a

woman was elected as prime minister in 2020. Because of these changes, the political gender gap in Lithuania has reduced by over 22 percentage points, projecting the country from the 65th position in the subindex to the 22nd.

Lithuania has already achieved parity in the Health and Survival subindex and is narrowing the Economic Participation and Opportunity gender gap, which reduced this year by 1.3 percentage points, passing the 80% mark (80.8%). Among the drivers of this progress, gender parity in labour force participation increased this year, to reach 97.3%, with over 77.2% of women active in the labour market, and 69.5% of professional and technical roles assumed by women. Income and wage gaps are narrowing as well. Wage equality now stands at 72.5% (2.7 percentage points narrower than a year ago) and income equality stands at 77.9% (1.6 percentage points narrower than a year ago). Women are, however, still lagging behind in the private sector where they constitute just 39% of all senior officials and managers and 12% of board members of listed companies.

Although women are highly educated and are enrolled in tertiary education at a higher rate than men (84% to 61%), there are still small but persistent gaps in primary education enrolment (99.6% gap closed to date). In addition, the percentage of women attaining STEM degrees (out of all women graduates) is four times smaller than men's. Incentivizing women to enter technical fields would further support reducing the remaining barriers in the workplace.

Ireland (9th) has closed 80.0% of its overall gender gap. The country's performance mirrors that of the past edition, with only marginal changes across the 14 indicators of the index. Ireland has nearly achieved gender parity on Educational Attainment (99.8%) and Health and Survival (96.4%). Ireland also ranks among the top 11 countries in terms of Political Empowerment, where 50.4% of the gap has been closed to date. This result has been achieved mainly because Ireland has the third-highest number of years served by a female head of state in the last 50 (20.8%), although the presence of women in parliament (22.5%) and ministerial positions (28.6%) is relatively low compared to other top-ten countries.

When it comes to Economic Participation and Opportunity, 73.3% of the subindex gender gap is now closed, which places the country 43rd worldwide. Over 50% of professional and technical roles are held by women, and the labour force participation gaps stands at 15%, with 67.6% women participating in the labour force. On the other hand, the share of women in senior officials and manager positions remains low (35.3%), which corresponds to just 54.5% of this gap closed to date. Similarly, wide financial disparities remain. Only 69.0% of the wage equality gap and 66.6% of the income gap have been closed so far, with only marginal improvements over the past few editions. Further, only 35.3% of senior or managerial roles are held by women, corresponding to a score of

54.5% (62nd globally). Combined with relatively low attainment rates in STEM disciplines (14.1%) and vocational training (5.9%), this result signals that more has to be done to equip women with the skills to succeed in the jobs of the future.

Switzerland (10th) enters the top 10 this year. The country has closed 79.8% of its overall gender gap so far, marking an improvement of 1.9 percentage points since last year's edition, which explains a rise of eight positions in a single year. Most of this progress is due to the closing of the Political Empowerment gap by 8.7 percentage points. The country's score jumps from 40.7% to 49.4%, ranking Switzerland 12th globally on this subindex. The most important driver of this improvement is the significant increase in the share of women parliamentarians (from 32.5% to 42%), which translates to 72.4% gender gap closed for this indicator. The share of women in ministerial positions remains constant at 42.9%, translating into a gender gap score of 75.1%. Further, since the ascension of another woman as President of the Swiss Confederation in 2020, a woman has been in a head-of-state role for eight of the last 50 years. These improvements on political gender gaps contrast with a stagnation on the Economic Participation and Opportunity subindex, where Switzerland has closed 74.3% of the gap to date but loses five places in the ranking on this subindex. Although 80.1% of women participate in the job market (90.8% gap closed) and 47% work in skilled professions (88.9% gap closed), there are still too few women in senior positions (33.5%). This corresponds to a 50% gender gap on this indicator, the largest yet to close, followed by wage equality (72% gap closed) and income (70.6% gap closed).

Further, women are twice as likely to work part time than men (61.8% versus 30.4%), and only 14 weeks of maternity leave are offered, while only recently have men been entitled to two weeks paternity leave with 80% of their salaries paid.⁸ Removing these and other barriers would be an important step to fast-forward closing Economic Participation and Opportunity gender gaps.

Top 15 most populous countries

Bangladesh has closed 71.9% of its overall gender gap (down from the previous edition's 72.6%) and ranks 65th globally. Although the performance of Bangladesh exceeds the South Asia regional average, there are still wide gender gaps on many dimensions. Bangladesh's declining performance in this edition can be attributed almost exclusively to a step backwards in closing Economic Participation and Opportunity gender gaps. To date, Bangladesh has closed 41.8% of this gap, which is 2 percentage points lower than one year ago. In fact, gaps are wider on almost all aspects measured of this subindex. The most significant decline is in the share of women among professional and technical workers. The gender gap on this indicator has widened by almost 10 percentage points, as the share of skilled women

went from 29.6% of the total to 24.3%, leading to a score of only 32.2%. In addition, the already low share of women in managerial roles shrank further to 10.7% (corresponding to only 12% of this gap closed so far). Labour force participation gaps also remain large. Only 38.5% of women participate in the labour force, compared to 84.2% men, corresponding to a score on the index of only 45.7%. A high level of informality (96.6% of employed women and 93.9% of men work in the informal sector) characterize Bangladesh's economy, contributing to low levels of both employment and income stability. Due to all these factors, women earn just 40.3% of the estimated earned income of men—consequently just 40.3% of the income gender gap and 58.4% of the wage equality gender gap have been closed.

The progress towards gender parity is more advanced in terms of Political Empowerment. Bangladesh ranks 7th globally on this dimension, as 54.6% of this gender gap has been closed so far. Notably, Bangladesh is the country where a woman has been in a head-of-state role the longest (27 years) over the past 50 years (ranking 1st). Yet more must be done to involve women at all levels of political life. Currently, only 20.9% of parliamentarians and 7.7% of ministers are women. Additionally, there are gaps in enrolment in tertiary education (17% women versus 24% men) and some women still do not have equal rights to justice, inheritance, access to land and non-land assets, and divorce. Women are also often subject to violence: 45.2% of women ages 15–19 have been married as children and 53.3% of women have experienced violence in their lifetime. Although gender gaps in Health and Survival (96.2%) as measured by sex ratio at birth and life expectancy are relatively small, a more specific look at health indicates that a broader shift is required to achieve better security and health conditions for women.

Brazil has closed 69.5% of its overall gender gap, achieving a rank of 93rd globally. Only 13.8% of the Political Empowerment gender gap has been closed to date, ranking Brazil 108th on this edition's index, with a 4-rank drop since last year. There are very few women parliamentarians (15.2%, 17.9% gap closed so far) and ministers (10.5%, 11.7% gap closed so far), and a woman has been in a head-of-state role for only five years of the last 50 (12% gap closed so far).

Gender gaps also persist in terms of Economic Participation and Opportunity, where only 66.5% of the gap has been closed (ranking 89th), a slight improvement over the previous edition. These gaps manifest primarily in terms of wage and income. To date, 54.2% of the wage equality gap and 56.7% of the income gap have been closed. To a lesser extent, gender gaps also continue in labour force participation, where 61.9% of adult women and 80.1% of men are in the labour force (77.2% gap closed), as well as in terms of women's presence in senior roles, where women are 39.4% of all managers (65.1% gap closed).

While Brazil has a long way to go to bridge gender gaps in politics and the economy, it has already closed gaps on the Health and Survival and Educational Attainment subindexes. In terms of health, 98% of the gap has been closed, and parity has been achieved at all levels of education. When it comes to education, despite no gaps in enrolment rates in either primary, secondary or tertiary education, only 10.7% of Brazilian women in university are enrolled in STEM programmes versus 28.6% of men. This calls for policies to incentivizing women's enrolment in technical studies which can contribute to opening new and better economic opportunities for them.

Ranking 107th overall, **China** has closed 68.2% of its gender gap to date, improving by 0.6 percentage points over last year's edition. This progress can be attributed to improving its Economic Participation and Opportunity pillar, where the gap has been closed by 5 percentage points this year, passing the 70% milestone (70.1%, 69th globally). Notably, wage and income gaps between women and men have been reduced: 80.6% of the wage gap and 61.2% of the income gaps are now closed. However, large gaps remain in terms of labour force participation (82.9% closed so far) as well as in terms of senior roles, where only 11.4% of board members are women and 16.7% of senior managers are women, corresponding to a gender gap of 80%.

The limited presence of women in leadership positions is also reflected in large Political Empowerment gaps. Only 11.8% of this gap has closed so far, ranking China 118th globally. Only 24.9% of parliamentarians and 3.2% of ministers are women, and a woman has been in a head-of-state position for less than one year in the past 50.

China also continues to have a relatively large Health and Survival gap: 93.5% of this gap has closed to date, the lowest level among all 156 countries assessed by the index. This is mainly due to the lowest progress of any country in closing gender gaps in sex ratio at birth: 88.8 girls were born every 100 boys in 2018, reflecting strong son preference and gender-biased prenatal sex selective practices.

Egypt has closed 63.9% of its overall gender gap, ranking the country 129th globally. Although this overall gap has slightly decreased this year, by 1 percentage point, the Economic Participation and Opportunity subindex score has regressed even further, by 1.8 percentage points. To date, 42.1% of this gap has been closed. Only 20% of women are in the labour force, corresponding to a gap of 73.4% still to close and ranking Egypt 150th globally on this indicator. Women are underrepresented among professional and technical workers (33.4%) and senior officials and managers (7.3%), corresponding to gaps yet to close of 50% and 92%, respectively. These inequalities are also reflected in wage and income gaps: the estimated earned income of a woman is currently 22% of that of a man, 4.2 percentage points larger than one year ago, while over 20% of the wage gap has yet to be closed.

In addition, women continue to experience limited rights in inheriting property, and accessing and using land and non-land assets.

On the other hand, Egypt has made some progress on its Political Empowerment gap, with an increase of 6.3 percentage points from the previous edition. Egypt has closed 19.6% of its Political Empowerment gap to date and counts 27% of women among parliamentarians and 24.2% among ministers. More progress has been achieved in terms of Health and Survival (96.8%) as well as Educational Attainment, where 97% of the gender gap has been closed.

Ethiopia has closed 69.1% of its gender gap and ranks 97th globally. Although the overall gender gap has widened slightly since last year's edition, Ethiopia has made significant progress on the Health and Survival subindex (97.1% gap closed). However, only 27.7% of births are attended by skilled personnel and only 43% women receive at least four visits for antenatal care, leading to a relatively high maternal mortality rate (401 deaths per 100,000 live births). On women's Political Empowerment: 38.2% of the gap has been closed to date, a 4.5 percentage point drop from the previous year. In 2018, for the first time, a woman was elected as the president of country. As such, 2.2 years of the last 50 have seen a woman as head of state; however, this progress has been offset by a reduction of women in ministerial positions from 47.6% to 40%.

The country also has yet to close large gaps in the workplace and in education. In terms of Economic Participation and Opportunity, 56% of the gender gap has been closed, which ranks Ethiopia 128th globally. Women's economic participation is still too limited: 87.7% of the labour participation gender gap has been closed, but only one-third of professional and technical roles (29.9%) and one-fourth of senior roles (26.5%) are held by women, corresponding to a 63.9% gender gap among legislators, senior officials and managers. In these conditions wage and income gaps remain relatively large: 50.9% of the wage gap and 42% of the income gap are yet to close. In terms of Educational Attainment, 85% of the gap has been closed, which means that Ethiopia ranks among the bottom 35 countries on the index for offering equal access to education to both boys and girls. In addition, just 44.4% of women are literate (versus 59% of men), and today almost 20% of girls are not enrolled in primary education. Although boys also are often excluded from primary education (12.3%), there is still a 7.2% gap to be bridged on such a basic educational requirement. In addition, gender gaps remain large in tertiary education, where only 5.3% of girls are enrolled, half the share of boys. Finally, women still suffer other forms of discrimination, in accessing financial services or inheritance, as well as security concerns: 28% of women have been subject to violence at least once in their lifetime.

India has closed 62.5% of its gender gap to date, ranking the country 140th globally. This gap is

4.2 percentage points larger than recorded in the previous edition, which explains why India has fallen 28 places in the ranking. Most of the decline has occurred on the Political Empowerment subindex, where India has regressed 13.5 percentage points to reach a level of gap closed to date of just 27.6%. The main change that took place this year is the significant decline in the share of women among ministers, which halved, from 23.1% in 2019 to 9.1% in 2021. In addition, the share of women in parliament remains stagnant at 14.4% and the share of the last 50 years in which a woman has been head of state is 15.5. Decline also took place on the Economic Participation and Opportunity subindex, albeit to a lesser extent. India's gender gap on this dimension widens by 3% this year, leading to a 32.6% gap closed to date. Among the drivers of this decline are a decrease in women's labour force participation rate, which fell from 24.8% to 22.3%. In addition, the share of women in professional and technical roles declined further to 29.2%. The share of women in senior and managerial positions also remains low: only 14.6% of these positions are held by women and there are only 8.9% of firms with female top managers. Further, women's estimated earned income is only one-fifth of men's, which puts India among the bottom 10 globally on this indicator.

Discrimination against women is also reflected in Health and Survival subindex statistics. With 93.7% of this gap closed to date, India ranks among the bottom five countries in this subindex. Wide sex ratio at birth gaps are due to high incidence of gender-based sex-selective practices. In addition, more than one in four women has faced intimate violence in her lifetime. Conversely, 96.2% of the Educational Attainment subindex gender gap has been closed, with parity achieved in primary, secondary and tertiary education. Yet, gender gaps persist in terms of literacy: one third of women are illiterate (34.2%) compared to 17.6% of men.

Indonesia has closed 68.8% of its overall gender gap, corresponding to a rank of 101st globally, although the gap this year is 1.3 percentage points larger than in the previous edition. This decline has resulted mainly from wider Economic Participation and Opportunity gaps where the country has lost 4 percentage points since last year, regressing to a gap currently closed of 64.7%. This can be explained almost exclusively by a sharp drop in the share of women in senior roles, which halved from 54.9% to 29.8% in just one year. Beyond the performance of this indicator, women participate in the labour market significantly less than men (55.9% of women and 84% of men) and wage and income gaps remain large (69.7% and 51.7%, respectively). In addition, 81.8% of the women's employment is in the informal sector (compared to 79.4% of men).

Political Empowerment gaps have also widened this year, reaching a level of 16.4%, 0.8% wider than a year ago. The main reason for this change is the decline in the share of women in ministerial positions, which fell from 23.5% in January 2019 to 17.1% in January 2021. This reduction offsets

the progress observed in the presence of women among parliamentarians, which rose from 17.4% in 2019 to 21% in 2021. Further, women heads of state have been in power for only 3.2 of the past 50 years, no change from last year. More progress has been achieved in terms of Health and Survival as well as Educational Attainment, where 97% of the gaps are closed. However, despite parity being achieved in secondary and tertiary enrolment, the female enrolment rate in primary education is the third-lowest among G20 economies (95% gap closed, 132nd) and must be addressed to offer better opportunities to future generations of women.

Japan has closed 65.6% of its gender gap and ranks 120th, among the lowest-ranked countries in the East Asia and Pacific region. However, Japan has slightly closed its overall gap this year, moving up two positions since last year's edition of the index. Japan's improvements are mainly due to the Political Empowerment subindex, where the gap has narrowed by 1.3 percentage points. Despite this progress, the level of women's participation in politics remain low. Only 6.1% of the Political Empowerment gap has been closed to date, with just 9.9% of women among parliamentarians and 10% among ministers. Further there has never been a woman head of state in the past 50 years. Japan also progresses slightly in the Economic Participation and Opportunity subindex (0.5 percentage points), but continues to perform poorly with just 60.4% of this gap closed to date, corresponding to a rank of 117th globally. This is mainly caused by a low share of women in senior roles (14.7%), and although 72% of women are in the labour force (84% gap closed), the share of women working part-time roles is almost twice that of men (50.8% versus 22.2%). Further, the average Japanese woman's income is 43.7% lower than the average Japanese man's income.

On a more positive note, Japan has fully closed its gender gap in primary education, 95.3% of its secondary enrolment education gender gap and 95.2% of its tertiary enrolment education gender gap.

Mexico has closed 75.7% of its overall gender gap—which places the country among the top 40 countries that have closed at least 74% of their gender gaps—and ranks 34th globally on the index.

Overall, the performance of Mexico is almost identical to that reported in the previous edition. Health and Survival and Educational Attainment gaps have nearly closed (97.5% and 99.7%, respectively) and are almost as narrow as they were in the previous edition. This has contributed to Mexico being among the top 34 countries on the overall index.

Similarly, Mexico's Political Empowerment score is unchanged, yet it falls 4 places to 18th position in the subindex ranking. The shares of women in parliament and in ministerial positions remain at 48.2% and 42.1%, respectively (as of 2019), and Mexico has never had a female head of state. The lack of further progress on these factors, while several countries have increased the presence of women in politics, explains the drop in the subindex ranking.

A pressing priority for Mexico is to boost women's Economic Participation and Opportunity, where, despite some progress (+1.6 percentage points), only 59% of the gender gap has been closed to date, ranking the country 122nd globally. Among the reasons that may explain slow progress in this area is the persistently low participation of women in the labour force. Only 49% of adult women are in the job market, and over one-third (36.7%) of employed women are in part-time roles. Gender gaps are even wider at higher levels of seniority: 35.9% of managers are women, corresponding to a gender gap yet to close of 43.8% and only 14.6% of firms have a woman as a top manager. These dynamics lead to wide income and wage gender gaps, both standing at 50%.

Nigeria has closed 62.7% of its overall gender gap, which is 0.8 percentage points wider than last year, placing the country 139th globally. A main driver of this change is Nigeria's gender gap on the Economic Participation and Opportunity subindex, which widened by 5 percentage points since last year's edition, leading to a gap closure of 68.7% (78th). Labour force participation and financial gaps have also widened this year in Nigeria. The labour force participation gap enlarged by 7 percentage points to a 77.3% closure, as only 49.3% of women are participating in the job market. In parallel, wage and income gaps widened by 1 and 15 percentage points, respectively. To date, the income of an average Nigerian woman is 58.4% of a man's income. Further, women are rare in senior positions: only 30% of managers and 13.9% of firms have female top managers.

Gender gaps in leadership roles are wider in terms of Political Empowerment, despite an improvement this year. Only 4.7% of the Political Empowerment gender gap has closed so far, one of the eight largest gaps in the world. There are few women among parliamentarians (5.8%) and ministers (10.3%), and there has been no female head of state over the past 50 years. Further, only 80.6% of the Educational Attainment subindex gap has been closed, corresponding to a global rank of 146th out of 156 countries. Just 58.1% of the women in Nigeria are enrolled in primary education, corresponding to 81.1% of gap closed, while in secondary school 87.2% of the gender gap has been closed. It means that 16.9% and 12.8%, respectively, of these gaps have yet to be closed. Gender gaps are even wider in tertiary enrolment: only 69.2% of this gap has been closed, with very low participation rates among women (8.3%). Improving participation in education is a necessary step toward offering better prospects to women going forward.

Pakistan ranks 153rd out of 156 countries assessed on the index this year, with its gender gap having widened in this edition by 0.7 percentage points, to 55.6%. Pakistan features among the bottom 10 countries in two of the four subindexes: Economic Participation and Opportunity (152nd) and Health and Survival (153rd). Pakistan has closed just 31.6% of its Economic Participation and Opportunity gap. Few women participate in the labour force (22.6%) and even fewer are in managerial positions (4.9%). This means that only 26.7% and 5.2%, respectively, of these gaps have been closed so far, translating into very large income disparities between women and men: on average, a Pakistani woman's income is 16.3% of a man's. Further, women do not have equal access to justice, ownership of land and non-financial assets or inheritance rights. On a more positive note, there are signs of improvement in the share of women who are in professional and technical roles (25.3%, up from 23.4% in the previous edition of the index).

Just 81.1% of Pakistan's Educational Attainment gap has been closed, with gender gaps as large as 13% or more across all levels of education. These gaps are the widest at lower education levels (84.1% primary enrolment gap closed) and are somewhat narrower for higher education levels (84.7% gap closed in secondary enrolment and 87.1% closed in tertiary enrolment). Further, only 46.5% of women are literate, 61.6% attend primary school, 34.2% attend high school and 8.3% are enrolled in tertiary education courses. Pakistan has closed 94.4% of its Health and Survival gender gap, negatively impacted by wide sex ratio at birth (92%) due to gender-based sex-selective practices, and 85% of women have suffered intimate partner violence.

Pakistan's rank is relatively higher for Political Empowerment (98th), yet only 15.4% of this gap has been closed to date. With just 4.7 years (in the last 50) with a woman as head of state, Pakistan is one of the top 33 countries in the world on this indicator. However, women's representation among parliamentarians (20.2%) and ministers (10.7%) remains low.

Philippines has dropped one position to occupy the 17th place this year, with 78.4% of its overall gender gap closed to date. This performance is the second-best in the East Asia and Pacific region, after New Zealand. Not only has Philippines virtually closed both its Educational Attainment and Health and Survival gaps, but it is also among the 18 countries in the world that have closed at least 79.5% of their Economic Participation and Opportunity gaps. This result is due in part to the fact that the Philippines is one of the few countries that has closed at the same time its gender gap in senior roles, and in professional and technical roles. However, women should be incentivized to participate more in the broader labour force. Only 49.1% of women are in the job market, corresponding to a gap closure of just 65.3% on this indicator. Similarly, income and wage gaps persist. On average, 22% of the wage gap and 31% of the income gap have yet to close.

When it comes to Political Empowerment, only 36.2% of this gap has been closed so far. Despite having a woman as head of state for over 15 of the past 50 years, there are still too few seats in the parliament held by women (28%) and even fewer women among ministers (13%).

The **Russian Federation** ranks 81st globally, with 70.8% of its overall gender gap closed so far, almost the same level reported in the past edition. Similar to many countries in Eastern Europe and Central Asia, the Russian Federation has nearly closed both its Educational Attainment gap (100%) and its Health and Survival gap (98%). Russia also ranks among the top 25 countries that have closed at least 76.7% of their Economic Participation and Opportunity gap. This performance represents an improvement of 2 percentage points in one year, mainly due to a step forward in allowing women in senior positions. The share of women in these roles increased from 41% to 44.6%, leading to a gap closure of 80% on this indicator to date. Women are generally well integrated into the labour market: 68.9% are in the labour force (86.9% gap closed) and hold more skilled roles than men. However, income gaps are persistently large as the income of a Russian woman is still less than 60% of a man's income. There are relatively few firms with women as top managers (24.3%) and, despite this year's progress, it is not very common for women to be in top managerial roles or on boards of listed companies (10.6%).

When it comes to Political Empowerment, only 8.5% of this gap has been closed, with a reduction of one percentage point since the last edition. Only 15.8% of parliamentarians and 9.7% of ministers are women.

The **United States** places 30th in this edition, 23 places higher than one year ago, thanks to a progress of 3.9 percentage points relative to the previous edition. So far, the country has closed 76.3% of its gender gap. This step forward is mostly explained by narrowing gaps on the Political Empowerment front, which has doubled to a score of 32.9% (67.1% is yet to be closed). As of January 2021, women in ministerial positions jumped from 21.7% to 46.2%, and the share of women in the congress increased from 23.6% to 27.3%.

In contrast with the rapid improvement on Political Empowerment, there has been no progress in closing Economic Participation and Opportunity gender gaps: while 75.4% of the gap on this subindex has been closed, this is 0.2 points lower than in the previous edition. Only a marginal improvement has been achieved in terms of labour force participation and share of women in senior roles. Consequently, these gaps have shrunk to 86.7% and 73.1%, respectively, a few decimal points above of those attained a year ago. Despite these small improvements, just 67.8% of women are in the job market (61st globally) and 42.2% of managers are women. In parallel, wage and income gaps also remain large (66.8% and 65.4%, respectively) and indicate that an American woman's income is about 65.4% of a man's income.

Progress towards gender parity is more advanced in terms of Health and Survival, where 97% of the gap has been closed, despite declining life expectancy for both men and women of about 2 years. Healthy life expectancy of women in the United States stands today at 67 years, compared to 70.1 years in 2016. Gender parity has also been achieved on the Educational Attainment subindex (100%), with a balance in boys' and girls' primary education enrolment rates, and greater share of girls enrolled in tertiary education than men. However, women still choose STEM disciplines far less frequently than men. Only 10.4% of women specialize in these fields versus over 30% of men, with a particularly low share of women in Engineering, Manufacturing and Construction (2.42%) as well as Information & Communication Technologies (1.53%).

Viet Nam maintains the same rank as in last year's index (87th) with 70.1% of its overall gender gap closed to date. A priority for Viet Nam is to accelerate gender parity in politics, as only 11.3% of the Political Empowerment subindex gap has been closed, further regressing since the past edition (-1 percentage points). Although 26.7% of parliamentarians are women, to date there are still no women ministers, and there has never been a woman head of state. A second area for improvement is Health and Survival. Here, the country ranks 152nd, due in part to the fact that Viet Nam has a skewed sex ratio at birth (89.4%, 154th).

More progress has been accomplished on the Educational Attainment subindex, where 98.2% of the gap has been closed and gender parity has been achieved in tertiary enrolment rates. In terms of Economic Participation and Opportunity, Viet Nam's performance is mixed. Overall, Viet Nam is one of 26 countries that has closed at least 76.5% of this gap, with relatively small income gaps by international comparison. A woman's income is about 81.9% of a man's income, which positions Viet Nam among the top 11 countries on this indicator. Also, women actively participate in the labour force (79.6%, 92% gap closed), and represent a high share of skilled professionals (52.6%). However, there are still very few women in senior or managerial roles (26%) or in firms' top management positions (22.4%).

Conclusions

The index continues to systematically track progress and highlight those countries that have advanced more rapidly than others towards gender parity. This year the report finds that progress has stagnated, with widening gender gaps on the Political Empowerment subindex globally, which has led to an increase in the estimated time to close the global overall gender gap to 135.6 years. In addition, existing disparities may have widened amidst the COVID-19 pandemic.

The report's detailed Country Profiles and online Data Explorer tool—available on the report website (wef.ch/gendergap21)—allow users to understand how close each country has come to gender equality across each of the four subindexes, and also provide a snapshot of each country's legal and social framework to date.

The *Global Gender Gap Report* continues to encourage public-private dialogues and cross-country comparisons as tools to guide stakeholders in closing gender gaps. By providing a continuous assessment of the drivers of gender disparities, the report supports the case for closing gender gaps and to encourage further research on policies and practices that are effective at promoting change.

Notes

1. World Bank, *World Development Indicators* data portal.
2. UNESCO, *UIS* statistics.
3. World Economic Forum, 2020b.
4. UNFPA, State of World Population 2020.
5. Ibid.
6. These gaps are computed as 1-(women share/men share) and represent the gender gap yet to close on this aspect in these countries.
7. All global and regional aggregates are computed as population-weighted averages. The aggregate scores reported here refer to constant sample population-weighted averages, which are based on the performance of the 107 countries covered continuously between 2006 and 2021.
8. With respect to parental leave, the OECD's *Employment* database reports 2018 data. Paternity leave regulation has been updated in Switzerland via the Swiss "Votation Populaire" of the 27 September 2020 (source: www.admin.ch/gov/fr/start/dokumentation/abstimmungen/20200927.html).

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2

Impact of the COVID-19 Pandemic on Economic Gender Gaps

This chapter uses high-frequency data from the International Labour Organization (ILO), the LinkedIn Economic Graph team and Ipsos to offer a timely analysis of the impact of the pandemic on existing gender gaps in economic participation.

The evidence shows that while both men and women were severely affected by the pandemic, women experienced a larger impact through multiple channels. First, as women are frequently employed in sectors directly disrupted by lockdown and social distancing measures, they consequently experienced both higher unemployment rates and a more subdued re-entry into employment. Second, women's labour force participation dropped further than that of men at the start of the pandemic. Third, women's re-employment has been slower, with lower hiring rates and delayed hiring into leadership roles. There is also evidence that among those women who have continued to work throughout the pandemic, some have reduced their working hours more than men and some have pulled back from promotions and leadership roles.¹

Underpinning these figures is a more severe "double-shift". The overlap of work responsibilities and care (housework, childcare and eldercare) responsibilities

have intensified during the pandemic, especially for households with children. While there is some indication that men have increased their contribution to unpaid work in the household since the outbreak of the pandemic, such responsibilities still disproportionately fall on women. School closures and changes to care routines are among the main factors contributing to widening labour force participation gender gaps, showing that childcare continues to be an important enabler of women's ability to participate in the labour market on equal terms.

While in some economies labour force participation rates and employment rebounded over the course of 2020, even a temporary exclusion from the labour market may have long-term effects on the economic opportunities for both men and women, leading to a persistent scarring effect on labour markets. Job losses have the potential to not only affect livelihoods during the current economic downturn but also to affect future earnings opportunities. Mid- to long-term unemployment can lead to a loss of skills or professional networks.² Workers who lose their job during a recession can suffer a persistent earnings loss.³ Finally, women's re-employment after a work gap can also lead to downward mobility in the status of the role performed.⁴

2.1

Labour Market Scarring

The circumstances of the COVID-19 pandemic have dramatically altered how men and women live and work as public-health measures have forced limitations to in-person work. As shown in Figure 2.1, since April and May of 2020 when the severity of the pandemic was first revealed, a large share of workplaces globally experienced wide-scale closures. By June 2020 workplaces in most economies had partially re-opened, but even well into 2021, may have not returned to 'business as usual'.

Reduced business activity has led to higher unemployment rates and shorter working hours, especially in those sectors more directly affected by social-distancing measures.

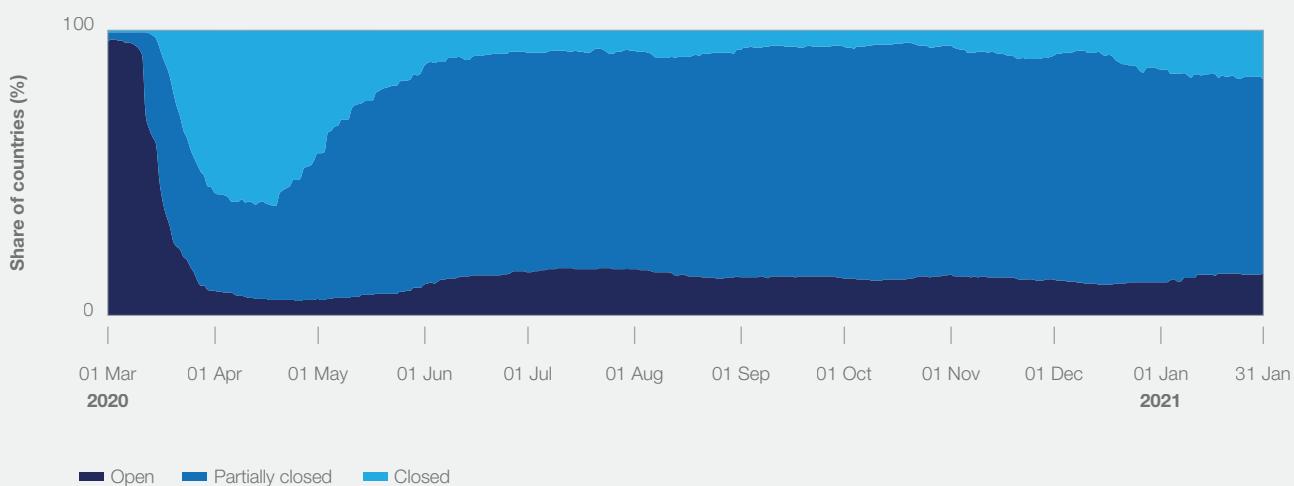
ILO projections and scenarios mapping the potential impact of the COVID-19 pandemic

suggest that employment declined by 114 million jobs relative to 2019, and if potential employment growth in 2020 is taken into account this number could reach 144 million.⁵

Mass unemployment has been avoided in several countries through far-reaching fiscal support to companies as well as limitations to collective dismissals. However, hours worked (and consequently, incomes) have contracted for millions of employees and self-employed people.⁶ The ILO estimates that, globally in the second quarter of 2020, COVID-19 caused a loss of 18% of total hours worked compared to the second quarter of 2019, and 7.2% in quarter three. Further, in countries with more flexible labour laws, unemployment spiked in the first months of the pandemic, despite substantial stimulus packages.

FIGURE 2.1

Disruption to in-person work, March 2020–February 2021



Source

Oxford University, Blavatnik School of Government,
COVID-19 Government Response Tracker, 2020.

Globally, employment reductions have been relatively more pronounced for women than for men. The same ILO estimates project that 5% of all employed women lost their jobs globally versus 3.9% of employed men. Although in absolute terms 64 million women and 80 million men have lost their jobs, the relative impact is higher on working women simply because there are less women in the labour market overall.

Figure 2.2 presents the real-time monthly shifts in unemployment and compares 2020 data for each month to the same month in 2019. The figure shows data for 11 of the 38 countries for which these statistics are available. On average, by September 2020, men's unemployment had increased by just over 1.4 percentage points and women's by just over 1.5 compared to the same time in 2019.

In Germany, specifically, women's unemployment was 1 percentage point higher, and a similar impact on women was seen in Italy and Denmark. In the United States, an economy which has seen a significant rise in unemployment due to the pandemic, employment figures were down by 4.4 percentage points for women and 3.9 percentage points for men. That expanding gender gap has been the highest across all previous downturns in the US economy's history since 1948.⁷ Data from the Bureau of Labour Statistics in the United States reveals that, in 2020, white men's unemployment rate in the United States increased by 3.6 percentage points, but rose 4 percentage points for white women, 4.9 for Black or African-American women and 6.2 for Hispanic or Latina women. Such figures, as well as further evidence,⁸ show that historically disadvantaged groups were more strongly impacted by COVID-19 and that the gender gap can be best understood through the prism of intersectionality with ethnicity and race.

A second and similar, yet potentially more profound scarring effect on the labour market is reduced labour force participation. Globally, ILO estimates suggest women are more likely to have exited the labour force since the beginning of the pandemic. This outlook varies by country. Labour force participation statistics show that disadvantage by gender is pronounced in several economies, and less strong in others. As shown in figure 2.3, on average, between April and June of 2020 men and women's reported labour force participation dropped 2.35 to 2.45 percentage points in the subset of 51 countries compared to the same time in 2019, with a marginally more pronounced decrease for male workers. Further, the statistics show that in economies such as Brazil, Canada, Colombia, Costa Rica, Greece and Iceland, women were more likely to drop out of the labour market, while in Argentina, South Africa, Mexico and the United States men were more likely to drop out of the labour market.

Seasonally adjusted, quarterly figures can provide a preview of how gender gaps in labour force participation might change in future editions of the Global Gender Gap Index. Figure 2.4 plots changes in labour force participation gender parity (women-to-men ratios) between the average of quarter 2 and 3 of 2019 (pre-pandemic) and the average of quarter 2 and 3 of 2020 plus Q3 2020 for all 33 economies covered by this particular data set.

FIGURE 2.2

Change in unemployment rate, 2019–2020, by gender, selected countries



Source

International Labour Organization.

Note

The 38 countries covered by the average are Australia, Austria, Belgium, Bulgaria, Canada, Colombia, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hong Kong, Hungary, Iceland, Ireland, Italy, Japan, Korea, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Romania, Slovak Republic, Slovenia, Spain, Sweden, Switzerland, United Kingdom and United States.

FIGURE 2.3

Change in labour force participation, 2019–2020, by gender, selected economies

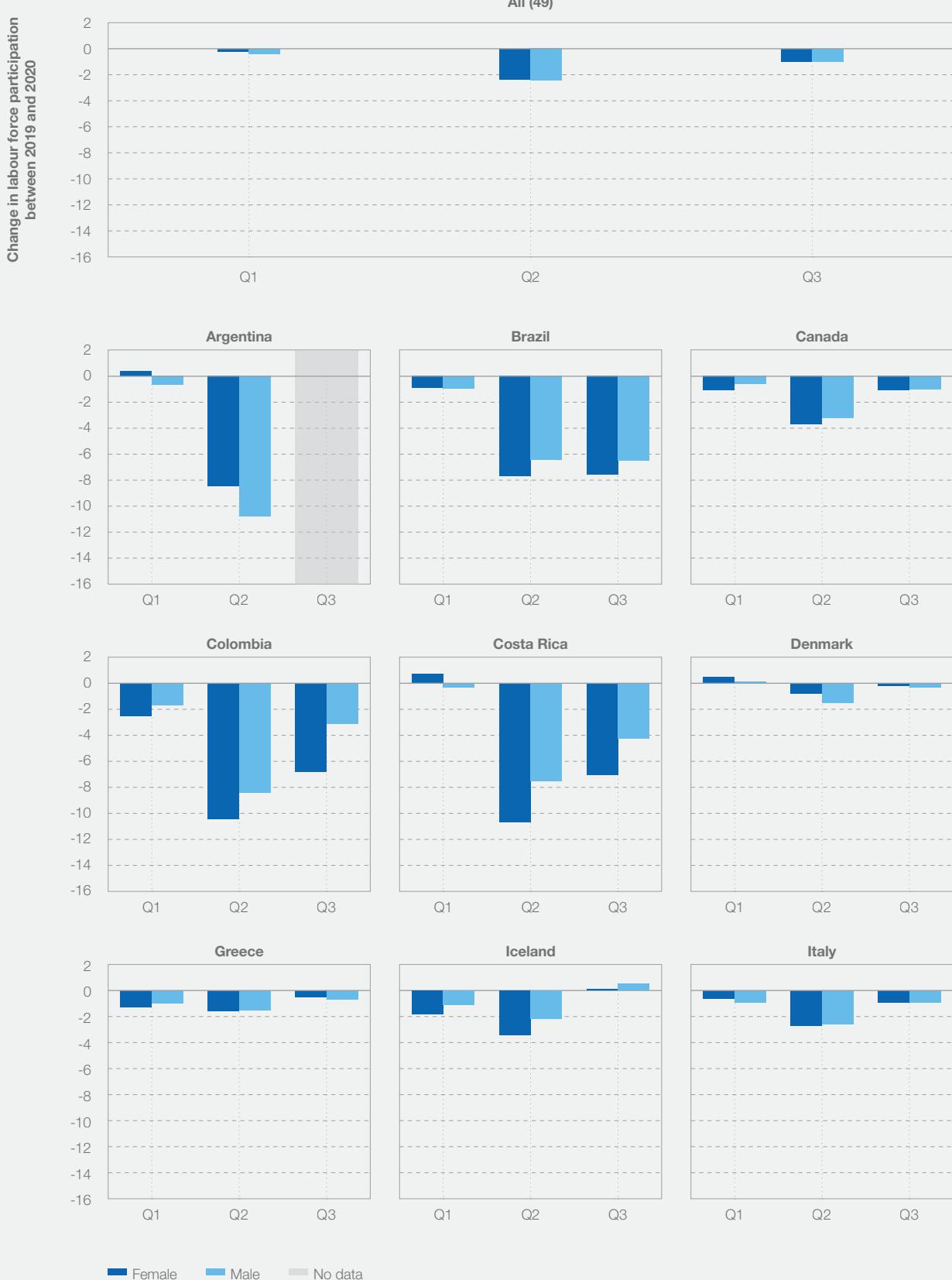


FIGURE 2.3

Change in labour force participation, 2019–2020, by gender, selected economies



Source

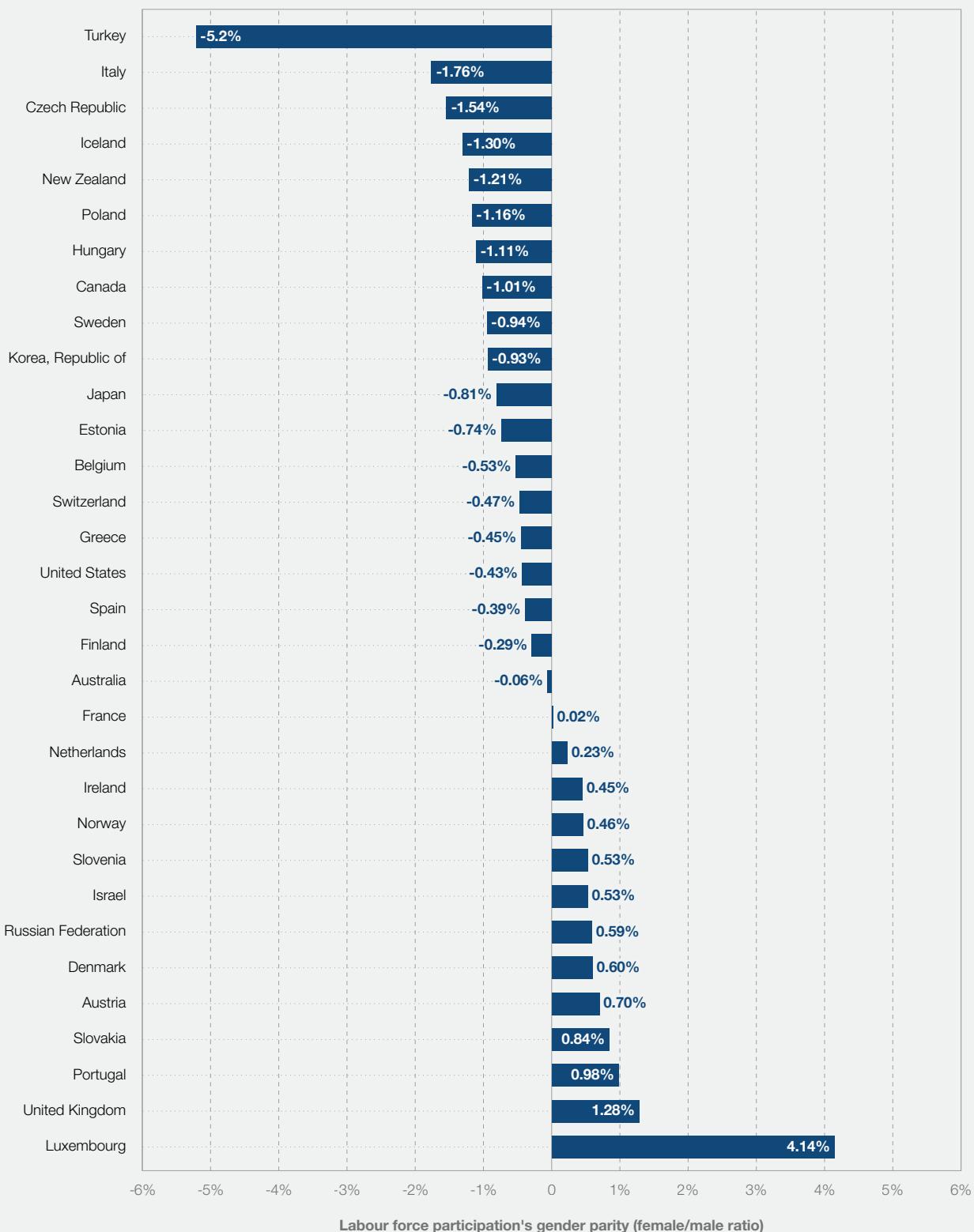
International Labour Organization.

Note

The 49 countries covered are Australia, Austria, Belgium, Brazil, Bulgaria, Canada, Colombia, Costa Rica, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Greece, Hungary, Iceland, Ireland, Israel, Italy, Japan, Korea, Latvia, Lithuania, Luxembourg, Macedonia, Malta, Mexico, Moldova, Montenegro, Netherlands, New Zealand, Norway, Paraguay, Poland, Portugal, Romania, Slovak Republic, Slovenia, South Africa, Spain, Sweden, Switzerland, Thailand, Turkey, United Kingdom, United States, Viet Nam.

FIGURE 2.4

Change in labour force participation by gender, selected countries, pre-post COVID-19



Source

ILO, 2021, ILOstat database, bulk download facility, accessed 1-15 February.

Note

These data show percentage change differences computed from quarterly, seasonally adjusted labour participation statistics. Pre-pandemic participation is computed as the average of Q2 2019 and Q3 2019. Post pandemic participation is computed as the average of Q2 and Q3 2020. Male (Female) participation refers to percentage changes in labour forces of male (female) adults (ages 15–64) pre-COVID-19 and post-COVID-19. Changes in gender parity are computed as the percentage change between the women-to-men ratio before and after Q2 2020.

Changes in women-to-men ratios vary significantly by country—but have worsened in 60% of the 33 countries for which Q3 2020 data is available for this harmonized data set. Gender gaps in labour force participation are expected to widen in the future, even further than reported in this year's Global Gender Gap Index. As a result, the projected time to close economic gender gaps discussed in chapter

1 of this report should be treated as an underestimate. Column E of Table 2.1 shows projections for possible labour force participation gender gap ratios, assuming that the same rates of change observed using quarterly data will be reflected one-to-one into yearly estimates.

TABLE 2.1

Projected progress in labour force participation, selected countries, 2018–2020, from quarterly data

Labour force participation

Column	A	B	C	D=(C-B)/B	E=(1+D)*A
Country	Women/men ratio, yearly 2019 data, used for the index	Women/men ratio, Q2 Q3 2019 quarterly data	Women/men ratio, quarterly q2 and q3 2020 data	Expected percentage change	Projection 2020, based on quarterly change
Finland	0.96	0.94	0.93	-0.29%	0.96
Sweden	0.96	0.91	0.90	-0.94%	0.95
Iceland	0.95	0.87	0.86	-1.30%	0.93
Norway	0.94	0.89	0.90	0.46%	0.94
Israel	0.93	0.94	0.94	0.53%	0.94
Portugal	0.93	1.00	1.01	0.98%	0.94
Denmark	0.93	0.91	0.92	0.60%	0.93
Slovenia	0.93	0.85	0.86	0.53%	0.93
Estonia	0.92	0.92	0.92	-0.74%	0.92
Canada	0.92	0.91	0.90	-1.01%	0.91
Switzerland	0.91	0.89	0.89	-0.47%	0.90
France	0.91	0.94	0.94	0.02%	0.91
New Zealand	0.90	0.91	0.90	-1.21%	0.89
Netherlands	0.90	0.90	0.90	0.23%	0.90
United Kingdom	0.89	0.90	0.91	1.28%	0.90
Australia	0.89	0.90	0.90	-0.06%	0.89
Belgium	0.89	0.88	0.88	-0.53%	0.88
Austria	0.89	0.89	0.89	0.70%	0.89
Spain	0.88	0.88	0.88	-0.39%	0.87
Russian Federation	0.87	0.94	0.95	0.59%	0.87
United States	0.87	0.89	0.89	-0.43%	0.86
Ireland	0.85	0.87	0.87	0.45%	0.85
Slovakia	0.84	0.83	0.84	0.84%	0.85
Japan	0.84	0.82	0.81	-0.81%	0.83
Czech Republic	0.84	0.80	0.79	-1.54%	0.82
Hungary	0.82	0.82	0.81	-1.11%	0.81
Poland	0.81	0.81	0.80	-1.16%	0.80
Greece	0.79	0.80	0.80	-0.45%	0.79
Korea, Rep.	0.77	0.75	0.74	-0.93%	0.77
Italy	0.75	0.76	0.74	-1.76%	0.74
Turkey	0.49	0.49	0.47	-5.20%	0.47

Source

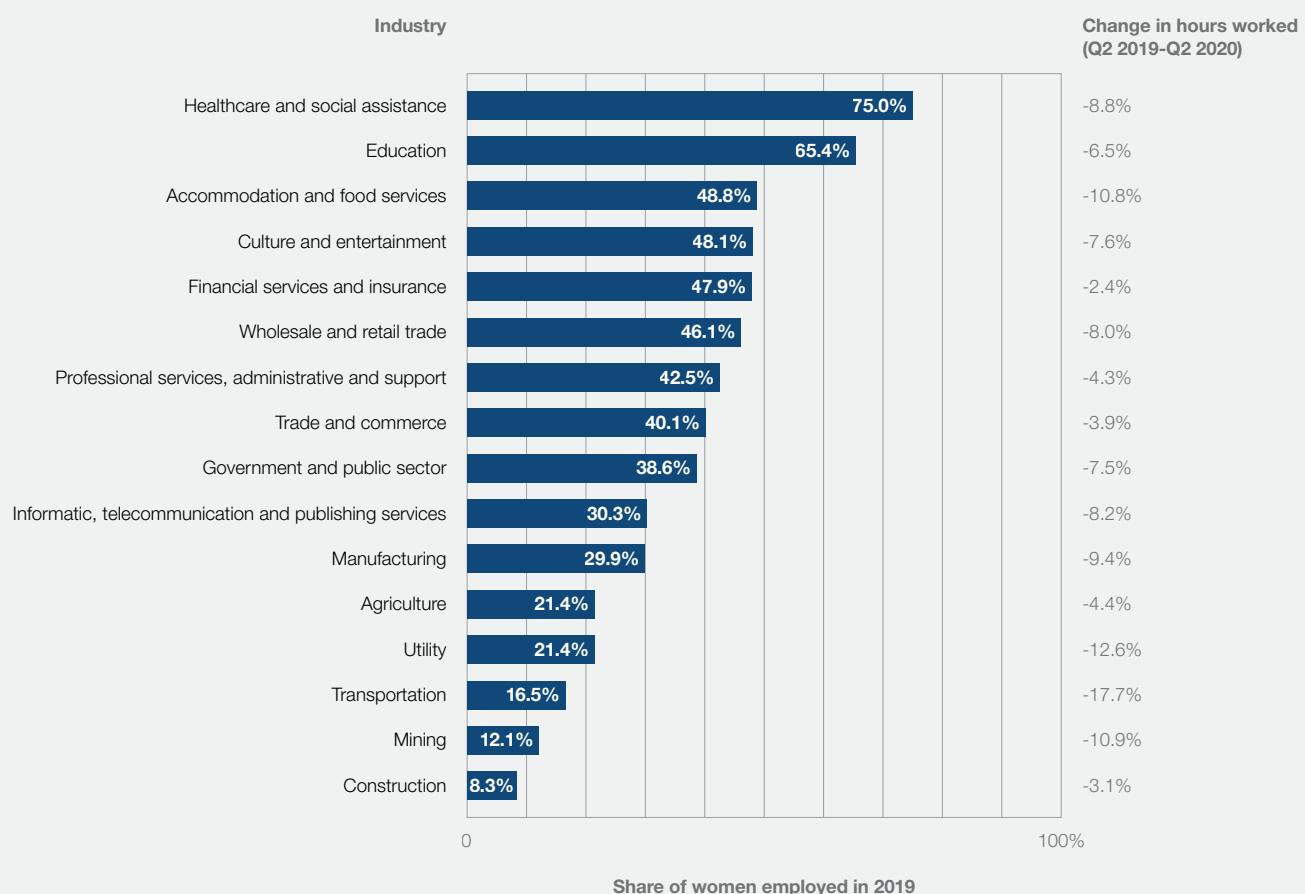
Author's calculations based on ILO, 2021, *ILostat* database, bulk download facility, accessed 1-15 February 2021.

Note

Column A shows women-to-men ratios in labour force participation, ILO 2019 modelled estimates, as reported in the Global Gender Gap Index 2021. Column B shows pre-pandemic women-to-men ratios from *ILostat*'s seasonally adjusted quarterly statistics. Pre-pandemic participation is computed as the average of the eight quarters before Q2 2020 (Q2 2018 - Q1 2019). Column C shows post-pandemic women-to-men ratios from *ILostat*'s seasonally adjusted quarterly statistics. Post-pandemic participation is computed as the average of Q2 and Q3 2020. Column D shows percentage changes in labour force participation as women-to-men ratios pre- and post-COVID-19. This is the percentage changes in labour forces of women-to-men ratios among adults (ages 15–64). Column E shows projected labour force participation as women-to-men ratios, assuming that pre- to post-COVID-19 changes observed in quarterly data can be applied to yearly data.

FIGURE 2.5

Share of women employees, by sector, 2019



Source

ILO, 2021, *ILostat* database, bulk download facility, accessed 1-15 February 2021.

Note

This data shows the share of women employed in each sector, aggregated across the 69 countries for which data is available. Changes in

hours worked by sector are computed as a percentage change between Q2 2020 and Q2 2019.

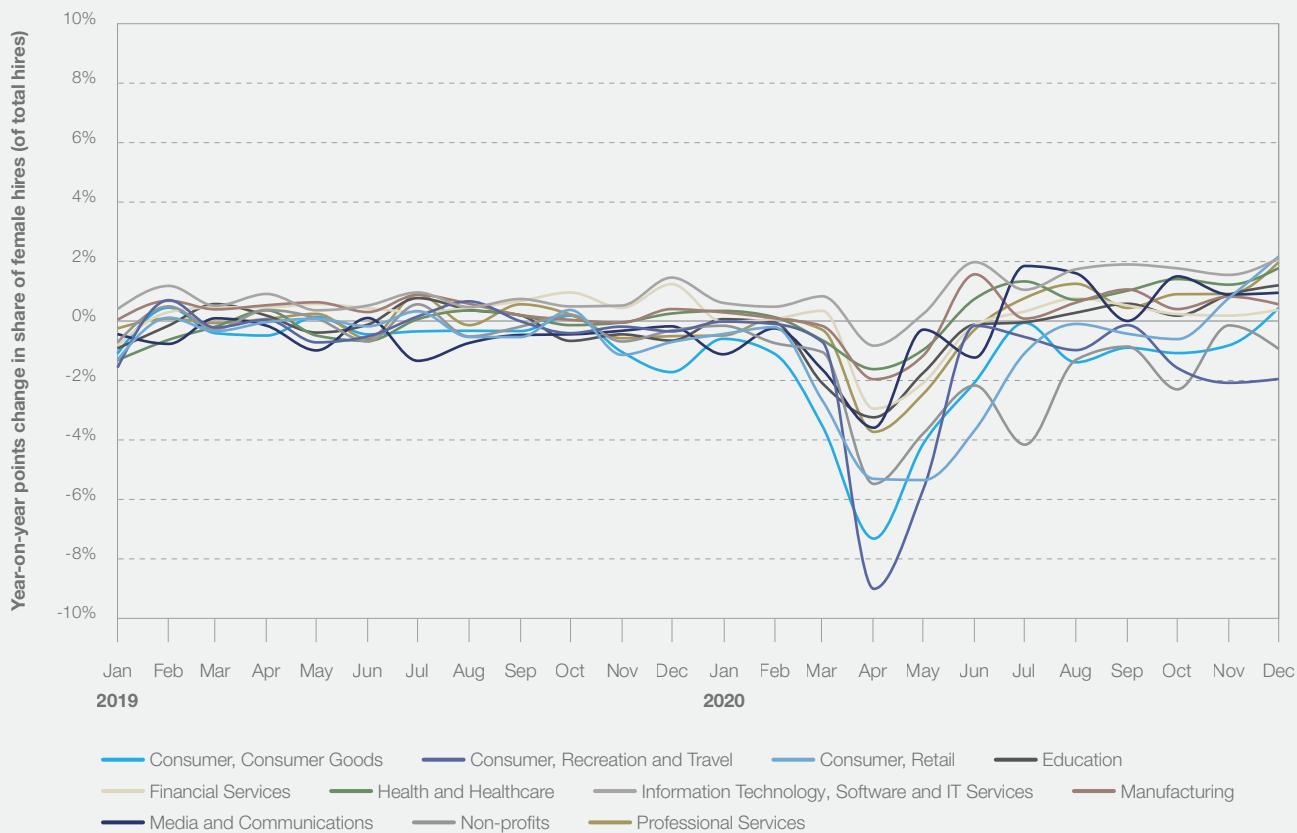
Underpinning such labour force dynamics is the uneven effect of COVID-19 on global industries, low-wage jobs and the most vulnerable workers. The pandemic has had a dual impact on industries—by changing consumer demand for particular products and services, or by making continued work challenging under lockdown conditions for industries which cannot move to remote work. For example, Accommodation and Food Services, Agriculture, Retail, Construction, Transportation and Warehousing are sectors that offer fewer opportunities to work from home than other sectors.⁹ As presented in Figure 2.5, women are frequently employed in sectors that are most affected by the current recession, contributing to the gender asymmetry in unemployment.

Further insights can be gleaned from LinkedIn Economic Graph data, which shows hiring trends by gender across industries.¹⁰ The data presented in Figure 2.6 reveals emerging gender-based asymmetries in hiring by industry and seniority. Figure 2.6a shows the year-on-year change in female hires as a proportion of all hires by industry, while Figure 2.6b shows the change in share by seniority level.

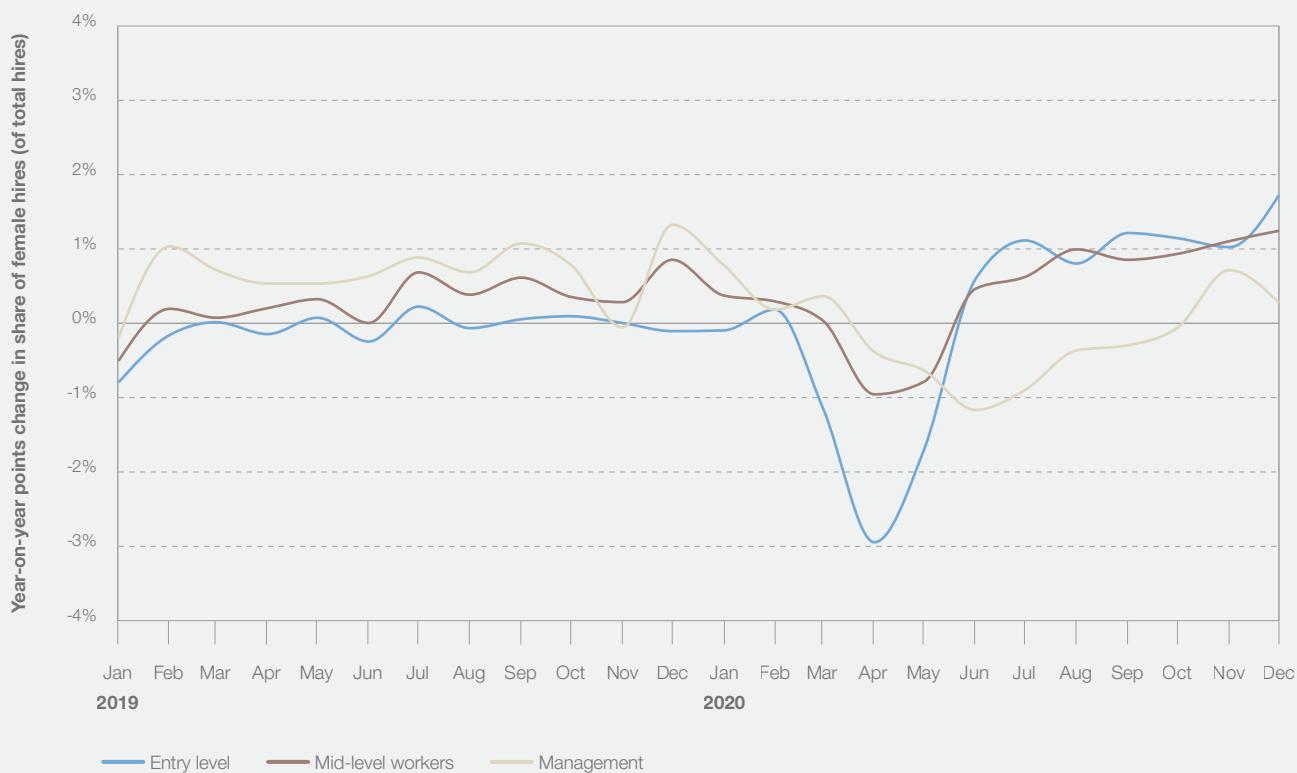
FIGURE 2.6

Change in hiring, 2019–2020, by gender, industry and seniority

A. By industry



B. By seniority



Source

LinkedIn Economic Graph Team.

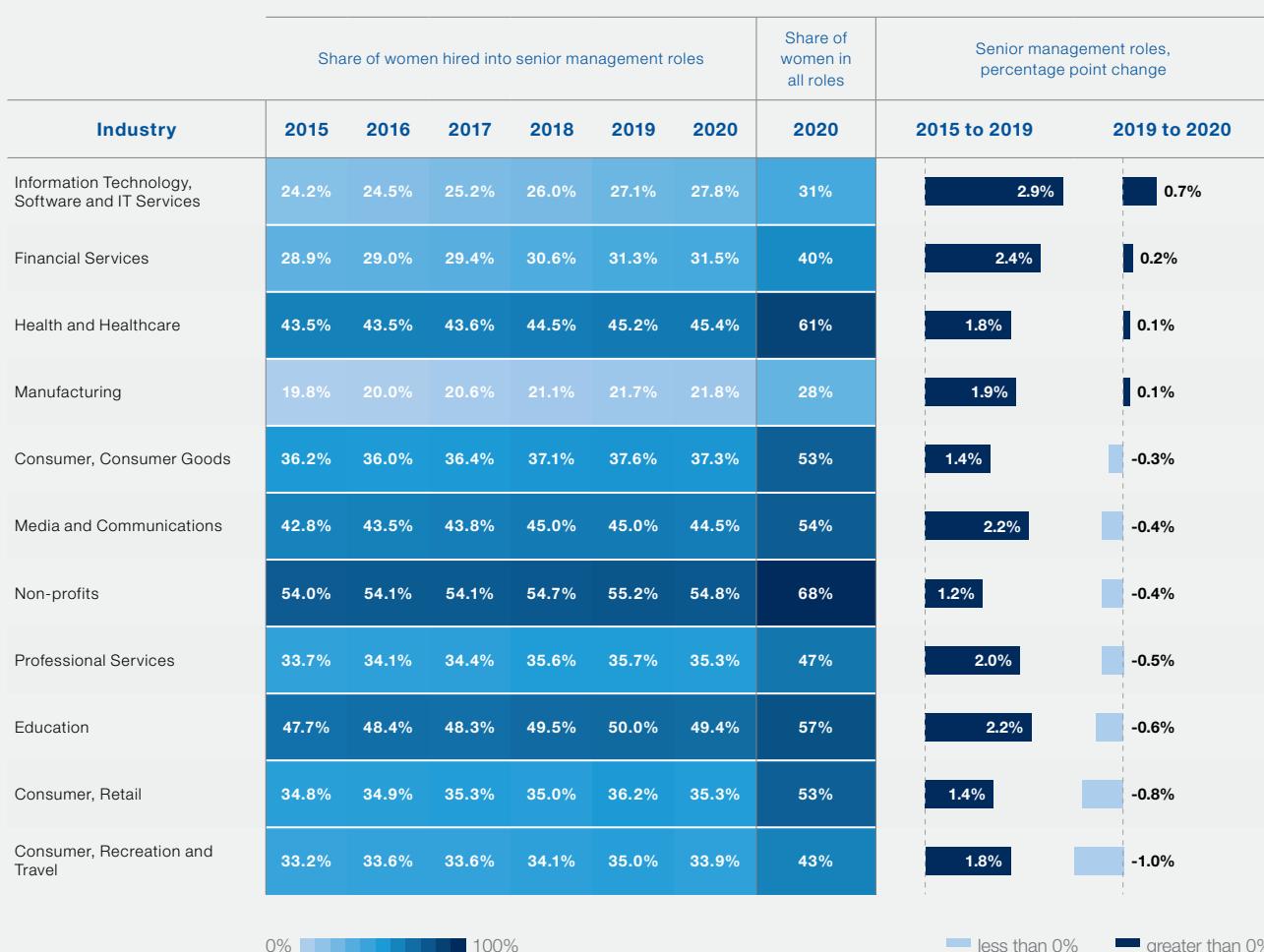
In April and May 2020, the share of women being hired into all roles dropped by 2.3 percentage points for entry-level workers, 0.9 percentage points for experienced workers and 0.5 percentage points for those in leadership positions. The most pronounced decrease was in the Non-Profits industry, followed by the Consumer industry cluster, split into Retail, Consumer Goods and Recreation and Travel. On the opposite side of the scale, the Software and IT Services industry saw the smallest decrease—and there has actually been an increase of 1 to 2 percentage points in female hires since June 2020. A similar but less distinctive pattern can be observed in the Professional Services industry. In Manufacturing and Financial Services, the initial decrease in the hiring of women does not appear to have been counter-balanced by higher rates of hiring women between July and December. Within the Consumer cluster, the rebound of women's hiring has been weak, with a tentative improvement in the share of women being hired into roles in Retail and Consumer Goods, but also a persistent decrease in the hiring of women into the struggling Retail and Travel industry.

During the period between June and December 2020, although the hiring of women into entry-level and experienced worker positions rebounded by 0.9 to 1 percentage points, the data shows a persistent decline in the share of women being hired into senior management positions. In fact, year-on-year comparisons show a 0.3 percentage point decrease in the share of women entering senior management positions—largely reversing progress made during 2019 and, in some instances, 2018.

As presented in Table 2.2, four industries are continuing to make progress towards closing gender gaps in senior management roles by continuing to expand the share of women hired into those roles despite the disruption caused by the pandemic: Software and IT Services, Financial Services, Health and Healthcare, and Manufacturing. Other industries have seen notable declines of women hired into senior management roles; among them, Recreation and Travel, Retail, Education, and Professional Services.

TABLE 2.2

Change in hiring, 2015-2020, by industry, level of role and gender



Source

LinkedIn Economic Graph.

The Double Shift in The Pandemic Era

In addition to workplace closures, there has been an unprecedented acceleration in the adoption of remote working and the digitalization of work processes,¹¹ a change that has often demanded rapid, unsupported upskilling. Educational establishments have switched to remote, often digital-first learning methods¹² causing additional pressures across households as carers have been forced to embrace new routines to support children's education.

Figure 2.7 presents the share of economies that have enforced full or partial limitations on schooling due to COVID-19. Many schools closed at the outbreak of the pandemic and, although they re-opened partially in some countries, they have re-opened to a lesser extent than workplaces in several geographies.

The impact of COVID-19 measures on working adults has been different for men and women following the pattern of the existing gender divide. Survey data from Ipsos presented in Figure 2.8 shows the effects of lockdown measures on working men and women. In addition to experiences of greater loneliness among all adults, people with children in the household as well as women face challenges in managing work and household responsibilities.

Those with children in the household are more likely to work unconventional hours and more likely to be concerned about their employment prospects. Men and women in such households were on average less likely to take on hybrid working arrangements, and more likely to either primarily work from home or primarily work from an office. In fact, around 1 in 2 carers reported working primarily from the office—50 % of male carers and 53% of female carers. This data contrasts with 42% for men with no children at home and 43% for women with no children at home.

Women with children in the household are more likely to report an increase in stress levels due to changes in work routines, the pressures of looking after family during the pandemic and inadequacies in their home-working environment. Most workers report reduced productivity; however, those figures are higher for women. Among the respondents, 54% of women with children in the household reported reduced productivity, compared to 46% of men with children in the household, 45% of women with no children in the household and 43% of men with no children in the household.

Female workers often perform a proverbial 'double-shift': a day shift in formal employment and a night or morning shift on care work in the home. OECD data on the percentage of time spent on care work

FIGURE 2.7

Disruption to in-person education, March 2020–February 2021



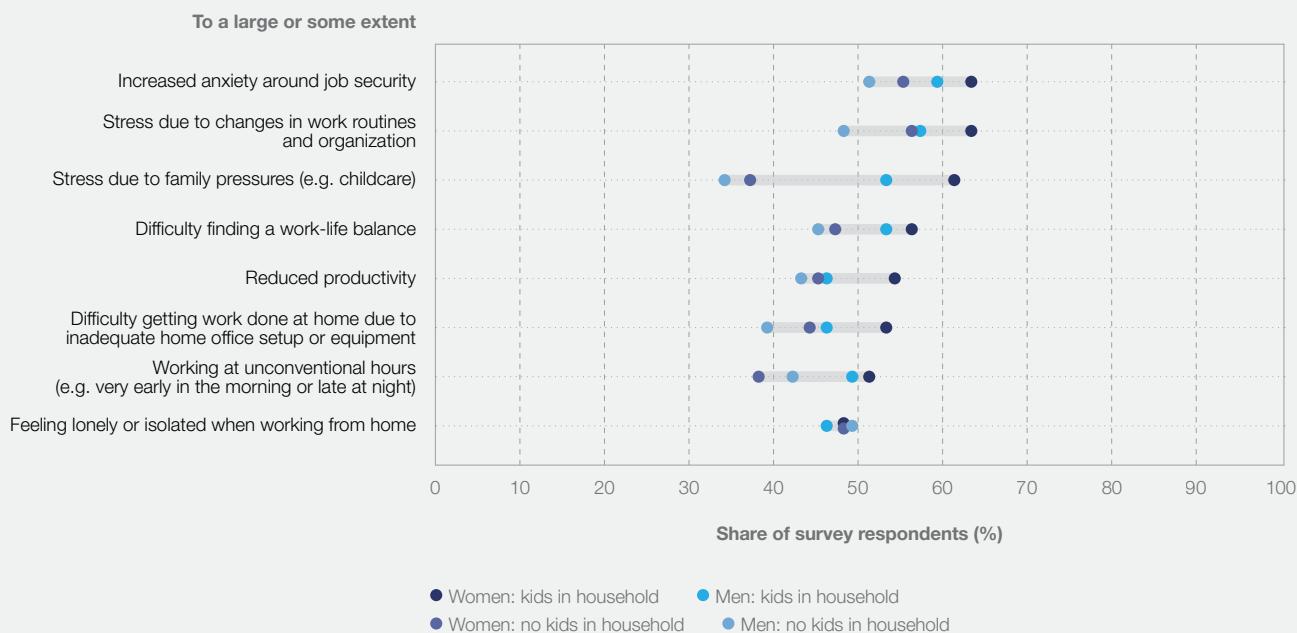
Source

Oxford University, Blavatnik School of Government,
COVID-19 Government Response Tracker, 2020.

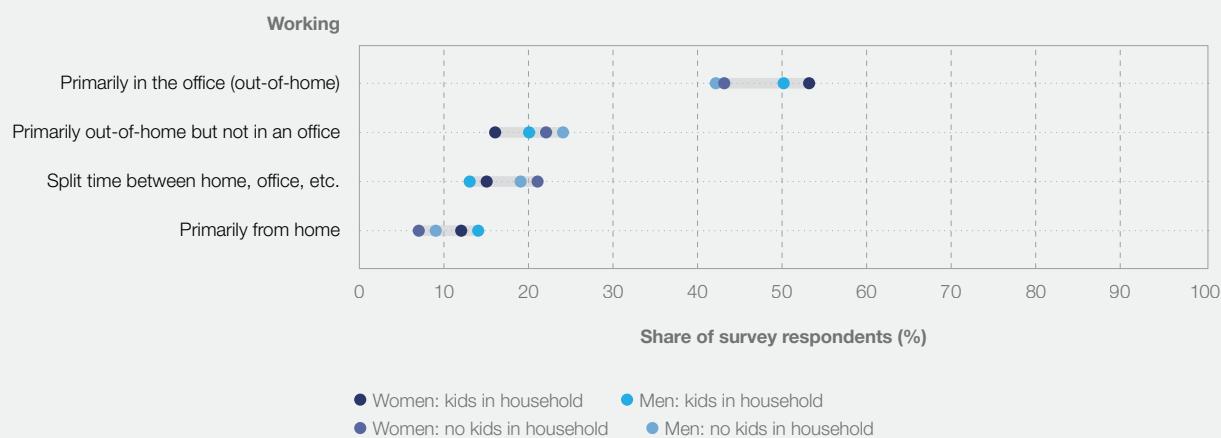
FIGURE 2.8

Experiences of working men, women during COVID-19 pandemic, by parenthood status

A. Work challenges



B. Working location



Source

Ipsos.

Note

Data is derived from responses to the following survey questions: A. "How much have you experienced each of the following as a result of the COVID-19 pandemic?" B. "Which statement best describes your workplace?". Survey conducted between 28–31 January 2021 among 14,500 adults aged 18–74 in Canada and the United States, and 16–74 in Australia, Brazil, China, France, Germany, Italy, Spain, India, Japan, Mexico, Russia, South Africa, South Korea and the United Kingdom.

between 1999 and 2010 for 20 economies illustrates this persistent gender divide. It shows that men spent 5% of their time on childcare when they had one child, while, in comparison, women spent 12% of their time on childcare.

The trend is mirrored among those with more than one child and when data is disaggregated by the age of the youngest child in the household. Data varies by country, with economies such as Japan showing

greater polarity while countries such as Norway showing greater (but not full) parity.

Early evidence from the pandemic-scarred labour market shows a predictable effect of childcare establishment closures (schools and nurseries) on all carers, but in particular women. Although fathers have increased their time spent on childcare during the pandemic¹³ on average women continue to perform a larger double-shift, leading to reduced working hours,

a reversal of gain on entry into leadership positions and a larger incidence of labour force drop-out. In the United States, women who look after young children have reduced their work hours four to five times more than men¹⁴ and they are in turn more likely to have exited the labour force.¹⁵

To see if this trend holds true across economies, the model described below explores the relationship between quarterly changes to gender parity in labour force participation and an index of school closures for the same quarter.¹⁶ The model presents three versions of the data, controlling for country-fixed effects and year-fixed effects. The results are in Table 2.3. In the first column, changes in labour force participation are only regressed on school and work closures; column two shows variation when controlling for existing childcare infrastructure;¹⁷ and column three shows a variation controlling for both existing childcare infrastructure and flexible work arrangements.

All three variants indicate that school closures have a negative and significant impact on labour force participation gender parity. While the provision of flexible work and existing investment in childcare infrastructure appear to be positively related to changes in labour force participation, the negative impact of school closures remains negative and strongly significant. These findings suggest that the remote provision of childcare (such as day care centres, family day care and kindergartens) that has in some instances been put in place to replace in-person care is not able to alleviate the time spent by parents, and that women have filled a larger share of that shortfall. Flexible work arrangements are also seen to be insufficient in the absence of adequate childcare. These tentative findings provide insights into not only the pandemic context but also demonstrate the overall importance of care provision for women's labour force participation.

$$\Delta_{labforceparity_{cay}} = SchoolCose_{cay} + WorkClose_{cay} + L2.ChildCare_{cy} + L.FlexWork_{cy} + \tau_y + \gamma_c + \epsilon_{cay}$$

TABLE 2.3

Factors driving change in labour force participation gender gaps

Dependent variable: change in labour force participation gender parity (women/men)			
School Closure Index	-0.0029** (0.001)	-0.0032** (0.002)	-0.0039** (0.002)
Work Closure Index	0.0024 (0.001)	0.00298* (0.002)	0.0034* (0.002)
Pre-existing childcare expenditure		0.0010 (0.018)	0.0030 (0.018)
Flexible work arrangements			0.0110 (0.007)
Constant	0.0010 (0.001)	0.0010 (0.014)	-0.0500 (0.037)
Country FE	Yes	Yes	Yes
Year FE	Yes	Yes	Yes
Number of observations	633	497	480
Number of countries	33	29	28

Source

Oxford University, Blavatnik School of Government, COVID-19 Government Response Tracker; OECD, *Social Expenditure Database*; and World Economic Forum, Executive Opinion Survey.

Note

Results from "within" estimator's regression, using a panel of 33 countries and four quarters over the period 2016–2020, where ***p < 0.01, **p < 0.05, *p < 0.1. The dependent variable is the quarterly change in the seasonally adjusted, women-to-men ratio in labour force participation obtained from ILO, *ILOstat*. School Closure Index and Work Closure Index values are the quarterly averages of daily school (workplace) closure intensity (0=open, 3=fully closed), obtained from Oxford's Coronavirus Government Response Tracker. Pre-existing childcare expenditure is the annual ratio of public expenditure on daily childcare services as a share of GDP, lagged two quarters. It is obtained from OECD's Social Expenditure Database. Flexible work arrangement is the yearly indicator obtained from the World Economic Forum's Executive Opinion Survey question "In your country, to what extent do companies offer flexible working arrangements (e.g. virtual teams, remote working, part-time employment)? [1 = not at all; 7 = to a great extent]". It is lagged one quarter.

2.3

Conclusions

This year, we supplement the efforts of the Global Gender Gap Index to track progress across a large set of countries with timely gender-disaggregated data for a subset. While new indicators from private-sector partners have allowed this report to partially track emerging trends, the current data gap should serve as a call to action for building further capacity in future data collection systems.

This chapter offers an assessment of gender gaps by industry and economy. Early indicators point to potential lost ground on gains towards economic gender parity. Across economies, pre-existing gender gaps have exacerbated the asymmetric effect of the pandemic, in terms of employment and labour force participation. By industry, we have seen a widening of gender gaps in some of the sectors most heavily impacted by COVID-19, and a more pronounced emerging gender gap demonstrated by a reversal of gender parity in leadership positions.

Employees have adapted to the additional challenges of working from home, and there is some early evidence to suggest that male and female workers are showing new patterns of behaviour. Additional, tentative evidence reveals those behavioural shifts might also be engendering changes to wages and progression to leadership roles, with women distinctly less likely to seek out a promotion or pay rise than men in the current context.¹⁸

By disrupting childcare support for families, the pandemic has had a significant impact on the lives of working parents. In the current context, this impact has been most acutely felt by working women with children who commonly continue to take on a larger share of care work in the household.

The pandemic has re-emphasized the need for resilient and sustainable childcare systems. Recovery policies will need to reflect these lessons and focus efforts to invest in childcare infrastructure while reforming the care services sector to offer a more varied range of options. As a job-creating sector, investment in the care economy can prove to be a social infrastructure investment with high returns for the economy and society.

Notes

1. ILO, 2020.
2. Pissarides 1992.
3. Davis and von Wachter, 2011.
4. PwC, 2016.
5. ILO, 2021. Data from the International Labour Organization is consistently able to cover the first three quarters of 2020.
6. UNDP and UNWomen, 2020.
7. Alon, et al, 2020a.
8. Mooi-Reci and Risman, 2021.
9. Dingel and Neiman, 2020.
10. Data from the LinkedIn Economic Graph provides an overview of the entirety of 2019 and 2020 for a subset of economies.
11. World Economic Forum, 2020.
12. UNICEF, 2020.
13. Sevilla and Smith, 2020.
14. Collins, et al, 2021.
15. Landivar, et al, 2020.
16. Quarterly labour force participation gender parity is derived from ILO, *ILOstat* database; school closure and work closure indexes are obtained from the Oxford's Coronavirus Government Response Tracker, Childcare public expenditure to GDP is obtained from the OECD social expenditure database and the flexibility of working arrangements is obtained from the World Economic Forum's Executive opinion survey.
17. Pre-existing childcare provision proxied by public expenditure on childcare.
18. Konkel, 2021.

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3

Gender Gaps in Jobs of Tomorrow

Labour markets are changing under the twin pressures of the COVID-19 pandemic and the adoption of new technologies. The World Economic Forum's *Future of Jobs Report 2020* revealed that 84% of employers are accelerating their digitalization agenda and 50% of employers intend to accelerate the automation of jobs. These changes are likely to speed the destruction of a set of roles which are increasingly redundant in the new world of work—and accelerate the creation of new roles which can drive prosperity in the new world of work.

Monitoring gender parity in fast-growing “jobs of tomorrow” provides an early indicator of gender parity in the future of jobs. Through newly developed metrics, this chapter discusses whether this employment growth in the labour market today will help to equalize gender gaps in employment or whether additional strategies will be needed to ensure gender parity in the future of work.

Over the course of 2019 and 2020, the World Economic Forum worked with the LinkedIn Economic Graph Team to derive new insight into the jobs that are emerging in the labour market. Using real-time labour market data, the research identified 99 roles that are consistently growing in demand across 20 economies, grouped into eight distinctive job clusters on the basis of their unique skills profile.¹

The data suggests significant challenges for the future of gender parity. Only two of the eight emerging job clusters tracked are at gender parity and many show a severe under-representation of women. These emerging jobs clusters are presented in Figure 3.1. They include roles that underscore the continuing importance of human interaction in the new economy, such as Marketing, Sales, People and Culture, and Content Production, as well as roles which support the development of emerging technologies such as Cloud Computing, Engineering, Data and AI.

FIGURE 3.1

Female representation in emerging job clusters

A. Relationship between female representation in job cluster and share of disruptive technology skills

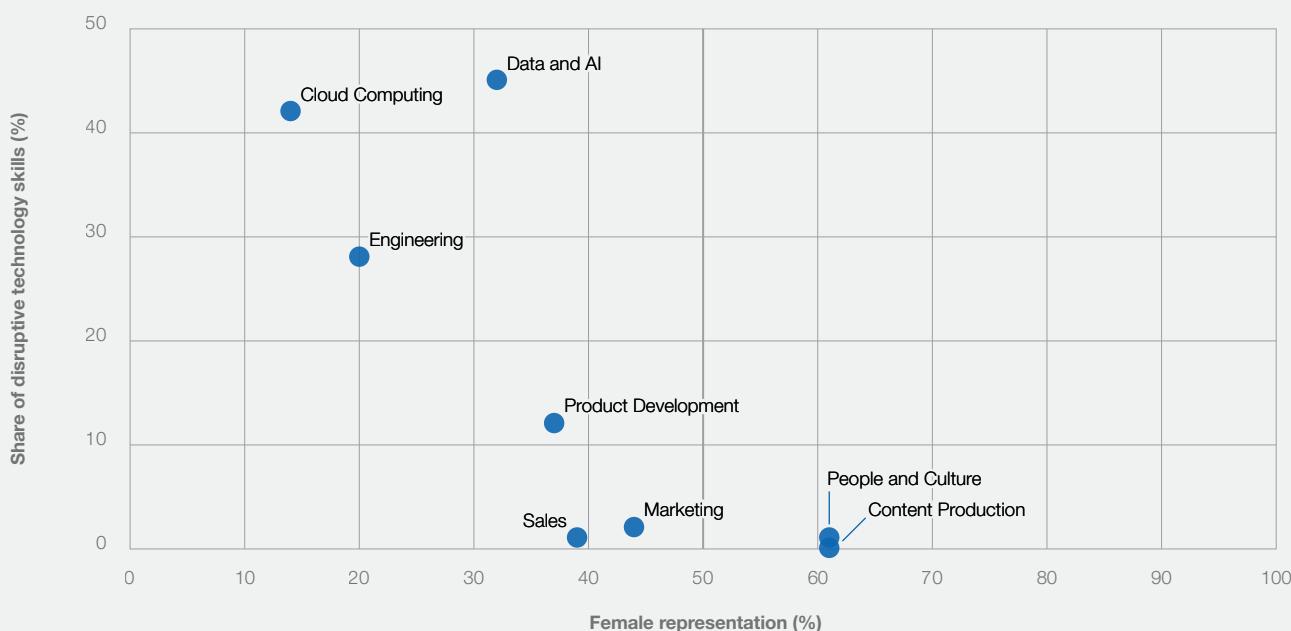


FIGURE 3.1

Female representation in emerging job clusters

B. Female representation in growing roles**Female Representation in Growing Roles**

25% and below	35% and below	45% and below	55% and below	more than 55%
Artificial Intelligence Specialist	Agile Coach	Analytics Specialist	Business Partner	Content Specialist
Back End Developer	Analytics Consultant	Business Development Representative	Customer Specialist	Content Writer
Big Data Developer	Business Intelligence Developer	Business Development Specialist	Customer Success Specialist	Creative Copywriter
Chief Commercial Officer	Chief Strategy Officer	Chief Marketing Officer	Digital Marketing Manager	Human Resources Business Partner
Cloud Consultant	Data Consultant	Commerce Manager	Digital Marketing Specialist	Human Resources Partner
Cloud Engineer	Data Scientist	Content Producer	Digital Product Manager	Social Media Assistant
Commercial Sales Representative	Growth Hacker	Data Analyst	Ecommerce Specialist	Social Media Coordinator
Data Engineer	Head Of Business Development	Digital Marketing Consultant	Insights Analyst	Talent Acquisition Specialist
DevOps Engineer	Head Of Digital	Digital Specialist	Partnerships Specialist	
DevOps Manager	Python Developer	Growth Manager	Product Analyst	
Enterprise Account Executive	Quality Assurance Engineer	Head Of Partnerships		
Frontend Engineer		Information Technology Recruiter		
Full Stack Engineer		Product Owner		
Javascript Developer		Quality Assurance Tester		
Platform Engineer		Sales Development Representative		
Site Reliability Engineer		Scrum Master		
		Software Quality Assurance Engineer		
		Technology Analyst		

Source

LinkedIn Economic Graph.

The data shows that gender gaps are more likely in fields that require disruptive technical skills—in particular, Cloud Computing, where women make up just 14% of the workforce; Engineering, where women make up 20% of the workforce; and

Data and AI, where women make up 32% of the workforce. Representative examples of roles in those job clusters include Full Stack Developers, Data Engineers and Cloud Engineers.

3.1

Switching into the Jobs of Tomorrow

While the eight fast-growing job clusters typically experience a high influx of new talent, at current rates those inflows do not re-balance occupational segregation. Figure 3.2 illustrates the representation of women by job cluster over time. The figures show that in the period since February 2018, gender gaps in emerging professions have seen little progress. This is specifically the case among those professions which currently demonstrate the largest gender gaps.

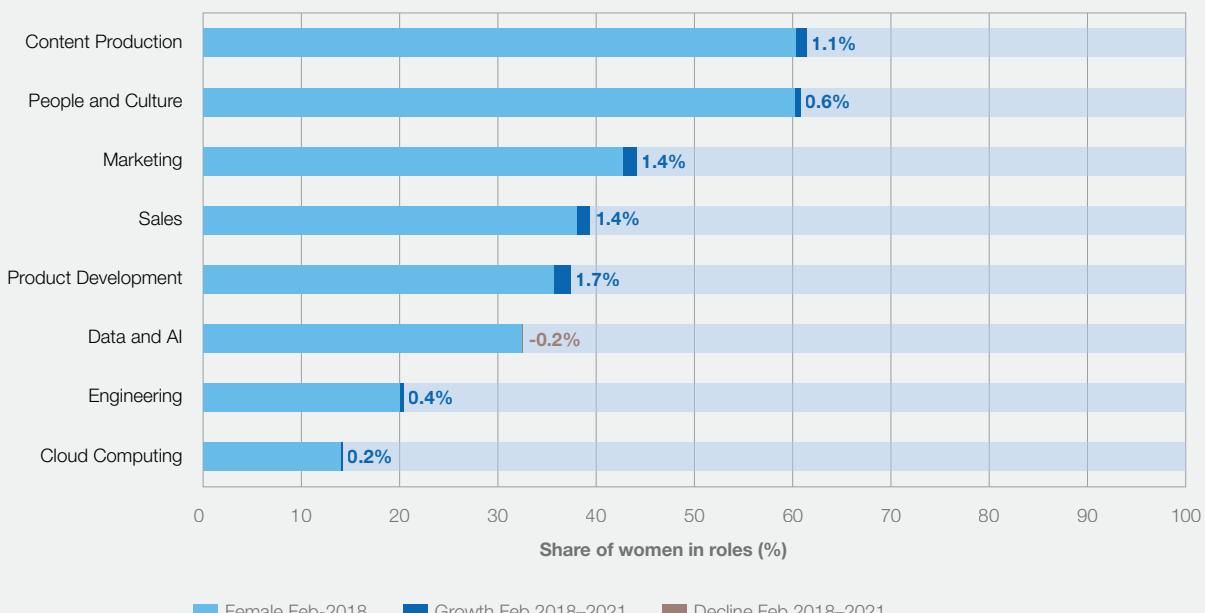
For example, the share of women in Cloud Computing is 14.2% and that figure has improved by a mere 0.2 percentage points, while the share of women in Data and AI roles is 32.4% and that figure has seen a mild decline of 0.1 percentage points since February 2018. The Product Development job cluster has seen the largest increase of female

representation 1.7 percentage points, while Sales has seen a 1.4 percentage point increase and Marketing a 1.4 percentage point increase towards gender parity. Such striking data highlights the persistence of gender bias in emerging professions and calls for renewed efforts to examine their causes and put in place redressive action.

The *Global Gender Gap Report 2020* examined the share of women in the talent pipeline and found that, far from being able to explain such gender gaps across professions exclusively through a shortage of adequately skilled talent, many of the professions outlined have untapped talent pools. In this year's edition we continue to build on that analysis. The LinkedIn Economic Graph Team categorized the job transitions observed on their platform against a measure of skills similarity.

FIGURE 3.2

Change in gender composition of emerging jobs, February 2018–February 2021



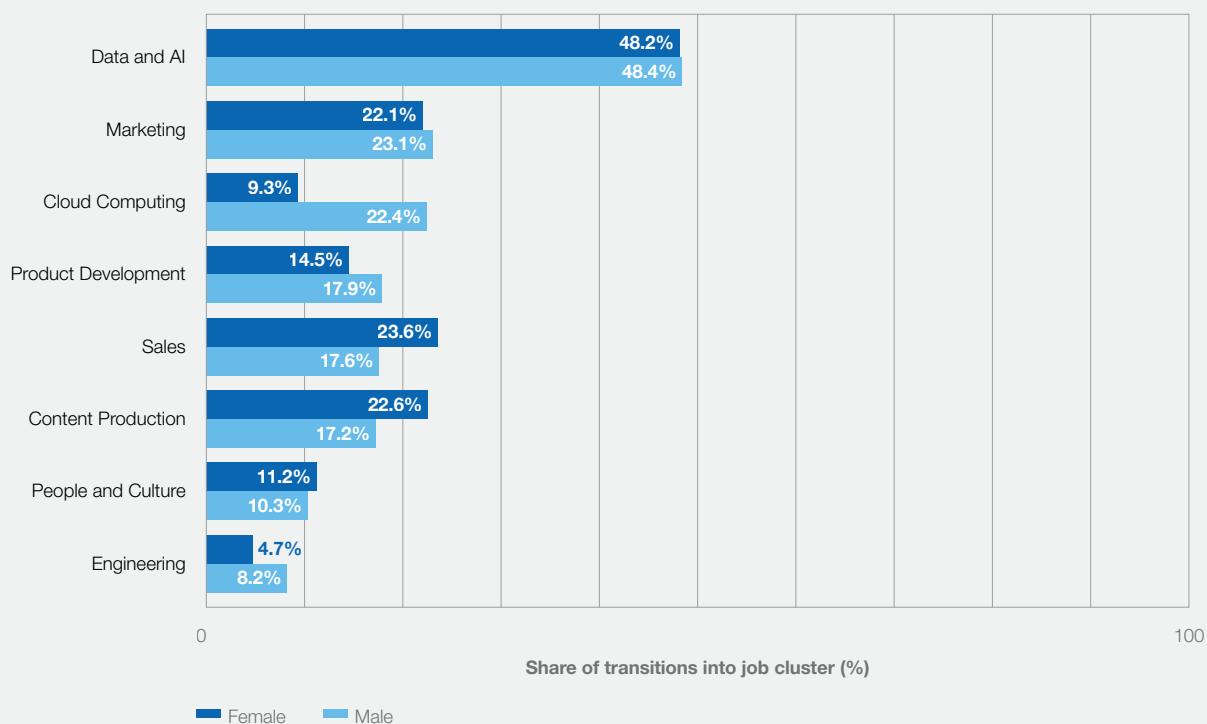
Source

LinkedIn Economic Graph.

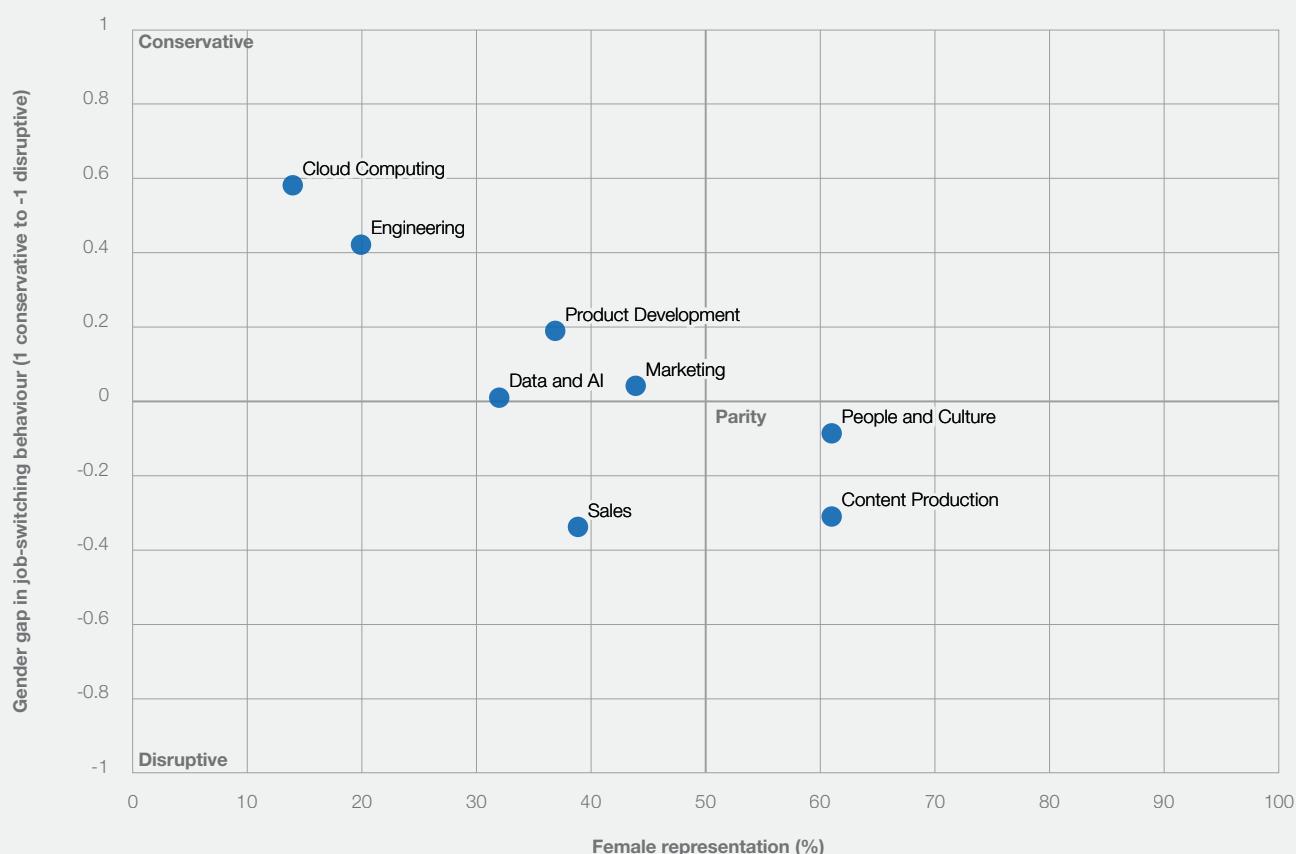
FIGURE 3.3

Job-switching behaviour according to skills similarity and gender

A. Share of switches made from job with low skills match by gender



B. Job-switching bias and female representation in job cluster



Source

LinkedIn Economic Graph.

For jobs with high skills similarity, the similarity between the source and destination job of transitioning workers is measured as being above 70 out of 100. For a low skills similarity transition that figure is below 40 out of 100.²

The observed job-switching behaviour is summarized in Figure 3.3. Findings indicate that some job clusters see a much higher share of low skills similarity transitions irrespective of gender. In particular, approximately 48% of men and women transition into the Data and AI cluster with low skills similarity, while for the Product Development cluster the shares are 18% of men and 15% of women.

This chapter presents a new measure which can be used to assess gender parity in job-switching behaviour and gender gaps for potential-based job transitions. The measure is calculated by looking at the difference between men and women's low skills similarity transitions as a share of men's low skills similarity transitions. It captures the difference between men and women's likelihood to make an ambitious job switch.

The results from the calculation are illustrated in Figure 3.3. The data shows that women exhibit a larger job-switching gap in fields where they are currently under-represented, such as Cloud Computing, where the job switching gap is 58%; Engineering, where the gap is 42%; and Product Development, where the gap is 19%. That trend is partially reversed in the Data and AI job cluster, which offers similar opportunities to transition with low skills similarity for both male and female workers, and fully reversed in the Sales job cluster, where women are much more likely to make a large skills gap transition.

3.2

Conclusions

Labour markets continue to exhibit persistent trends towards the segregation of occupations along gender lines. Professions in technology and, in particular, computing have proven to be prime examples of how organizational and professional cultures may cement gender segregation.³

The new analysis presented in this chapter has demonstrated that the challenge of the number of women who study in STEM fields—what has often been termed a ‘supply problem’—can in fact be seen as a symptom of wider biases which inform the job-switching behaviour of female workers. Gendered signals from the labour market—the social experience of learning in STEM classes and working in technology fields—go a long way toward shaping the potential employee base of the professions making them distinctively male.⁴

Future gender gaps are likely to be driven by occupation segregation in emerging roles. Occupational differences are a key explanatory factor of wage inequality as the emerging roles with lower female representation see higher than average renumeration.⁵ Research has suggested that roles common among low- to middle-income women are likely to be disproportionately represented among jobs destroyed by automation.⁶ Without opportunities for re-employment and re-deployment into emerging roles, the share of women in the labour market could shrink further. We hope that the new measure presented in this chapter can serve as a key tool to monitor and close gender gaps in emerging professions.

Notes

1. World Economic Forum, 2020.
2. To understand the skill profile of each occupation, analysts first identified a list of the most representative skills associated with an occupation, based on LinkedIn's Skills Genome Metric, which calculates the 'most representative' skills across roles, using the TF-IDF method. The aggregate skills similarity between two occupations is then calculated as the cosine similarity between the skills profiles of those two occupations.
3. Misa, 2011, Cardador, 2017, and Bian, et al, 2017.
4. Fernandez-Mateo and Kaplan, 2018, and Ensmenger, 2010.
5. Averkamp, et al, 2020.
6. Chernoff and Warman, 2020.

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Shaping a Gender-Equal Recovery

Early trends from the pandemic-scarred labour market signal a variety of emerging and pre-existing challenges for advancing gender parity. The COVID-19 pandemic has altered the lives of men and women, introducing new challenges for progress towards gender parity in employment and a longer double-shift of paid and unpaid work. While in some economies women have experienced deeper hardship than men, in others governments put in place gender-sensitive policies to tackle the issue.

Among the most promising approaches applied by countries that integrated gender-sensitive COVID-19 contingencies were measures that prioritized women's labour market participation by focusing on unpaid care work, on supporting sectors with larger female representation, and on addressing violence against women in the context of broader social protection and labour market measures through a wide array of policy mechanisms.¹

Looking ahead towards a gender-positive recovery, it is possible to design systems and policies which boost gender parity in economic participation in the recovery phase, avoid scarring of the pandemic becoming permanent, and create more resilient socio-economic systems. First, further investments are needed in the care sector and for equitable access to care leave for men and women. Second, policies and practices need to proactively focus on overcoming occupational segregation by gender. Third, effective mid-career reskilling policies, combined with managerial practices which embed sound, unbiased hiring and promotion practices, will pave the way for a more gender-equal future of work.

With respect to the first strategy, data from the World Bank updated in 2021 shows that, globally, women can take on average just over 3 months of leave (paid or unpaid) while fathers can take on average 3 days. Among the top 20% of economies by gender parity in care leave² women can take more than 8 months and men more than 3 months of care leave.

The care sector in many economies remains poorly funded, partially informal in nature and providing low wages. This underinvestment reflects the common misconception that care work is "low productivity" or "free" work – ignoring the substantial impact of this sector on human capital development across age ranges and its potential

to create jobs.³ Investment in the care sector should be a priority not only for governments looking for a strong return on investment in their fiscal recovery package, but also for innovators looking to apply themselves to impactful socio-economic challenges.

Second, the recovery should usher the way for re-deploying and re-employing women in emerging jobs – a target that will require focused efforts to overcome the trend towards occupational segregation by gender and proactively strengthen the pipeline of women prepared for the emerging jobs of tomorrow. Gender parity should thus be a key principle for organizations setting in place an effective future of work strategy. Effective mid-career reskilling policies will also be an important mechanism for developing and deploying female workers into previously male-dominated growing professions.

Such policies will not prove sufficient on their own accord. They must be matched to business cultures and structures which embrace diversity, equity and inclusion. A number of new approaches to ensuring diversity, equity and inclusion in the future of work were outlined in the paper *Diversity, Equity and Inclusion 4.0* published in collaboration between the World Economic Forum and leading experts.⁴ Among the proposed approaches are embedding equity in talent sourcing and selection and in organizational analysis and management, as well as a more equitable approach to employee experience, reward and development. The analysis in this report suggests that a new avenue for gender parity in the future of work will be potential-based hiring systems which can power new leaps in gender parity across emerging professions.

The Closing the Gender Gap Accelerators of the World Economic Forum's Centre for the New Economy and Society aim to enable countries to advance gender parity during and after the COVID-19 crisis, applying a combination of holistic strategies. Each Accelerator is a national public-private collaboration platform to help governments and businesses identify, scale and accelerate initiatives to close gender gaps.

In addition to in-country work, countries are invited to join the Global Accelerators Learning Network, which helps create informal exchange on successful local initiatives between countries.

The Accelerator model focuses on a series of ‘big bets’, developed in collaboration with Mercer. These are aligned to the following four objectives:

1. Hardwire gender parity into the post-COVID-19 world of work
 - Reskilling women to be ready for re-employment in high-growth sector
 - Gender-sensitive workforce planning and redeployment policies and strategies
2. Close gender gaps in remuneration between and within sectors
 - Pay reviews and appropriate remediation policies
 - Improving work quality and pay standards across currently low-paid essential work
3. Enable women's participation in the labour force
 - Flexible / alternative work arrangements that support diverse workforces
 - Enhancing social safety nets, specifically on provision of childcare support
4. Advance more women into management and leadership
 - Setting targets for women in leadership on a government and business level

Closing the Gender Gap Accelerators are currently active in over 10 economies in addition to knowledge partner countries that are members of the Closing the Gender Gap Learning Network. We invite interested countries to work with the Forum’s Centre for the New Economy and Society.

As economies and societies prepare for a new post-pandemic world, it is essential that the recovery is gender-equal and serves all stakeholders in society.

Notes

1. UNDP and UNWomen, 2020.
2. Data cited is taken from the World Bank's Women, Business and the Law Database, 2021. Maternal and parental leave as well as additional reserve for men and women have been aggregated to calculate maximum available leave. We then estimate the theoretical ratio of days available to men and women. Those figures are compared with the full-time pay equivalence to account for the cost of taking care leave on families.
3. Addati, et al, 2018, and ITUC, 2016.
4. World Economic Forum, 2020.

References

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- ITUC (International Trade Union Confederation), *Investing in the Care Economy: A Gender Analysis of Employment Stimulus in Seven OECD Countries*, 2016.
- UNDP and UNWomen, *COVID-19 Global Gender Response Tracker: Global Factsheet: Version 1 (September 28, 2020)*, 2020.
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Appendix A

Regional Classifications

TABLE A.1

Regional classification of countries covered by the Global Gender Gap Index, 2021

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

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

* New countries in 2021

Appendix B

The Global Gender Gap Index: Methodology and Technical Notes

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 doesn't introduce any change in the methodology. The 2021 results, therefore, can be seamlessly compared with those from previous years.

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, rich countries, generally speaking, are able to offer more education and health opportunities to all members of society, although this is quite independent of the gender-related gaps that may exist within those higher levels of health or education. The Global Gender Gap Index rewards countries for smaller gaps in access to these resources, regardless of the overall level of resources. Thus, in the case of education, for example, the index penalizes or rewards countries based on the size of the gap between male and female enrolment rates, but not for the overall levels of education in the country.

Outcomes versus inputs

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

Gender equality vs. women's empowerment

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

The Four Subindexes

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

TABLE B.1

Structure of the Global Gender Gap Index, 2021

Subindex	Indicator	Source
Economic Participation and Opportunity	Labour force participation rate (%)	International Labour Organization (ILO), <i>ILOSTAT</i> , 2019 Modelled estimates
Economic Participation and Opportunity	Wage equality for similar work (survey, 1–7 scale)	World Economic Forum, Executive Opinion Survey (EOS) 2019–2020 or most recent year available.
Economic Participation and Opportunity	Estimated earned income (PPP, int.\$)	International Labour Organization (ILO), <i>ILOSTAT</i>
Economic Participation and Opportunity	Legislators, senior officials and managers (%)	International Labour Organization (ILO), <i>ILOSTAT</i>
Economic Participation and Opportunity	Professional and technical workers (%)	International Labour Organization (ILO), <i>ILOSTAT</i>
Educational Attainment	Literacy rate (%)	UNESCO, UIS Education Statistics Data portal, 2018 or most recent available; when not available, data is sourced from United Nations Development Programme, <i>Human Development Reports 2020</i> , most recent year available between 2008 and 2018
Educational Attainment	Enrolment in primary education (%)	UNESCO, UIS Education Statistics Data portal, 2018 or most recent available
Educational Attainment	Enrolment in secondary education (%)	UNESCO, UIS Education Statistics Data portal, 2018 or most recent available
Educational Attainment	Enrolment in tertiary education (%)	UNESCO, UIS Education Statistics Data portal, 2018 or most recent available
Health and Survival	Sex ratio at birth (%)	World Bank, World Development Indicators
Health and Survival	Healthy life expectancy (years)	World Health Organization (WHO), <i>Global Health Observatory</i> database, 2019 or most recent year available
Political Empowerment	Women in parliament (%)	Inter-Parliamentary Union, situation as of 1 January 2021
Political Empowerment	Women in ministerial positions (%)	Inter-Parliamentary Union, situation as of 1 January 2021
Political Empowerment	Years with female head of state (last 50), share of tenure years	World Economic Forum calculations, taking into account the period 1971–2020

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 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 the female literacy rate to the male literacy rate.

Health and Survival

This subindex provides an overview of the differences between women's and men's health through the use of two indicators. The first is the sex ratio at birth, which aims specifically to capture the phenomenon of "missing women", prevalent in many 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 taking into account the years lost to violence, disease, malnutrition and other relevant factors.

Political Empowerment

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

Construction of the Index

The overall Global Gender Gap Index is constructed using a four-step process, outlined below. Some of the indicators listed in Table B1 require specific standardization or modification in order 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 equality 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 Country Profiles.

Step 3. Calculation of subindex scores: Each of the four subindexes is computed as the weighted average of the underlying individual indicators.

Averaging the different indicators would implicitly give more weight to the measure that exhibits the largest variability or standard deviation. We therefore first normalize the indicators by equalizing their standard deviations. For example, within the Educational Attainment subindex, standard deviations for each of the four indicators are calculated. Then we determine what a 1% point change would translate to in terms of standard deviations by dividing 0.01 by the standard deviation for each indicator. These four values are then used as weights to calculate the weighted average of the four indicators.

This way of weighting indicators allows us to make sure that each indicator has the same relative impact on the subindex. For example, an indicator with a small variability or standard deviation, such as primary enrolment rate, gets a larger weight within the Educational Attainment subindex than an indicator with a larger variability, such as tertiary enrolment rate. Therefore, a country with a large gender gap in primary education (an indicator where most countries have achieved near-parity

between women and men) will be more heavily penalized. Similarly, in 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), thus binding the scores between inequality and

equality benchmarks.⁹ A simple average of each subindex score is used to calculate the overall Global Gender Gap Index score. Similar to subindex scores, this final value ranges between 1 (parity) and 0 (imparity), thus allowing for comparisons relative to ideal standards of equality in addition to relative country rankings.¹⁰ The parity and imparity benchmarks remain fixed across time, allowing the reader to track individual country progress in relation to an ideal standard of equality. Furthermore, the option of roughly interpreting the final index scores as a percentage value that reveals how a country has reduced its gender gap should help make the index more intuitively appealing to readers.¹¹

TABLE B.2

Calculation of weights within each subindex

Economic Participation and Opportunity

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

Educational Attainment

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

Health and Survival

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

Political Empowerment

Ratio	Standard deviation	Standard deviation per 1% point change	Weight
Women in parliament , % (females to males ratio)	0.166	0.060	0.310
Women in ministerial positions, % (females to males ratio)	0.208	0.048	0.247
Years with female head of state (last 50), share of tenure years (females to males ratio)	0.116	0.086	0.443

Notes

Population-weighted averages, including the 107 economies featured throughout all the 2006-2020 editions of the Global Gender Gap Index.

Section B: Indicators Definitions and Sources

Indicators Composing the Global Gender Gap Index

Labour force participation rate, %

Proportion of a country's working-age (15–64) female population that engages actively in the labour market, either by working or looking for work. (i.e. ratio of the number of women participating in the labour force to total labour force). Labour force data doesn't take into account workers employed abroad. It includes ILO estimates for missing data.

Period: 2019 or most recent year available
Source: International Labour Organization (ILO), *ILOSTAT*, modelled estimates.

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

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

Period: 2019–2020 or most recent editions available
Source: World Economic Forum, Executive Opinion Survey (EOS).

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

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

exclude severance and termination pay. Statistics of earnings relate to the gross remuneration of employees, i.e. the total before any deductions are made by the employer. The measurement period of this indicator corresponds to that of the wage data. In the country profiles, the values reported are the estimated average annual earned income per capita in constant 2017 international dollars for women and men, respectively, and the ratio of the two values.

Period: 2019 or most recent year available
Sources: International Labour Organization (ILO), *ILOSTAT* database (accessed 1 February 2021); International Monetary Fund (IMF), *World Economic Outlook* (October 2020); World Bank, *World Development Indicators* (accessed 1 February 2021).

Legislators, senior officials and managers, %

Ratio of women to men employed in senior roles, defined by the International Labour Organization as those who plan, direct, coordinate and evaluate the overall activities of enterprises, governments and other organizations, or of organizational units within them, and formulate and review their policies, laws, rules and regulations. It corresponds to Major Group 1 of the International Standard Classification of Occupations (ISCO-08).¹²

Period: 2019 or most recent year available
Source: International Labour Organization (ILO), *ILOSTAT* database (accessed 18 January 2021).

Professional and technical workers, %

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

Period: 2019 or most recent year available
Source: International Labour Organization (ILO), *ILOSTAT* database (accessed 18 January 2021).

Literacy rate, %

Percentage of the adult population (over 15 years of age) of each gender with the ability to both read and write and make simple arithmetic calculations.

Period: 2018 or most recent year available
Source: UNESCO, *UIS.Stat* education statistics data portal; when not available, data is sourced from United Nations Development Programme, *Human Development Reports*, most recent data available between 2008 and 2018.

Enrolment in primary education, %

Percentage of girls and boys in the official primary school age range (net rate) who are enrolled

in primary education (International Standard Classification of Education [ISCED] 1).¹³

Period: 2018 or most recent year available
Source: UNESCO, *UIS.Stat* education statistics data portal.

Enrolment in secondary education, %

Percentage of girls and boys in the official secondary school age range (net rate) who are enrolled in secondary education (ISCED 2 and 3). It excludes ISCED 4, which is post-secondary, non-tertiary education. Whenever data on this indicator is not available, the “Percentage of students in secondary education (ISCED 2 and 3) who are female” variable is used instead.

Period: 2018 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: 2018 or most recent year available
Source: UNESCO, *UIS.Stat* education statistics data portal.

Sex ratio at birth, %

Sex ratio at birth refers to male births per female births. The data are 5 year averages.

Period: 2018
Source: World Bank, *World Development Indicators*.

Healthy life expectancy, years

Average number of years that a person of each gender can expect to live in full health, calculated by taking into account years lived in less than full health due to disease and/or injury.

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

Women in parliament, %

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

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

Women in ministerial positions, %

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

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

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. It takes into account prime ministers and/or presidents, and royalties are not considered.

Period: 1971-2020*
Source: World Economic Forum’s calculations.

Contextual Indicators

General Indicators

GDP, US\$ billions

Gross domestic product in billions of current US dollars.

Period: 2020
Source: IMF, *World Economic Outlook* (WEO), October 2020 edition.

GDP per capita, constant ‘17, intl. \$ 1000s

Gross domestic product per person at 2017 constant purchasing power parity (PPP).

Period: 2020
Source: IMF, *World Economic Outlook* (WEO), October 2020 edition.

Total population, million people

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

Period: 2019
Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2019 Revision*.

Population growth rate, %

Year-on-year percentage change in total population, calculated based on current and previous year. It reflects the number of births and deaths during a period and the number of people migrating to and from a country.

*Due to the fact that the 2021 edition of the Report comes out one-and-a-half year after the 2020 edition, the time-window used to compute the number of years with a female head of state moves by more than one year for all countries.

Period: 2018 –19
Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2019 Revision*.

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

Ratio of the number of females (thousands) to males (thousands) in the population of a society.

Period: 2019
Source: United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2019 Revision*.

Work Participation and Leadership

Labour force, 1,000 people

Total number of people (by gender) participation in the labour force. The ratio is the percentage of women participating in the labour force with respect to the total labour force.

Period: 2019 or most recent year available
Source: World Economic Forum's calculations based on International Labour Organization (ILO), *ILOSTAT* database (accessed 1 February 2021).

Unemployed adults, % of labour force (15–64)

Share of the labour force aged 15–64 of each gender that is without work but available for and seeking employment. Definitions of labour force and unemployment differ by country.

Period: 2019 or most recent year available
Source: International Labour Organization, *ILOSTAT* database (bulk download, accessed 24 January 2021).

Workers employed part-time, % of employed people

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: 2019 or most recent year available
Source: World Economic Forum's calculations based on International Labour Organization (ILO), *ILOSTAT* database (accessed 1 February 2021).

Gender pay gap (OECD only), %

The gender wage gap is defined as the difference between male and female median wages divided by male median wages. Wages are computed for full-time equivalent dependent employees and are expressed in US\$ using current exchange rates

and US\$ Purchasing Power Parity rates (PPPs) for private consumption expenditures as conversion factors. For more details about the computation of wage estimates, refer to http://www.oecd.org/employment/emp/average_wages.pdf.

Period: 2019 or latest year available
Source: OECD, *Employment database*.

Proportion of unpaid work per day, % of a 24-hour day

Share of average time spent on unpaid domestic work by women relative to that of men. Unpaid domestic work includes care and volunteer work and is expressed as a share of a 24-hour period.

Period: 2019
Source: OECD, *Gender, Institutions and Development Database (GID-DB)*.

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: 2019–2020
Source: World Economic Forum, *Executive Opinion Survey (EOS)*.

Gender parity in tech roles, 1–7 (best)

Response to the survey question: "In your country, to what extent are women entering information technology roles (across all sectors)?" 1=not at all; 7=to a great extent, the rate is equal to that of men.

Period: 2019–2020
Source: World Economic Forum, *Executive Opinion Survey (EOS)*.

Boards of listed companies, % board members

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: 2019
Source: OECD, *Employment database*.

Firms with female majority ownership, % firms

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

content/dam/enterprisesurveys/documents/methodology/Indicator-Descriptions.pdf.

Period: 2019

Source: World Bank Enterprise Survey.

Firms with female top managers, % firms

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

Period: 2019

Source: World Bank Enterprise Survey.

Share of workers in informal sector, % workers

This is the ratio of employment of women/men in the informal sector to the total employment (irrespective of the informality/formality) of women/men. Employment in the informal sector refers all persons who, during a given reference period, were employed in at least one informal sector enterprise, irrespective of their status in employment and whether it was their main or a secondary job. An informal sector enterprise is (1) an unincorporated enterprise and (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: 2019

Source: International Labour Organization, ILOSTAT.

Access to Finance

Right to hold a bank account and get credit, 0–1 (worst)

Index measuring whether women and men have the same legal rights to open a bank account and obtain credit in a formal financial institution. For each case, the following scores are assigned: 0 = 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; 0.25 = 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; 0.5 = 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; 0.75 = 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; 1 = 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 rights for daughters, 0–1 (worst)

Index measuring whether women and men have the same legal rights to inheritance of land and non-land assets. For each case, the following scores are assigned: 0 = 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; 0.25 = 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; 0.5 = 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; 0.75 = Widows or daughters do not enjoy the same rights as widowers and sons to inherit land and/or non-land assets; 1 = 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)*.

Women's access to land use, control & ownership, 0–1 (worst)

Index measuring whether women and men have the same legal rights and secure access to land assets. For each case, the following scores are assigned: 0 = 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. 0.25 = 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; 0.5 = Women and men have the same legal rights and secure access to land assets. However, this does not apply to all groups of women; 0.75 = 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; 1 = 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)*.

Women's access to non-land assets use, control & ownership, 0–1 (worst)

Index measuring whether women and men have the same legal rights and secure access to non-land assets. For each case, the following scores are assigned: 0 = 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; 0.25 = 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; 0.5 = 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; 0.75 = Women and men have the same legal rights to own non-land assets, but not to use, make decisions and/or use non-land assets as collateral; 1 = Women do not have the same legal rights as men to own non-land assets.

Period: 2018
Source: OECD, *Gender, Institutions and Development Database (GID-DB)*.

Civil and Political Freedom

Year women received right to vote

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: Situation as of 2020
Source: World Economic Forum's calculations.

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: 1971-2020
Source: World Economic Forum's calculations.

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: 2020
Source: Quotaproject.org.

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: 2020
Source: Quotaproject.org.

Seats held in upper house, % 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: Situation as of 1 January 2021
Source: Inter-parliamentary Union.

Right to equal justice, 0–1 (worst)

Index measuring 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 following scores are assigned: 0 = 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; 0.25 = 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 testimonies carry the same evidentiary weight in customary/religious courts/tribunals. However, some customary, traditional or religious practices or laws discriminate against women's legal right to sue, to provide testimony in court or to be a judge, advocate or other court officer; 0.5 = 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; 0.75 = 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; 1 = Women and men do not have the same rights to sue.

Period: 2019
Source: OECD, *Gender, Institutions and Development Database (GID-DB)*.

Right to travel outside the country, 0–1 (worst)

Index measuring 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 following scores are assigned: 0 = 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; 0.25 = 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; 0.5 = 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; 0.75 = 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; 1 = 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)*.

Family and Care

Mean age of women at birth of first child

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

Period: 2015–2020 estimates

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

Average number of children 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: 2015–2020 estimates

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

Women's unmet demand for family planning, % women 15–49

Percentage of currently married or in-union women of reproductive age (15–49) who want to stop or delay childbearing but are not using any method of contraception.

Period: 2019

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

Right to divorce, 0–1 (worst)

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 following scores are assigned: 0 = 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; 0.25 = 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; 0.5 = 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; 0.75 = 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; 1 = 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)*.

Child marriage, % women 15–19

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)*.

Length of maternity/paternity leave (days), weeks

Number of weeks of job-protected leave available for mothers/fathers just before and after childbirth. For countries where there is no separate legislation for maternity leave, the weeks of parental leave reserved for the exclusive use of mothers around childbirth are reported. Paid father-specific leave refers to the number of paid weeks reserved for the exclusive use of fathers, including entitlements to paid paternity leave, 'father quotas' or periods of paid parental leave that can be used only by the father and cannot be transferred to the mother, and any weeks of paid sharable leave that must be taken by the father in order for the family to qualify for 'bonus' weeks of parental leave.

Period: 2018
Source: OECD, *Family* database.

Wages paid during maternity/paternity leave, % annual gross wage

Average share of gross annual wage paid. It refers to the proportion of previous earnings replaced by the benefit over the length of the paid leave entitlement for a person earning 100% of average national full-time earnings. For maternity leaves, it refers to paid parental leave and subsequent periods of paid home care leave to care for young children. For paternity leave rates, information refers to entitlements to paternity leave, 'father quotas' or periods of parental leave that can be used only by the father and cannot be transferred to the mother, and any weeks of sharable leave that must be taken by the father in order for the family to qualify for 'bonus' weeks of parental leave.

Period: 2018
Source: OECD, *Family* database.

Public childcare expenditure, % GDP

Total public expenditure on early childhood education and care, as percentage of GDP. Public expenditure on early childhood education and care covers all public spending (in cash or in kind) towards formal day-care services (e.g. crèches, day-care centres, and family day care, generally aimed at children aged 0 to 2, inclusive) and pre-primary education services (including kindergartens and day-care centres which usually provide an educational content as well as traditional care for children aged from 3 to 5, inclusive).

Period: 2017 or most recent year available
Source: OECD, *Family* database.

Education and Skills

STEMS, attainment %

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

Period: 2018 or latest year available
Source: UNESCO, *Education* indicators.

Agri., Forestry, Fisheries & Veterinary, % attainment

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

Period: 2018 or latest year available
Source: UNESCO, *Education* database.

Arts & Humanities, % attainment

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

Period: 2018 or latest year available
Source: UNESCO, *Education* database.

Business, Admin. & Law, % attainment

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

Period: 2018 or latest year available
Source: UNESCO, *Education* database.

Education, % attainment

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

Period: 2018 or latest year available
Source: UNESCO, *Education* database.

Engineering, Manuf. & Construction, % attainment

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

Period: 2018 or latest year available
Source: UNESCO, *Education* database.

Health & Welfare, % attainment

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

Period: 2018 or latest year available
Source: UNESCO, *Education* database.

Information & Comm. Technologies, % attainment

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

Period: 2018 or latest year available
Source: UNESCO, *Education* database.

Natural Sci., Mathematics & Statistics, % attainment

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

Period: 2018 or latest year available
Source: UNESCO, *Education* database.

Services, % attainment

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

Period: 2018 or latest year available
Source: UNESCO, *Education database*.

Social Sci., Journalism & Information, % attainment

Percentage of male/female tertiary education graduates from Social Sciences, Journalism and Information programmes.

Period: 2018 or latest year available
Source: UNESCO, *Education database*.

Vocational training, % attainment

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

Period: 2018 or latest year available
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: 2018 or latest year available
Source: UNESCO, *Education database*.

Health

Maternal mortality, deaths per 100,000 live births

Number of female deaths in a specific year from any cause related to or aggravated by pregnancy or its management (excluding accidental or incidental causes) during pregnancy and childbirth, or within 42 days of termination of pregnancy, irrespective of the duration and site of the pregnancy, per 100,000 live births.

Period: 2017 estimates
Source: World Health Organization, *Global Health Observatory (GHO) Data Repository*, “Maternal deaths” indicator (accessed 19 January 2021).

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)*.

Law permits abortion to preserve a woman's health, 0–1 (worst)

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; 0.25 = The legal framework protects women's reproductive health and rights in case of unwanted pregnancy, but requires justifications; 0.5 = The legal framework only protects women's reproductive health and rights in case of unwanted pregnancy with some justifications; 0.75 = The legal framework only protects women's reproductive health and rights in case of unwanted pregnancy with strict justifications; 1 = 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)*.

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: 2018–2019 or most recent period available
Source: World Health Organization, *Global Health Observatory Data Repository*, “Births attended by skilled health personnel” indicator (accessed 19 January 2021).

Antenatal care, at least four visits, % women 15–49

Percentage of women aged 15–49 with a live birth in a given time period that received antenatal care provided by skilled health personnel (doctors, nurses or midwives) at least four times during pregnancy.

Period: 2018 or most recent year available
Source: UNICEF, *Maternal and Newborn Health Coverage Database* (Last Update: August 2020).

Notes

1. For some further discussion of this point see Hausmann, 2016.
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 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 US\$40,000 cap formerly used in previous editions of the Global Gender Gap Index had increasingly lost some of its ability to discern the level of gender-based income disparities among high-income nations such as the Nordics, the United States and the member states of the Gulf Cooperation Council. For a full overview of the 2016 methodology change, please refer to that report edition's Appendix D.
3. For more information about the Executive Opinion Survey, see World Economic Forum, 2020, Appendix B.
4. Beginning with last year's edition, the report utilizes the United Nations Population Division's *World Population Prospects* as its sole reference source for the sex ratio at birth indicator. Previous editions of the report had utilized data from the U.S. Central Intelligence Agency's *World Factbook* as an alternative data source. With the exception of Haiti, Kazakhstan and Pakistan, discrepancies in reported values between the two data repositories are no more than 2% for all countries covered by the index, resulting in minimal score differences in all cases.
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 "feminist" scale that rewarded women's supremacy over men (highest score is assigned to the country with the biggest gap in favour of women).
8. As in previous editions of the index, weights derived for the 2006 index were used again this year to allow for comparisons over time. They may be revised in future editions to reflect the evolution of the gender gap over the past decade.
9. This is not strictly accurate in the case of the Health and Survival subindex, where the highest possible value a country can achieve is 0.9796. However, for purposes of simplicity, we will refer to this value as 1 throughout the chapters and in all tables, figures and Country Profiles.
10. Because of the special equality benchmark value of 0.9796 for the Health and Survival subindex, it is not strictly accurate that the equality benchmark for the overall index score is 1. This value is in fact $(1 + 1 + 1 + 0.9796) / 4 = 0.9949$. However, for purposes of simplicity, we will refer to the overall equality benchmark as 1 throughout the chapters and in all tables, figures and Country 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.

Notes

12. International Standard Classification of Occupations (ISCO), www.ilo.org/public/english/bureau/stat/isco/.
13. International Standard Classification of Education (ISCED), www.uis.unesco.org/Education/Documents/isced-2011-en.pdf.

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User's Guide

How to Read the Country Profiles

This Country Profiles section presents a two-page profile for each of the 156 countries covered by this report.

The *Global Gender Gap Report 2021* is complemented by a digital portal, which provides detailed Country Profiles of all countries featured in the index, as well as a Data Explorer tool enabling the reader to explore detailed index results, rankings and comparisons by country, region, indicator and subindex. The Global Gender Gap Data Explorer can be found at <https://www.weforum.org/reports/global-gender-gap-report-2021/>, and an Excel spreadsheet containing this year's index results may also be downloaded from the report website.

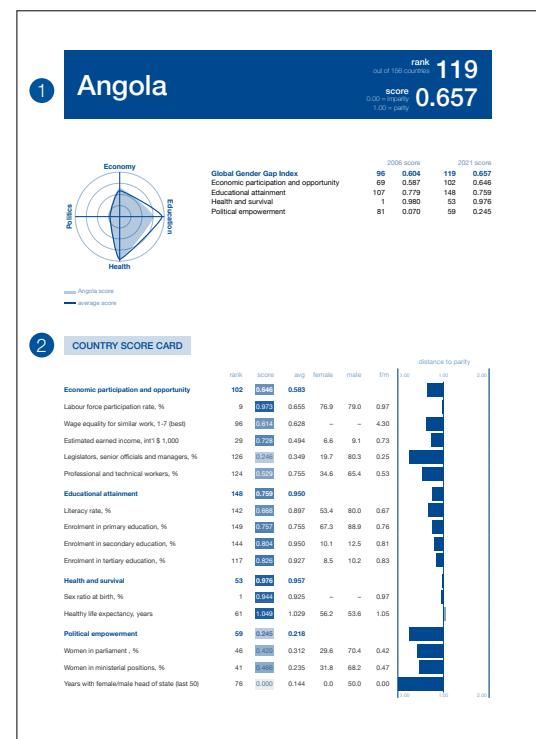
Country Selection

To monitor the condition of women across the widest possible range of countries, the index performance for a country is only computed when recent data is available for at least 12 of the 14 indicators composing the index. Obsolescence varies by indicator; yet while most data points cover the past two years, in a few cases, 10-year-old data points are used for the calculation.

Country Profiles

To facilitate the reader, we have divided each Country Profile into three sections:

The first section ① presents each country's overall Global Gender Gap Index 2021 rank out of the 156 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).¹ The radar chart on the top left-hand side of each Country 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 countries in the index weighted by population across all 156 countries.



The second section ② of each Country Profile provides an overview of each country'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 displays the population-weighted sample average (out of 156 countries); column four displays the female value; column five displays the male value; and, finally, column six displays the female-to-male ratio. 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 not available, and the symbol “–” indicates where the statistic cannot be computed. Country scores are highlighted by a colour scale—ranging in 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. To

calculate the index, all ratios were 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 bar charts visually display the magnitude of female-to-male ratio imbalances for each of the 14 indicators, allowing the reader to see clearly when the female-to-male ratio is above or below the gender parity benchmark. Values above 1 (the parity benchmark) favour women and values below 1 favour men. Please note that the parity benchmark is 1 for all indicators except sex ratio at birth (0.944) and healthy life expectancy (1.06). Therefore, the parity benchmark of 1 in the bar charts for these two indicators is not strictly accurate. In the few cases where the ratio exceeds the scale of the bar chart (which ends at 2), the reader should refer to the number under the “female-to-male ratio” column for the actual value.

The third section ③ of a Country Profile includes contextual indicators, which are not incorporated into the calculation of the index but provide relevant information about gender parity on many different aspects. These indicators are displayed separately because data is available for only few countries 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.



Data Explorer Online Features

A number of additional features may be accessed in the online Data Explorer (available at <https://www.weforum.org/reports/global-gender-gap-report-2021/in-full/data-explorer/>). The reader has the possibility to switch between Country Profiles and interactive index rankings in a tile, bar chart or world map format by clicking on the menu option at the top-left corner of the page ④. There is also the possibility to directly compare two countries side-by-side by clicking on the menu option in the top-right corner of the page ⑤. Finally, the reader may directly access a shortcut to the rankings for a specific indicator by clicking on the blue Go to Explorer button in the dialogue field in the Country Score Card section ⑥.

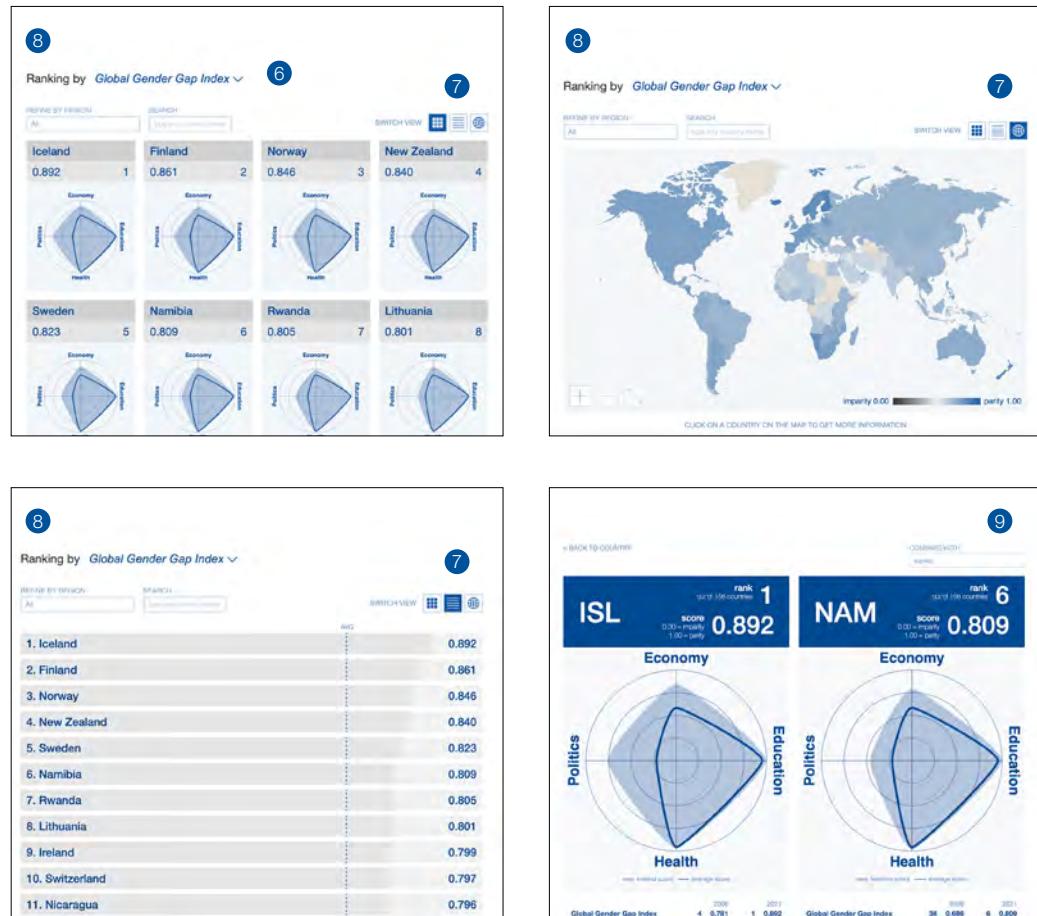
Interactive Ranking Tables

By clicking on the menu button at the top-right corner of the Data Explorer ⑦, the interactive rankings may be switched between a tile view, which visualizes countries' overall performance on each subindex for context; a bar-chart view, which depicts a country's performance for the selected indicator relative to other countries; 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 dark grey (0.0–0.2, worst) to dark blue (0.8–1.0, best).

In addition, the reader has the possibility to: switch between selected indicators, narrow selection to a specific region or go directly to the results for a specific country of interest through the menu strip at the top of the Data Explorer ⑧.

Country Comparison

The Country Comparison Tool ⑨ can be accessed through the menu option at the top-right corner of the Country Profile view. It enables a side-by-side view of indicators for the selected comparison country relative to the original country selected in the Country Profile view of the Data Explorer. The reader may return to the original view by clicking on the Back-to-Country 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.

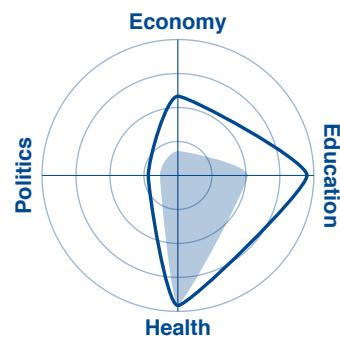


Notes

- 1 Please note that the parity benchmark is 1 for all indicators, except sex ratio at birth (0.944) and healthy life expectancy (1.06). As a consequence, gender parity for the Health and Survival subindex corresponds to a score of 1.002 rather than 1.

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— Afghanistan score
— average score

Global Gender Gap Index

Economic participation and opportunity
Educational attainment
Health and survival
Political empowerment

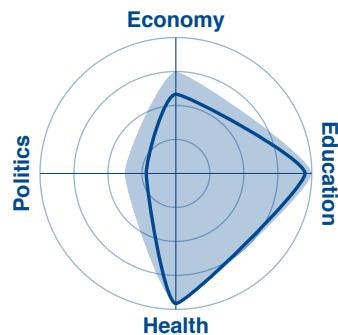
	2006 score	2021 score
n/a	-	156 0.444
n/a	-	156 0.180
n/a	-	156 0.514
n/a	-	149 0.952
n/a	-	111 0.132

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	156	0.180	0.583				0.00 1.00 2.00
Labour force participation rate, %	146	0.297	0.655	22.7	76.4	0.30	
Wage equality for similar work, 1-7 (best)	n/a	-	0.628	-	-	-	
Estimated earned income, int'l \$ 1,000	152	0.133	0.494	0.5	3.7	0.13	
Legislators, senior officials and managers, %	152	0.042	0.349	4.1	96.0	0.04	
Professional and technical workers, %	150	0.239	0.755	19.3	80.7	0.24	
Educational attainment	156	0.514	0.950				
Literacy rate, %	151	0.537	0.897	29.8	55.5	0.54	
Enrolment in primary education, %	n/a	-	0.755	-	-	-	
Enrolment in secondary education, %	153	0.583	0.950	36.7	62.9	0.58	
Enrolment in tertiary education, %	150	0.345	0.927	4.9	14.2	0.35	
Health and survival	149	0.952	0.957				
Sex ratio at birth, %	116	0.943	0.925	-	-	0.94	
Healthy life expectancy, years	155	0.973	1.029	53.2	54.7	0.97	
Political empowerment	111	0.132	0.218				
Women in parliament, %	64	0.370	0.312	27.0	73.0	0.37	
Women in ministerial positions, %	139	0.070	0.235	6.5	93.5	0.07	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

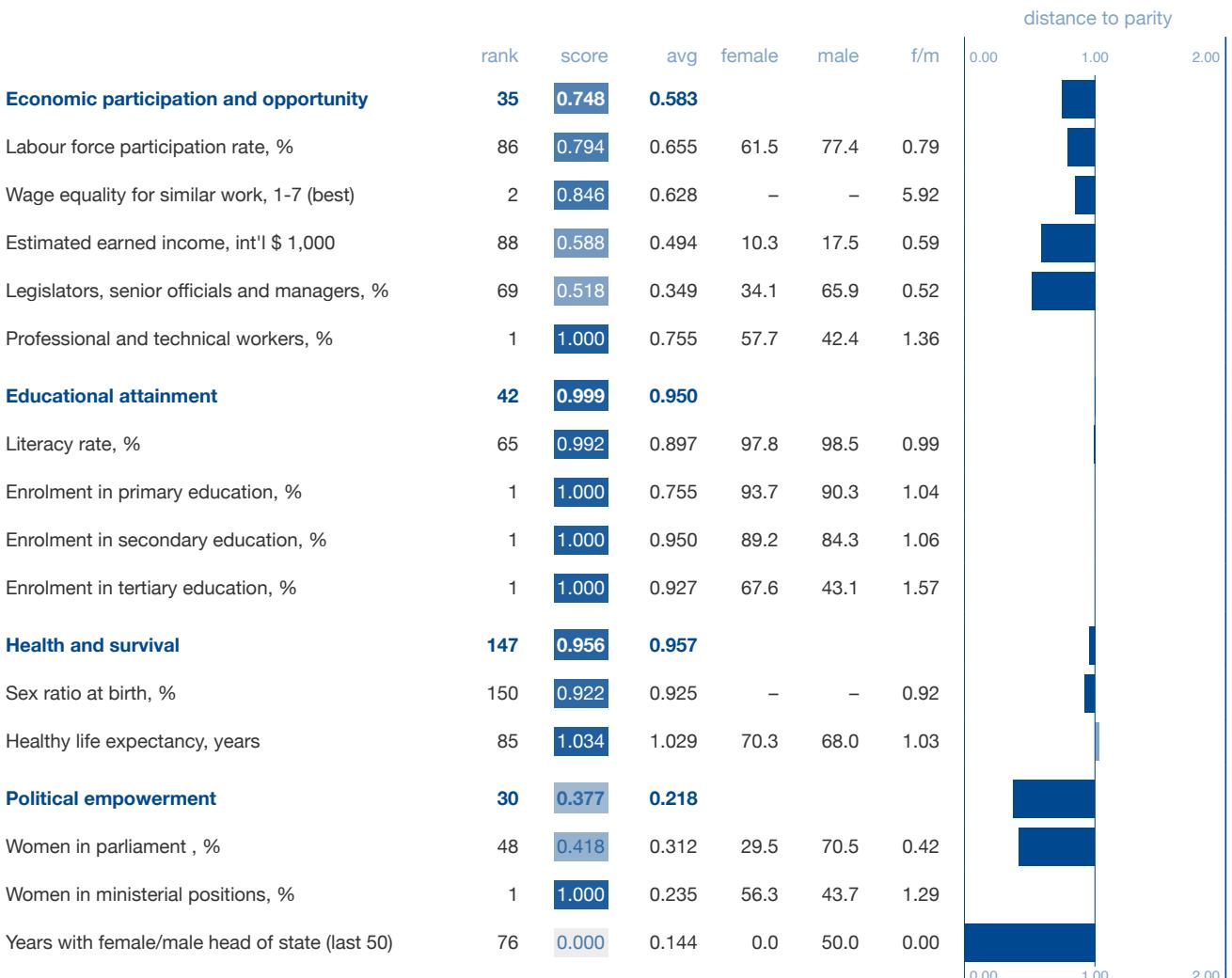
General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	19.01	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	1.96	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	18.51	19.53	38.04	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	2.40	2.29	2.34	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	48.66	51.34	0.95	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	1.59	5.45	0.23	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	14.08	10.44	1.35	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	71.68	34.81	2.06	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a	Vocational training, attainment %	0.07	0.42	0.17
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	2.20	97.80	0.02	Maternal mortality, deaths per 100,000 live births	–	–	638
Firms with female top managers, % firms	4.70	95.30	0.05	Prevalence of gender violence in lifetime, % women	–	–	60.8
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	58.80
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	20.90
Inheritance rights for daughters, 0-1 (worst)	–	–	0.75				
Women's access to land use, control & ownership, 0- 1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1963				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	27.90	72.10	0.39				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.4				
Average number of children per woman	–	–	4.56				
Women's unmet demand for family planning, % women 15-49	–	–	39.10				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	35.00				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Albania score
average score

	2006 score	2021 score
Global Gender Gap Index	61	25
Economic participation and opportunity	38	0.661
Educational attainment	58	0.748
Health and survival	110	0.989
Political empowerment	105	0.999
	0.955	0.956
	0.038	0.377

COUNTRY SCORE CARD

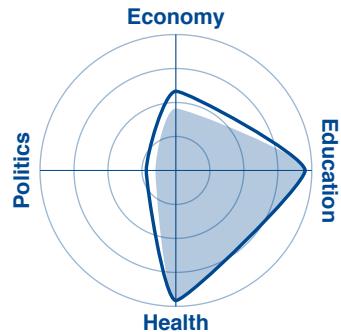


SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	14.03	STEMS, attainment %	15.20	30.01	0.51
GDP per capita, constant '17 intl. \$ 1000	–	–	12.92	Agri., Forestry, Fisheries & Veterinary, attainment %	2.91	5.90	0.49
Total population, million people	1.41	1.47	2.88	Arts & Humanities, attainment %	11.99	7.20	1.67
Population growth rate, %	0.00	-0.07	-0.07	Business, Admin. & Law, attainment %	27.36	30.09	0.91
Population sex ratio (female/male), female/male ratio	49.08	50.92	0.96	Education, attainment %	11.94	5.93	2.02
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	5.79	16.10	0.36
Labour force, million people	609.9	755.6	0.45	Health & Welfare, attainment %	17.51	8.07	2.17
Unemployed adults, % of labour force (15-64)	11.72	12.13	0.97	Information & Comm. Technologies, attainment %	4.66	10.37	0.45
Workers employed part-time, % of employed people	24.42	15.35	1.59	Natural Sci., Mathematics & Statistics, attainment %	4.75	3.53	1.34
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	1.25	5.29	0.24
Proportion of unpaid work per day, female/male ratio	–	–	6.26	Social Sci., Journalism & Information, attainment %	11.85	7.51	1.58
Advancement of women to leadership roles, 1-7 (best)	–	–	5.76	Vocational training, attainment %	1.77	7.87	0.22
Gender parity in tech roles, 1-7 (best)	–	–	5.51	PhD graduates, attainment %	0.11	0.07	1.59
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	20.70	79.30	0.26	Maternal mortality, deaths per 100,000 live births	–	–	15
Firms with female top managers, % firms	18.10	81.90	0.22	Prevalence of gender violence in lifetime, % women	–	–	24.6
Share of workers in informal sector, % workers	53.90	59.00	1.09	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.80
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	77.80
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1920				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.5				
Average number of children per woman	–	–	1.62				
Women's unmet demand for family planning, % women 15-49	–	–	12.90				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	7.20				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Algeria

rank
out of 156 countries **136**
score
0.00 = imparity
1.00 = parity **0.633**



Algeria score
average score

	2006 score	2021 score
Global Gender Gap Index	97	136
Economic participation and opportunity	0.602	0.456
Educational attainment	103	142
Health and survival	0.944	0.456
Political empowerment	78	111
	0.971	0.966
	98	144
	0.049	0.958
	100	100
	0.151	0.151

COUNTRY SCORE CARD

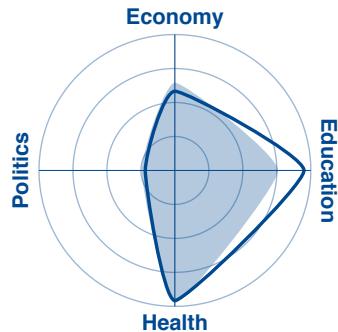
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	142	0.456	0.583				
Labour force participation rate, %	151	0.254	0.655	18.7	73.6	0.25	<div style="width: 75%;"><div style="width: 100%;">0.00</div><div style="width: 25%;">1.00</div><div style="width: 100%;">2.00</div></div>
Wage equality for similar work, 1-7 (best)	4	0.815	0.628	—	—	5.71	<div style="width: 100%;"><div style="width: 100%;">0.00</div><div style="width: 0%;">1.00</div><div style="width: 100%;">2.00</div></div>
Estimated earned income, int'l \$ 1,000	149	0.190	0.494	3.6	18.8	0.19	<div style="width: 100%;"><div style="width: 100%;">0.00</div><div style="width: 100%;">1.00</div><div style="width: 100%;">2.00</div></div>
Legislators, senior officials and managers, %	147	0.091	0.349	8.4	91.6	0.09	<div style="width: 100%;"><div style="width: 100%;">0.00</div><div style="width: 100%;">1.00</div><div style="width: 100%;">2.00</div></div>
Professional and technical workers, %	98	0.804	0.755	44.6	55.4	0.80	<div style="width: 100%;"><div style="width: 100%;">0.00</div><div style="width: 100%;">1.00</div><div style="width: 100%;">2.00</div></div>
Educational attainment	111	0.966	0.950				
Literacy rate, %	123	0.862	0.897	75.3	87.4	0.86	<div style="width: 100%;"><div style="width: 100%;">0.00</div><div style="width: 100%;">1.00</div><div style="width: 100%;">2.00</div></div>
Enrolment in primary education, %	121	0.983	0.755	95.5	97.2	0.98	<div style="width: 100%;"><div style="width: 100%;">0.00</div><div style="width: 100%;">1.00</div><div style="width: 100%;">2.00</div></div>
Enrolment in secondary education, %	106	0.998	0.950	50.0	50.0	1.00	<div style="width: 100%;"><div style="width: 100%;">0.00</div><div style="width: 100%;">1.00</div><div style="width: 100%;">2.00</div></div>
Enrolment in tertiary education, %	1	1.000	0.927	64.4	38.8	1.66	<div style="width: 100%;"><div style="width: 100%;">0.00</div><div style="width: 100%;">1.00</div><div style="width: 100%;">2.00</div></div>
Health and survival	144	0.958	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	<div style="width: 100%;"><div style="width: 100%;">0.00</div><div style="width: 100%;">1.00</div><div style="width: 100%;">2.00</div></div>
Healthy life expectancy, years	152	0.991	1.029	66.1	66.7	0.99	<div style="width: 100%;"><div style="width: 100%;">0.00</div><div style="width: 100%;">1.00</div><div style="width: 100%;">2.00</div></div>
Political empowerment	100	0.151	0.218				
Women in parliament, %	74	0.351	0.312	26.0	74.0	0.35	<div style="width: 100%;"><div style="width: 100%;">0.00</div><div style="width: 100%;">1.00</div><div style="width: 100%;">2.00</div></div>
Women in ministerial positions, %	105	0.172	0.235	14.7	85.3	0.17	<div style="width: 100%;"><div style="width: 100%;">0.00</div><div style="width: 100%;">1.00</div><div style="width: 100%;">2.00</div></div>
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	<div style="width: 100%;"><div style="width: 100%;">0.00</div><div style="width: 100%;">1.00</div><div style="width: 100%;">2.00</div></div>

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	147.3	STEMS, attainment %	30.89	40.30	0.77
GDP per capita, constant '17 intl. \$ 1000	–	–	10.45	Agri., Forestry, Fisheries & Veterinary, attainment %	1.59	0.87	1.82
Total population, million people	21.30	21.75	43.05	Arts & Humanities, attainment %	25.97	11.36	2.29
Population growth rate, %	1.95	1.96	1.95	Business, Admin. & Law, attainment %	17.65	23.52	0.75
Population sex ratio (female/male), female/male ratio	49.48	50.52	0.98	Education, attainment %	3.57	1.58	2.26
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	16.57	31.96	0.52
Labour force, million people	1.95	8.77	0.18	Health & Welfare, attainment %	3.98	3.01	1.32
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a	Information & Comm. Technologies, attainment %	1.99	3.77	0.53
Workers employed part-time, % of employed people	36.23	15.67	2.31	Natural Sci., Mathematics & Statistics, attainment %	12.33	4.56	2.70
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	0.14	0.37	0.39
Proportion of unpaid work per day, female/male ratio	–	–	5.89	Social Sci., Journalism & Information, attainment %	15.76	13.23	1.19
Advancement of women to leadership roles, 1-7 (best)	–	–	5.05	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	5.10	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	112
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	96.60
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	67.30
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1962				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	5.70	94.30	0.06				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	31.7				
Average number of children per woman	–	–	3.05				
Women's unmet demand for family planning, % women 15-49	–	–	7.00				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	3.10				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Angola

rank
out of 156 countries **119**
score
0.00 = imparity
1.00 = parity **0.657**



Global Gender Gap Index

	2006 score	2021 score
Economic participation and opportunity	96	0.604
Educational attainment	69	0.587
Health and survival	107	0.779
Political empowerment	1	0.980
	81	0.070
		53
		0.976
		59
		0.245

COUNTRY SCORE CARD

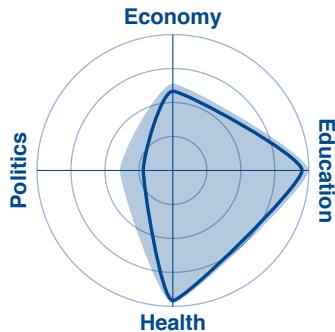
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	102	0.646	0.583				
Labour force participation rate, %	9	0.973	0.655	76.9	79.0	0.97	
Wage equality for similar work, 1-7 (best)	96	0.614	0.628	–	–	4.30	
Estimated earned income, int'l \$ 1,000	29	0.728	0.494	6.6	9.1	0.73	
Legislators, senior officials and managers, %	126	0.246	0.349	19.7	80.3	0.25	
Professional and technical workers, %	124	0.529	0.755	34.6	65.4	0.53	
Educational attainment	148	0.759	0.950				
Literacy rate, %	142	0.668	0.897	53.4	80.0	0.67	
Enrolment in primary education, %	149	0.757	0.755	67.3	88.9	0.76	
Enrolment in secondary education, %	144	0.804	0.950	10.1	12.5	0.81	
Enrolment in tertiary education, %	117	0.826	0.927	8.5	10.2	0.83	
Health and survival	53	0.976	0.957				
Sex ratio at birth, %	1	0.944	0.925	–	–	0.97	
Healthy life expectancy, years	61	1.049	1.029	56.2	53.6	1.05	
Political empowerment	59	0.245	0.218				
Women in parliament , %	46	0.420	0.312	29.6	70.4	0.42	
Women in ministerial positions, %	41	0.466	0.235	31.8	68.2	0.47	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	62.72	STEMS, attainment %	9.87	13.89	0.71
GDP per capita, constant '17 intl. \$ 1000	–	–	6.60	Agri., Forestry, Fisheries & Veterinary, attainment %	0.37	0.83	0.45
Total population, million people	16.08	15.75	31.83	Arts & Humanities, attainment %	0.80	1.22	0.65
Population growth rate, %	3.30	3.31	3.29	Business, Admin. & Law, attainment %	29.41	27.67	1.06
Population sex ratio (female/male), female/male ratio	50.53	49.47	1.02	Education, attainment %	27.68	37.83	0.73
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	2.19	6.66	0.33
Labour force, million people	2.50	3.11	0.45	Health & Welfare, attainment %	15.78	6.88	2.29
Unemployed adults, % of labour force (15-64)	9.48	10.29	0.92	Information & Comm. Technologies, attainment %	3.85	5.52	0.70
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	3.83	1.71	2.24
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	0.54	0.51	1.07
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	15.55	11.17	1.39
Advancement of women to leadership roles, 1-7 (best)	–	–	3.81	Vocational training, attainment %	1.56	3.27	0.48
Gender parity in tech roles, 1-7 (best)	–	–	3.94	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	56.60	43.40	1.30	Maternal mortality, deaths per 100,000 live births	–	–	241
Firms with female top managers, % firms	13.50	86.50	0.16	Prevalence of gender violence in lifetime, % women	–	–	34.8
Share of workers in informal sector, % workers	91.30	77.20	0.85	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	46.60
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	61.40
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1975				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.8				
Average number of children per woman	–	–	5.55				
Women's unmet demand for family planning, % women 15-49	–	–	38.00				
Right to divorce, 0-1 (worst)	–	–	0.50				
Child marriage, % women 15-19	–	–	24.70				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



	2006 score	2021 score
Global Gender Gap Index	41	35
Economic participation and opportunity	0.683	0.752
Educational attainment	0.551	0.639
Health and survival	0.997	1.000
Political empowerment	0.204	0.390



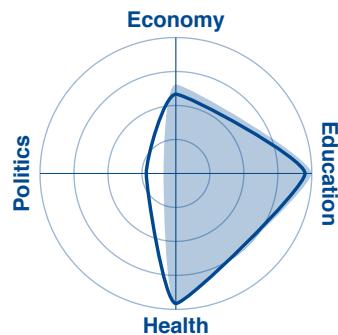
Argentina score
average score

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity		
							0.00	1.00	2.00
Economic participation and opportunity									
Labour force participation rate, %	103	0.639	0.583						
Wage equality for similar work, 1-7 (best)	100	0.749	0.655	59.5	79.5	0.75			
Estimated earned income, int'l \$ 1,000	117	0.573	0.628	—	—	4.01			
Legislators, senior officials and managers, %	105	0.553	0.494	15.8	28.6	0.55			
Professional and technical workers, %	84	0.462	0.349	31.6	68.4	0.46			
	1	1.000	0.755	53.5	46.5	1.15			
Educational attainment									
Literacy rate, %	1	1.000	0.897	99.1	98.9	1.00			
Enrolment in primary education, %	1	1.000	0.755	99.3	98.7	1.01			
Enrolment in secondary education, %	1	1.000	0.950	93.1	88.6	1.05			
Enrolment in tertiary education, %	1	1.000	0.927	112.8	67.8	1.66			
Health and survival									
Sex ratio at birth, %	48	0.977	0.957						
Healthy life expectancy, years	1	0.944	0.925	—	—	0.96			
Political empowerment									
Women in parliament , %	25	0.390	0.218						
Women in ministerial positions, %	16	0.736	0.312	42.4	57.6	0.74			
Years with female/male head of state (last 50)	88	0.222	0.235	18.2	81.8	0.22			

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	382.8	STEMS, attainment %	9.14	21.89	0.42
GDP per capita, constant '17 intl. \$ 1000	–	–	19.27	Agri., Forestry, Fisheries & Veterinary, attainment %	1.99	4.01	0.50
Total population, million people	22.94	21.84	44.78	Arts & Humanities, attainment %	10.57	7.94	1.33
Population growth rate, %	0.92	0.97	0.95	Business, Admin. & Law, attainment %	21.30	28.32	0.75
Population sex ratio (female/male), female/male ratio	51.22	48.78	1.05	Education, attainment %	21.58	9.31	2.32
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	3.60	12.25	0.29
Labour force, million people	5.62	7.08	0.44	Health & Welfare, attainment %	19.79	13.38	1.48
Unemployed adults, % of labour force (15-64)	10.99	9.38	1.17	Information & Comm. Technologies, attainment %	1.80	6.70	0.27
Workers employed part-time, % of employed people	53.23	28.91	1.84	Natural Sci., Mathematics & Statistics, attainment %	3.74	2.94	1.27
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	4.42	6.42	0.69
Proportion of unpaid work per day, female/male ratio	–	–	2.84	Social Sci., Journalism & Information, attainment %	11.21	8.71	1.29
Advancement of women to leadership roles, 1-7 (best)	–	–	3.99	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	4.54	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	57.80	42.20	1.37	Maternal mortality, deaths per 100,000 live births	–	–	39
Firms with female top managers, % firms	8.00	92.00	0.09	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	49.40	49.30	1.00	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	93.90
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	89.80
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1947				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	40.30	59.70	0.68				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.2				
Average number of children per woman	–	–	2.27				
Women's unmet demand for family planning, % women 15-49	–	–	9.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	12.90				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Armenia score
average score

Global Gender Gap Index	2006 score	2021 score
Economic participation and opportunity	n/a	-
Educational attainment	n/a	96
Health and survival	n/a	46
Political empowerment	n/a	150
	-	0.998
	-	0.950
	-	0.091

COUNTRY SCORE CARD

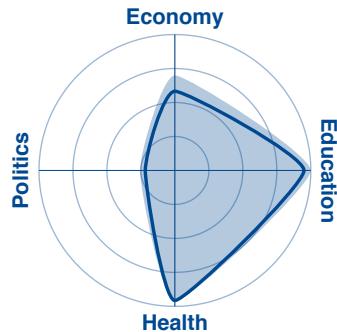
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	96	0.655	0.583				
Labour force participation rate, %	112	0.691	0.655	51.0	73.7	0.69	
Wage equality for similar work, 1-7 (best)	24	0.751	0.628	-	-	5.26	
Estimated earned income, int'l \$ 1,000	117	0.499	0.494	9.2	18.5	0.50	
Legislators, senior officials and managers, %	106	0.355	0.349	26.2	73.8	0.36	
Professional and technical workers, %	1	1.000	0.755	51.3	48.8	1.05	
Educational attainment	46	0.998	0.950				
Literacy rate, %	56	0.999	0.897	99.7	99.8	1.00	
Enrolment in primary education, %	97	0.996	0.755	90.6	90.9	1.00	
Enrolment in secondary education, %	1	1.000	0.950	88.1	87.5	1.01	
Enrolment in tertiary education, %	1	1.000	0.927	62.7	47.1	1.33	
Health and survival	150	0.950	0.957				
Sex ratio at birth, %	153	0.902	0.925	-	-	0.90	
Healthy life expectancy, years	1	1.060	1.029	69.1	64.9	1.06	
Political empowerment	132	0.091	0.218				
Women in parliament, %	84	0.294	0.312	22.7	77.3	0.29	
Women in ministerial positions, %	148	0.000	0.235	0.0	100.0	0.00	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	12.81	STEMS, attainment %	10.16	22.50	0.45
GDP per capita, constant '17 intl. \$ 1000	–	–	12.00	Agri., Forestry, Fisheries & Veterinary, attainment %	0.44	1.98	0.22
Total population, million people	1.57	1.39	2.96	Arts & Humanities, attainment %	26.84	8.35	3.21
Population growth rate, %	0.19	0.14	0.20	Business, Admin. & Law, attainment %	11.24	16.60	0.68
Population sex ratio (female/male), female/male ratio	52.94	47.06	1.13	Education, attainment %	9.20	4.61	2.00
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	2.55	12.96	0.20
Labour force, million people	558.3	696.1	0.45	Health & Welfare, attainment %	13.65	7.59	1.80
Unemployed adults, % of labour force (15-64)	19.75	17.82	1.11	Information & Comm. Technologies, attainment %	1.64	3.85	0.43
Workers employed part-time, % of employed people	29.33	13.46	2.18	Natural Sci., Mathematics & Statistics, attainment %	5.97	5.70	1.05
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	2.20	5.73	0.38
Proportion of unpaid work per day, female/male ratio	–	–	4.95	Social Sci., Journalism & Information, attainment %	22.84	23.83	0.96
Advancement of women to leadership roles, 1-7 (best)	–	–	4.98	Vocational training, attainment %	2.21	3.74	0.59
Gender parity in tech roles, 1-7 (best)	–	–	5.32	PhD graduates, attainment %	0.21	0.43	0.49
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	27.40	72.60	0.38	Maternal mortality, deaths per 100,000 live births	–	–	26
Firms with female top managers, % firms	19.10	80.90	0.24	Prevalence of gender violence in lifetime, % women	–	–	8.2
Share of workers in informal sector, % workers	37.70	50.50	1.34	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.80
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	96.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1918				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.1				
Average number of children per woman	–	–	1.76				
Women's unmet demand for family planning, % women 15-49	–	–	12.50				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	4.80				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Australia

rank
out of 156 countries **50**
score
0.00 = imparity
1.00 = parity **0.731**



Australia score
average score

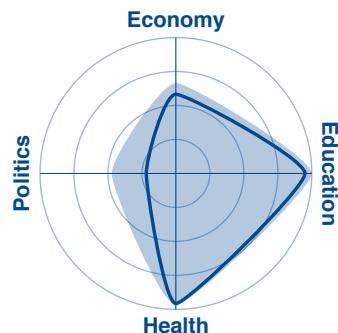
	2006 score	2021 score
Global Gender Gap Index	15	50
Economic participation and opportunity	0.716	0.700
Educational attainment	12	70
Health and survival	1.000	1.000
Political empowerment	57	99
	0.163	0.258

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	70	0.700	0.583				
Labour force participation rate, %	46	0.887	0.655	73.8	83.2	0.89	
Wage equality for similar work, 1-7 (best)	68	0.677	0.628	—	—	4.74	
Estimated earned income, int'l \$ 1,000	125	0.459	0.494	31.1	67.8	0.46	
Legislators, senior officials and managers, %	46	0.608	0.349	37.8	62.2	0.61	
Professional and technical workers, %	1	1.000	0.755	55.1	44.9	1.23	
Educational attainment	1	1.000	0.950				
Literacy rate, %	1	1.000	0.897	—	—	—	
Enrolment in primary education, %	1	1.000	0.755	96.7	96.0	1.01	
Enrolment in secondary education, %	1	1.000	0.950	92.7	91.9	1.01	
Enrolment in tertiary education, %	1	1.000	0.927	133.3	93.8	1.42	
Health and survival	99	0.968	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	110	1.021	1.029	71.7	70.2	1.02	
Political empowerment	54	0.258	0.218				
Women in parliament, %	44	0.451	0.312	31.1	68.9	0.45	
Women in ministerial positions, %	64	0.364	0.235	26.7	73.3	0.36	
Years with female/male head of state (last 50)	43	0.064	0.144	3.0	47.0	0.06	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	1.34k	STEMS, attainment %	10.23	29.64	0.35
GDP per capita, constant '17 intl. \$ 1000	–	–	48.10	Agri., Forestry, Fisheries & Veterinary, attainment %	0.82	0.80	1.03
Total population, million people	12.65	12.55	25.20	Arts & Humanities, attainment %	11.75	9.31	1.26
Population growth rate, %	1.22	1.23	1.22	Business, Admin. & Law, attainment %	30.49	37.32	0.82
Population sex ratio (female/male), female/male ratio	50.20	49.80	1.01	Education, attainment %	13.75	4.86	2.83
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	3.33	15.04	0.22
Labour force, million people	n/a	n/a	n/a	Health & Welfare, attainment %	23.62	10.93	2.16
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a	Information & Comm. Technologies, attainment %	1.55	7.64	0.20
Workers employed part-time, % of employed people	59.16	34.06	1.74	Natural Sci., Mathematics & Statistics, attainment %	5.35	6.95	0.77
Gender pay gap (OECD only), %	–	–	11.71	Services, attainment %	1.16	1.62	0.72
Proportion of unpaid work per day, female/male ratio	–	–	1.82	Social Sci., Journalism & Information, attainment %	8.15	5.51	1.48
Advancement of women to leadership roles, 1-7 (best)	–	–	5.07	Vocational training, attainment %	17.97	21.75	0.83
Gender parity in tech roles, 1-7 (best)	–	–	4.58	PhD graduates, attainment %	1.08	1.20	0.90
Boards of listed companies,% board members	31.20	68.80	0.45	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	6
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	16.9
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	96.70
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	92.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1902				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	50.00	50.00	1.00				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	31.0				
Average number of children per woman	–	–	1.83				
Women's unmet demand for family planning, % women 15-49	–	–	11.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	0.60				
Length of maternity/paternity leave (days), weeks	18.00	2.00	0.11				
Wages paid during maternity/paternity leave, % annual gross wage	42.85	42.85	1.00				
Public childcare expenditure, % GDP	–	–	0.65				



■ Austria score
— average score

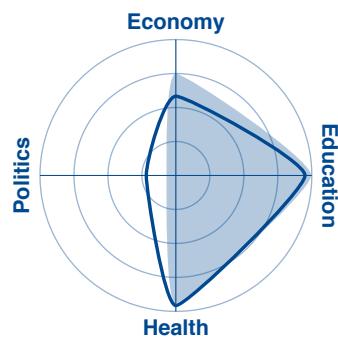
	2006 score	2021 score
Global Gender Gap Index	27 0.699	21 0.777
Economic participation and opportunity	81	0.553
Educational attainment	68	0.980
Health and survival	1	0.980
Political empowerment	14	0.282
	17	0.473

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	88	0.665	0.583				
Labour force participation rate, %	48	0.886	0.655	72.2	81.5	0.89	
Wage equality for similar work, 1-7 (best)	103	0.598	0.628	—	—	4.18	
Estimated earned income, int'l \$ 1,000	109	0.548	0.494	40.1	73.3	0.55	
Legislators, senior officials and managers, %	75	0.498	0.349	33.2	66.8	0.50	
Professional and technical workers, %	88	0.896	0.755	47.3	52.8	0.90	
Educational attainment	1	1.000	0.950				
Literacy rate, %	1	1.000	0.897	—	—	—	
Enrolment in primary education, %	1	1.000	0.755	89.7	88.0	1.02	
Enrolment in secondary education, %	1	1.000	0.950	87.1	86.9	1.00	
Enrolment in tertiary education, %	1	1.000	0.927	92.5	78.1	1.18	
Health and survival	83	0.970	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	96	1.029	1.029	71.9	69.9	1.03	
Political empowerment	17	0.473	0.218				
Women in parliament, %	22	0.664	0.312	39.9	60.1	0.66	
Women in ministerial positions, %	1	1.000	0.235	57.1	42.9	1.33	
Years with female/male head of state (last 50)	52	0.046	0.144	2.2	47.8	0.05	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	432.9	STEMS, attainment %	14.29	49.81	0.29
GDP per capita, constant '17 intl. \$ 1000	–	–	52.42	Agri., Forestry, Fisheries & Veterinary, attainment %	1.41	1.94	0.73
Total population, million people	4.55	4.41	8.96	Arts & Humanities, attainment %	9.36	5.21	1.80
Population growth rate, %	0.60	0.85	0.72	Business, Admin. & Law, attainment %	22.56	20.72	1.09
Population sex ratio (female/male), female/male ratio	50.76	49.24	1.03	Education, attainment %	18.31	4.84	3.78
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	8.04	35.67	0.23
Labour force, million people	2.11	2.38	0.47	Health & Welfare, attainment %	9.27	5.00	1.85
Unemployed adults, % of labour force (15-64)	4.40	4.69	0.94	Information & Comm. Technologies, attainment %	1.05	7.70	0.14
Workers employed part-time, % of employed people	60.71	29.14	2.08	Natural Sci., Mathematics & Statistics, attainment %	5.20	6.44	0.81
Gender pay gap (OECD only), %	–	–	14.88	Services, attainment %	11.48	3.41	3.37
Proportion of unpaid work per day, female/male ratio	–	–	1.95	Social Sci., Journalism & Information, attainment %	13.26	8.99	1.48
Advancement of women to leadership roles, 1-7 (best)	–	–	4.79	Vocational training, attainment %	26.24	29.07	0.90
Gender parity in tech roles, 1-7 (best)	–	–	3.51	PhD graduates, attainment %	0.09	0.87	0.11
Boards of listed companies,% board members	31.30	68.70	0.46	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	5
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	13.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	98.40
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0- 1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1918				
Number of female heads of state to date	–	–	3				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	36.10	63.90	0.56				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.6				
Average number of children per woman	–	–	1.53				
Women's unmet demand for family planning, % women 15-49	–	–	10.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	2.80				
Length of maternity/paternity leave (days), weeks	60.00	8.67	0.14				
Wages paid during maternity/paternity leave, % annual gross wage	100.0	0.00	0.00				
Public childcare expenditure, % GDP	–	–	0.51				

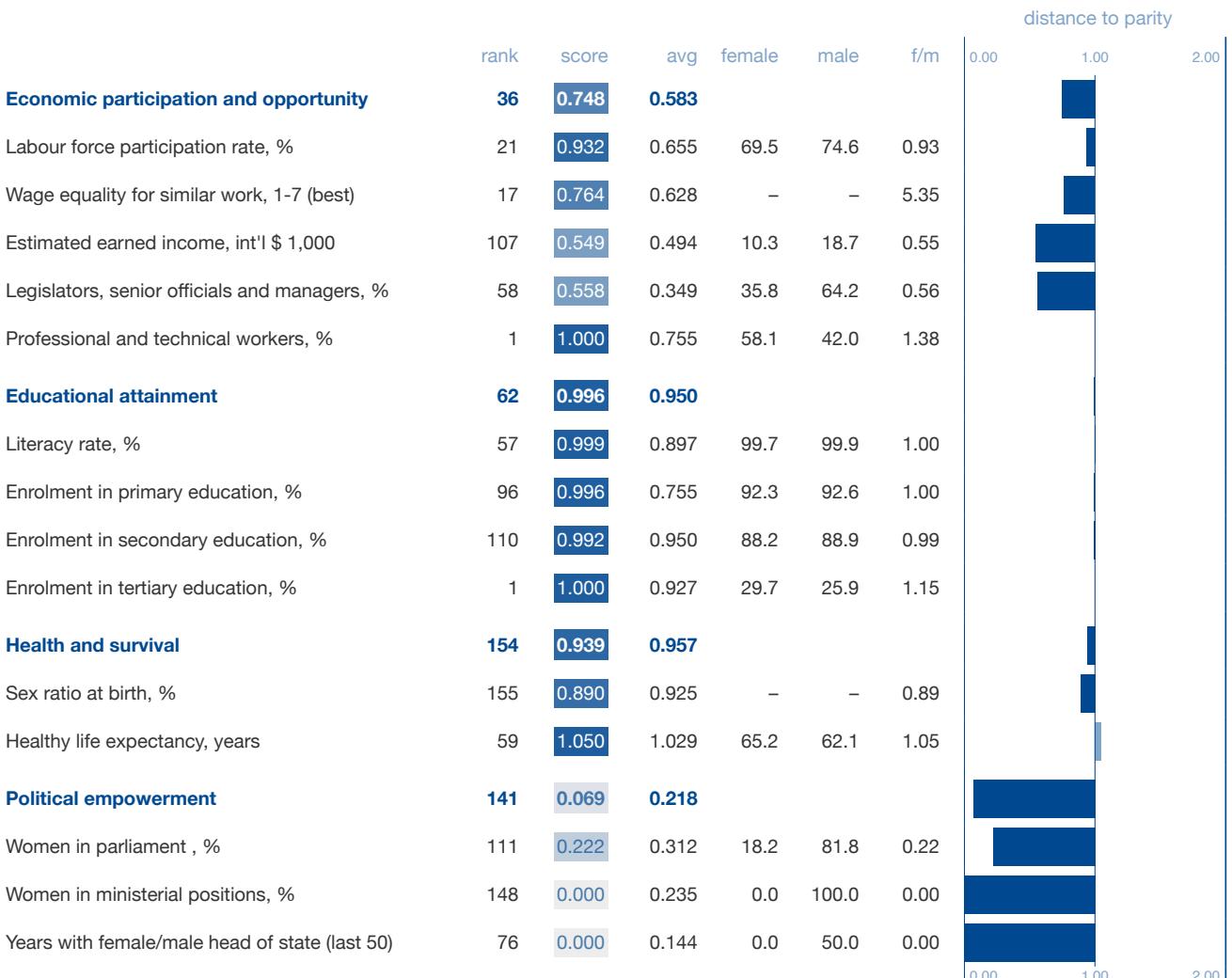


■ Azerbaijan score

— average score

Global Gender Gap Index	2006 score	2021 score
Economic participation and opportunity	n/a	-
Educational attainment	n/a	36 0.748
Health and survival	n/a	62 0.996
Political empowerment	n/a	154 0.939
	-	141 0.069

COUNTRY SCORE CARD

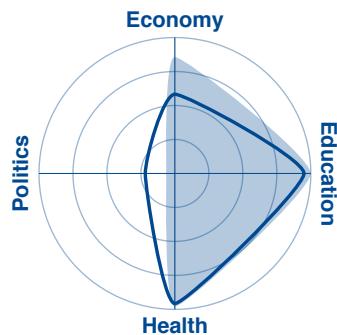


SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	41.67	STEMS, attainment %	14.57	35.22	0.41
GDP per capita, constant '17 intl. \$ 1000	–	–	13.72	Agri., Forestry, Fisheries & Veterinary, attainment %	1.08	1.31	0.83
Total population, million people	5.03	5.02	10.05	Arts & Humanities, attainment %	9.71	5.75	1.69
Population growth rate, %	0.92	1.07	0.98	Business, Admin. & Law, attainment %	16.48	32.92	0.50
Population sex ratio (female/male), female/male ratio	50.08	49.92	1.00	Education, attainment %	43.76	11.35	3.86
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	7.96	28.75	0.28
Labour force, million people	2.51	2.63	0.49	Health & Welfare, attainment %	8.37	3.04	2.76
Unemployed adults, % of labour force (15-64)	5.75	4.08	1.41	Information & Comm. Technologies, attainment %	2.23	3.43	0.65
Workers employed part-time, % of employed people	24.10	15.03	1.60	Natural Sci., Mathematics & Statistics, attainment %	4.39	3.04	1.44
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	1.71	6.17	0.28
Proportion of unpaid work per day, female/male ratio	–	–	2.86	Social Sci., Journalism & Information, attainment %	4.32	4.24	1.02
Advancement of women to leadership roles, 1-7 (best)	–	–	5.47	Vocational training, attainment %	16.13	13.77	1.17
Gender parity in tech roles, 1-7 (best)	–	–	5.61	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	15.30	84.70	0.18	Maternal mortality, deaths per 100,000 live births	–	–	26
Firms with female top managers, % firms	16.50	83.50	0.20	Prevalence of gender violence in lifetime, % women	–	–	13.5
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.39
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	95.50
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1918				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	25.6				
Average number of children per woman	–	–	2.08				
Women's unmet demand for family planning, % women 15-49	–	–	15.40				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	9.00				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Bahamas

rank
out of 156 countries **58**
score
0.00 = imparity
1.00 = parity **0.725**



— Bahamas score
— average score

Global Gender Gap Index

Economic participation and opportunity
Educational attainment
Health and survival
Political empowerment

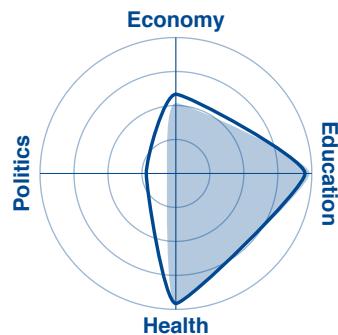
	2006 score	2021 score
n/a	-	58 0.725
n/a	-	2 0.857
n/a	-	1 1.000
n/a	-	1 0.980
n/a	-	146 0.064

COUNTRY SCORE CARD

	rank	score	avg	female		male	f/m	distance to parity		
				0.00	1.00			0.00	1.00	2.00
Economic participation and opportunity	2	0.857	0.583							
Labour force participation rate, %	54	0.881	0.655	76.5	86.8	0.88				
Wage equality for similar work, 1-7 (best)	n/a	-	0.628	-	-	-				
Estimated earned income, int'l \$ 1,000	57	0.660	0.494	30.4	46.0	0.66				
Legislators, senior officials and managers, %	1	1.000	0.349	51.6	48.4	1.07				
Professional and technical workers, %	1	1.000	0.755	60.3	39.7	1.52				
Educational attainment	1	1.000	0.950							
Literacy rate, %	1	1.000	0.897	-	-	-				
Enrolment in primary education, %	1	1.000	0.755	75.1	73.3	1.02				
Enrolment in secondary education, %	1	1.000	0.950	65.1	59.9	1.09				
Enrolment in tertiary education, %	n/a	-	0.927	-	-	-				
Health and survival	1	0.980	0.957							
Sex ratio at birth, %	1	0.944	0.925	-	-	0.95				
Healthy life expectancy, years	1	1.060	1.029	66.5	62.3	1.07				
Political empowerment	146	0.064	0.218							
Women in parliament , %	130	0.147	0.312	12.8	87.2	0.15				
Women in ministerial positions, %	136	0.072	0.235	6.7	93.3	0.07				
Years with female/male head of state (last 50)	71	0.002	0.144	0.1	49.9	0.00				

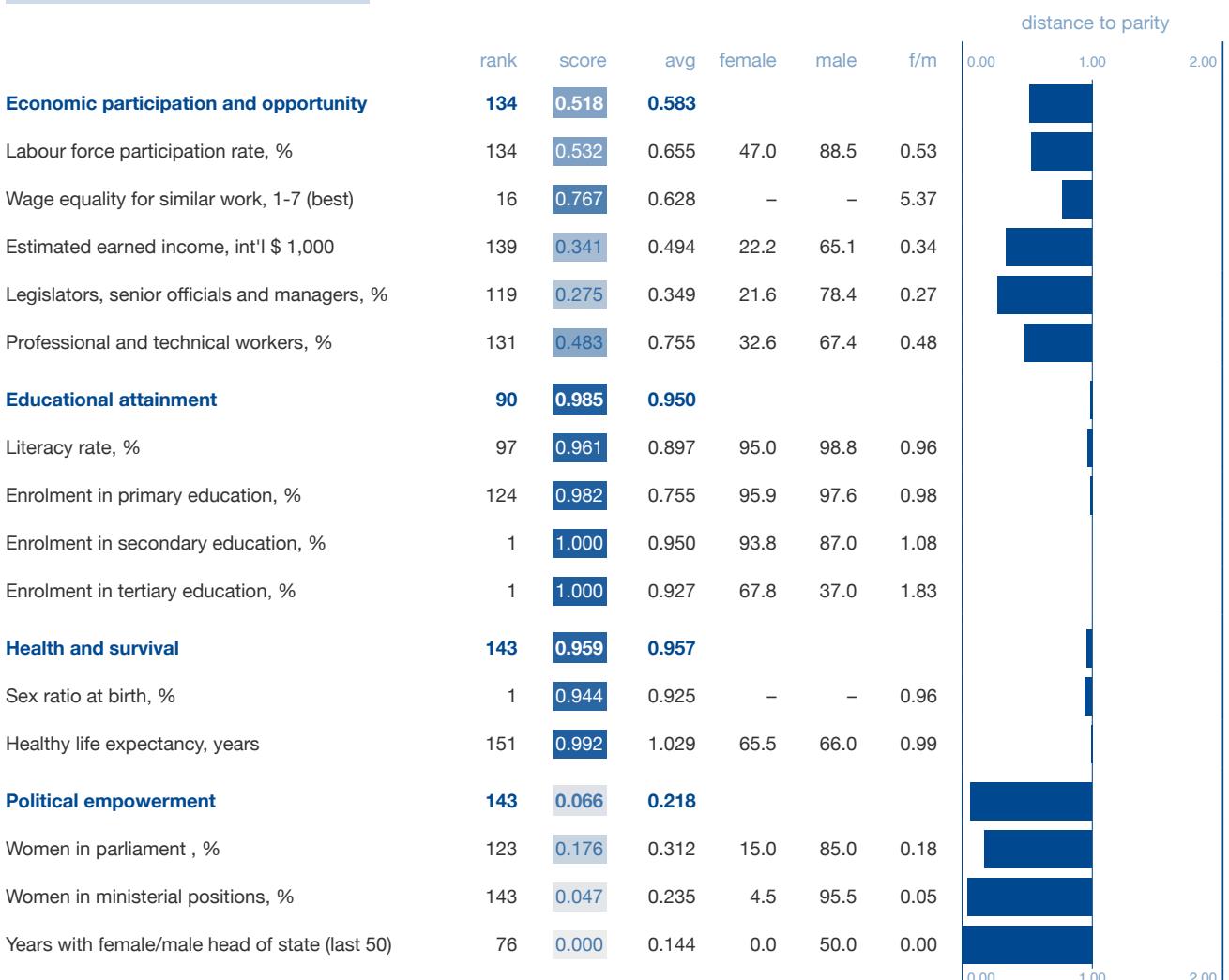
SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	11.56	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	31.98	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	200.0	189.0	389.0	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	1.01	1.07	0.78	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	51.41	48.59	1.06	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	n/a	n/a	n/a	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a	PhD graduates, attainment %	0.39	0.53	0.74
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	58.30	41.70	1.40	Maternal mortality, deaths per 100,000 live births	–	–	70
Firms with female top managers, % firms	33.20	66.80	0.50	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.00
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	85.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1961				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	43.80	56.20	0.78				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.7				
Average number of children per woman	–	–	1.76				
Women's unmet demand for family planning, % women 15-49	–	–	12.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	2.40				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



	2006 score	2021 score
Global Gender Gap Index	102	137
Economic participation and opportunity	0.589	0.518
Educational attainment	0.989	0.985
Health and survival	0.962	0.959
Political empowerment	0.024	0.066

COUNTRY SCORE CARD

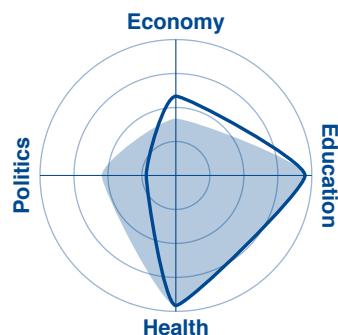


SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	34.62	STEMS, attainment %	10.46	26.07	0.40
GDP per capita, constant '17 intl. \$ 1000	–	–	46.41	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	586.0	1.06	1.64	Arts & Humanities, attainment %	9.67	3.39	2.86
Population growth rate, %	2.81	5.61	4.59	Business, Admin. & Law, attainment %	47.41	50.37	0.94
Population sex ratio (female/male), female/male ratio	35.71	64.29	0.56	Education, attainment %	7.73	2.88	2.69
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	4.59	18.23	0.25
Labour force, million people	166.3	602.3	0.22	Health & Welfare, attainment %	10.94	7.00	1.56
Unemployed adults, % of labour force (15-64)	3.90	0.47	8.30	Information & Comm. Technologies, attainment %	3.72	7.28	0.51
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	2.15	0.56	3.87
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	2.50	2.74	0.91
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	8.58	5.47	1.57
Advancement of women to leadership roles, 1-7 (best)	–	–	5.55	Vocational training, attainment %	0.92	5.58	0.17
Gender parity in tech roles, 1-7 (best)	–	–	5.05	PhD graduates, attainment %	0.19	0.27	0.72
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	14
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.90
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	100.0
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0- 1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1973				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	22.50	77.50	0.29				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.7				
Average number of children per woman	–	–	2.00				
Women's unmet demand for family planning, % women 15-49	–	–	12.00				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	5.50				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



	2006 score	2021 score
Global Gender Gap Index	91	65
Economic participation and opportunity	0.627	0.719
Educational attainment	0.423	0.418
Health and survival	0.868	0.951
Political empowerment	0.950	0.962
	0.267	0.546



— Bangladesh score

— average score

COUNTRY SCORE CARD

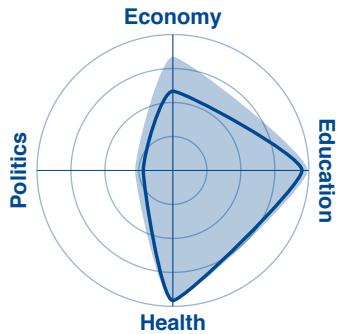
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	147	0.418	0.583				
Labour force participation rate, %	140	0.457	0.655	38.5	84.2	0.46	<div style="width: 46%;"></div>
Wage equality for similar work, 1-7 (best)	107	0.584	0.628	—	—	4.09	<div style="width: 4.09%;"></div>
Estimated earned income, int'l \$ 1,000	131	0.403	0.494	2.5	6.2	0.40	<div style="width: 40%;"></div>
Legislators, senior officials and managers, %	145	0.120	0.349	10.7	89.3	0.12	<div style="width: 12%;"></div>
Professional and technical workers, %	142	0.322	0.755	24.4	75.7	0.32	<div style="width: 32%;"></div>
Educational attainment	121	0.951	0.950				
Literacy rate, %	106	0.928	0.897	71.2	76.7	0.93	<div style="width: 93%;"></div>
Enrolment in primary education, %	1	1.000	0.755	93.7	91.5	1.02	<div style="width: 102%;"></div>
Enrolment in secondary education, %	1	1.000	0.950	72.3	61.1	1.18	<div style="width: 118%;"></div>
Enrolment in tertiary education, %	128	0.707	0.927	17.0	24.0	0.71	<div style="width: 71%;"></div>
Health and survival	134	0.962	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	<div style="width: 95%;"></div>
Healthy life expectancy, years	142	1.003	1.029	64.4	64.2	1.00	<div style="width: 100%;"></div>
Political empowerment	7	0.546	0.218				
Women in parliament , %	97	0.264	0.312	20.9	79.1	0.26	<div style="width: 26%;"></div>
Women in ministerial positions, %	134	0.083	0.235	7.7	92.3	0.08	<div style="width: 8%;"></div>
Years with female/male head of state (last 50)	1	1.000	0.144	27.2	22.8	1.19	<div style="width: 119%;"></div>

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	317.8	STEMS, attainment %	8.24	12.39	0.67
GDP per capita, constant '17 intl. \$ 1000	–	–	4.86	Agri., Forestry, Fisheries & Veterinary, attainment %	0.85	1.23	0.69
Total population, million people	80.57	82.47	163.05	Arts & Humanities, attainment %	37.09	29.07	1.28
Population growth rate, %	1.09	0.98	1.03	Business, Admin. & Law, attainment %	25.29	27.76	0.91
Population sex ratio (female/male), female/male ratio	49.42	50.58	0.98	Education, attainment %	0.93	1.29	0.73
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	2.13	0.97	2.20
Labour force, million people	19.69	41.47	0.32	Health & Welfare, attainment %	1.90	2.18	0.87
Unemployed adults, % of labour force (15-64)	6.78	3.49	1.94	Information & Comm. Technologies, attainment %	1.80	1.87	0.96
Workers employed part-time, % of employed people	40.69	10.06	4.04	Natural Sci., Mathematics & Statistics, attainment %	4.30	9.54	0.45
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	0.15	0.25	0.57
Proportion of unpaid work per day, female/male ratio	–	–	3.77	Social Sci., Journalism & Information, attainment %	25.56	25.83	0.99
Advancement of women to leadership roles, 1-7 (best)	–	–	3.85	Vocational training, attainment %	1.39	3.50	0.40
Gender parity in tech roles, 1-7 (best)	–	–	3.98	PhD graduates, attainment %	0.13	0.26	0.49
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	12.70	87.30	0.15	Maternal mortality, deaths per 100,000 live births	–	–	173
Firms with female top managers, % firms	4.80	95.20	0.05	Prevalence of gender violence in lifetime, % women	–	–	53.3
Share of workers in informal sector, % workers	96.60	93.90	0.97	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	52.70
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	36.90
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1935				
Number of female heads of state to date	–	–	4				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	25.4				
Average number of children per woman	–	–	2.05				
Women's unmet demand for family planning, % women 15-49	–	–	12.00				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	45.20				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Barbados

rank
out of 156 countries **27**
score
0.00 = imparity
1.00 = parity **0.769**



Barbados score
average score

Global Gender Gap Index

Economic participation and opportunity
Educational attainment
Health and survival
Political empowerment

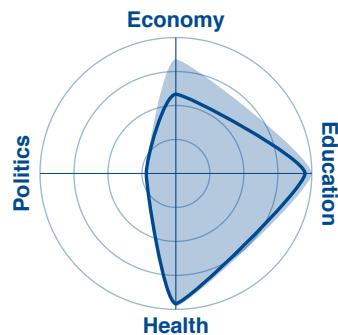
	2006 score	2021 score
n/a	-	27 0.769
n/a	-	7 0.837
n/a	-	83 0.991
n/a	-	97 0.968
n/a	-	50 0.278

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	7	0.837	0.583				
Labour force participation rate, %	19	0.935	0.655	75.2	80.4	0.93	
Wage equality for similar work, 1-7 (best)	65	0.682	0.628	—	—	4.78	
Estimated earned income, int'l \$ 1,000	6	0.868	0.494	14.7	16.9	0.87	
Legislators, senior officials and managers, %	18	0.848	0.349	45.9	54.1	0.85	
Professional and technical workers, %	1	1.000	0.755	55.1	44.9	1.23	
Educational attainment	83	0.991	0.950				
Literacy rate, %	1	1.000	0.897	99.6	99.6	1.00	
Enrolment in primary education, %	127	0.981	0.755	95.7	97.6	0.98	
Enrolment in secondary education, %	1	1.000	0.950	96.8	90.6	1.07	
Enrolment in tertiary education, %	1	1.000	0.927	90.6	40.3	2.25	
Health and survival	97	0.968	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.97	
Healthy life expectancy, years	106	1.023	1.029	67.7	66.2	1.02	
Political empowerment	50	0.278	0.218				
Women in parliament, %	103	0.250	0.312	20.0	80.0	0.25	
Women in ministerial positions, %	43	0.462	0.235	31.6	68.4	0.46	
Years with female/male head of state (last 50)	18	0.196	0.144	8.2	41.8	0.20	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	4.63	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	13.78	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	148.0	139.0	287.0	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	0.00	0.00	0.00	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	51.57	48.43	1.06	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	65.41	65.38	0.50	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	7.48	9.93	0.75	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	5.04	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	4.36	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	43.50	56.50	0.77	Maternal mortality, deaths per 100,000 live births	–	–	27
Firms with female top managers, % firms	25.40	74.60	0.34	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	69.70	71.10	1.02	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.10
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	87.90
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1950				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	42.90	57.10	0.75				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.0				
Average number of children per woman	–	–	1.62				
Women's unmet demand for family planning, % women 15-49	–	–	19.90				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	0.00				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Belarus score
average score

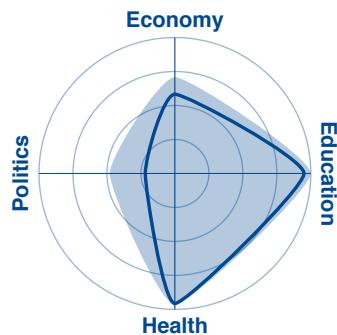
	2006 score	2021 score
Global Gender Gap Index	n/a	-
Economic participation and opportunity	n/a	-
Educational attainment	n/a	-
Health and survival	n/a	-
Political empowerment	n/a	-
	33	0.758
	5	0.840
	41	0.999
	47	0.977
	66	0.216

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	5	0.840	0.583				
Labour force participation rate, %	36	0.904	0.655	74.3	82.1	0.90	
Wage equality for similar work, 1-7 (best)	n/a	-	0.628	-	-	-	
Estimated earned income, int'l \$ 1,000	77	0.610	0.494	14.8	24.2	0.61	
Legislators, senior officials and managers, %	15	0.965	0.349	49.1	50.9	0.97	
Professional and technical workers, %	1	1.000	0.755	72.7	27.3	2.66	
Educational attainment	41	0.999	0.950				
Literacy rate, %	52	0.999	0.897	99.7	99.8	1.00	
Enrolment in primary education, %	87	0.997	0.755	94.8	95.1	1.00	
Enrolment in secondary education, %	1	1.000	0.950	96.2	95.1	1.01	
Enrolment in tertiary education, %	1	1.000	0.927	95.1	80.2	1.19	
Health and survival	47	0.977	0.957				
Sex ratio at birth, %	131	0.941	0.925	-	-	0.94	
Healthy life expectancy, years	1	1.060	1.029	69.4	62.3	1.11	
Political empowerment	66	0.216	0.218				
Women in parliament, %	20	0.667	0.312	40.0	60.0	0.67	
Women in ministerial positions, %	146	0.037	0.235	3.6	96.4	0.04	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	57.71	STEMS, attainment %	15.38	57.65	0.27
GDP per capita, constant '17 intl. \$ 1000	–	–	18.69	Agri., Forestry, Fisheries & Veterinary, attainment %	3.89	4.79	0.81
Total population, million people	5.05	4.40	9.45	Arts & Humanities, attainment %	6.83	2.96	2.31
Population growth rate, %	-0.02	0.00	-0.01	Business, Admin. & Law, attainment %	42.12	20.43	2.06
Population sex ratio (female/male), female/male ratio	53.45	46.55	1.15	Education, attainment %	12.91	5.61	2.30
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	10.52	46.88	0.22
Labour force, million people	2.49	2.55	0.49	Health & Welfare, attainment %	9.84	2.63	3.74
Unemployed adults, % of labour force (15-64)	3.14	5.08	0.62	Information & Comm. Technologies, attainment %	1.87	8.13	0.23
Workers employed part-time, % of employed people	23.77	7.96	2.99	Natural Sci., Mathematics & Statistics, attainment %	2.99	2.65	1.13
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	4.32	4.24	1.02
Proportion of unpaid work per day, female/male ratio	–	–	1.93	Social Sci., Journalism & Information, attainment %	4.72	1.69	2.79
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a	Vocational training, attainment %	7.64	12.15	0.63
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	45.50	54.50	0.83	Maternal mortality, deaths per 100,000 live births	–	–	2
Firms with female top managers, % firms	21.10	78.90	0.27	Prevalence of gender violence in lifetime, % women	–	–	25.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.80
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	99.70
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1918				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	25.00	75.00	0.33				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.5				
Average number of children per woman	–	–	1.71				
Women's unmet demand for family planning, % women 15-49	–	–	7.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	8.40				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Belgium score
average score

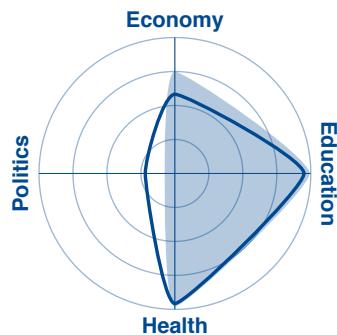
	2006 score	2021 score
Global Gender Gap Index	20	13
Economic participation and opportunity	0.708	0.789
Educational attainment	54	59
Health and survival	1.000	0.709
Political empowerment	1	1
	1.000	1.000
	0.980	0.968
	0.232	0.480

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	59	0.709	0.583				
Labour force participation rate, %	47	0.887	0.655	64.9	73.1	0.89	
Wage equality for similar work, 1-7 (best)	91	0.624	0.628	—	—	4.37	
Estimated earned income, int'l \$ 1,000	59	0.657	0.494	39.8	60.6	0.66	
Legislators, senior officials and managers, %	80	0.486	0.349	32.7	67.3	0.49	
Professional and technical workers, %	1	1.000	0.755	50.1	49.9	1.00	
Educational attainment	1	1.000	0.950				
Literacy rate, %	1	1.000	0.897	—	—	—	
Enrolment in primary education, %	1	1.000	0.755	98.9	98.7	1.00	
Enrolment in secondary education, %	1	1.000	0.950	95.1	94.8	1.00	
Enrolment in tertiary education, %	1	1.000	0.927	90.5	69.3	1.31	
Health and survival	98	0.968	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	109	1.021	1.029	71.3	69.8	1.02	
Political empowerment	16	0.480	0.218				
Women in parliament, %	18	0.724	0.312	42.0	58.0	0.72	
Women in ministerial positions, %	1	1.000	0.235	57.1	42.9	1.33	
Years with female/male head of state (last 50)	60	0.019	0.144	0.9	49.1	0.02	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	503.4	STEMS, attainment %	7.23	30.75	0.24
GDP per capita, constant '17 intl. \$ 1000	–	–	47.41	Agri., Forestry, Fisheries & Veterinary, attainment %	2.21	2.00	1.11
Total population, million people	5.83	5.71	11.54	Arts & Humanities, attainment %	10.18	9.03	1.13
Population growth rate, %	0.33	0.67	0.50	Business, Admin. & Law, attainment %	19.33	24.30	0.80
Population sex ratio (female/male), female/male ratio	50.51	49.49	1.02	Education, attainment %	10.88	4.68	2.32
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	4.39	21.30	0.21
Labour force, million people	2.36	2.68	0.47	Health & Welfare, attainment %	34.38	16.42	2.09
Unemployed adults, % of labour force (15-64)	4.96	5.80	0.86	Information & Comm. Technologies, attainment %	0.31	4.14	0.07
Workers employed part-time, % of employed people	51.88	24.70	2.10	Natural Sci., Mathematics & Statistics, attainment %	2.53	5.31	0.48
Gender pay gap (OECD only), %	–	–	4.19	Services, attainment %	1.19	1.50	0.80
Proportion of unpaid work per day, female/male ratio	–	–	1.55	Social Sci., Journalism & Information, attainment %	11.31	7.07	1.60
Advancement of women to leadership roles, 1-7 (best)	–	–	4.71	Vocational training, attainment %	23.10	27.04	0.85
Gender parity in tech roles, 1-7 (best)	–	–	4.71	PhD graduates, attainment %	0.43	0.83	0.52
Boards of listed companies,% board members	35.90	64.10	0.56	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	5
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	24.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	n/a	n/a	n/a
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0- 1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1919				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	45.00	55.00	0.82				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	31.1				
Average number of children per woman	–	–	1.71				
Women's unmet demand for family planning, % women 15-49	–	–	7.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	2.20				
Length of maternity/paternity leave (days), weeks	32.33	19.33	0.60				
Wages paid during maternity/paternity leave, % annual gross wage	63.68	73.04	0.87				
Public childcare expenditure, % GDP	–	–	0.82				



■ Belize score
— average score

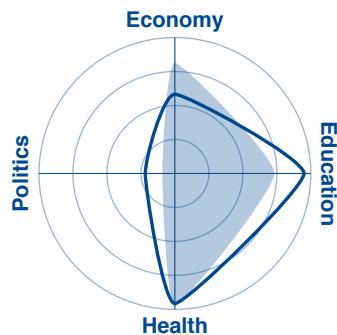
	2006 score	2021 score
Global Gender Gap Index	n/a	-
Economic participation and opportunity	n/a	-
Educational attainment	n/a	-
Health and survival	n/a	-
Political empowerment	n/a	-
	90	0.699

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	34	0.749	0.583				
Labour force participation rate, %	122	0.623	0.655	52.2	83.8	0.62	
Wage equality for similar work, 1-7 (best)	n/a	-	0.628	-	-	-	
Estimated earned income, int'l \$ 1,000	102	0.561	0.494	4.7	8.4	0.56	
Legislators, senior officials and managers, %	1	1.000	0.349	51.1	48.9	1.04	
Professional and technical workers, %	78	0.990	0.755	49.7	50.3	0.99	
Educational attainment	81	0.991	0.950				
Literacy rate, %	n/a	-	0.897	-	-	-	
Enrolment in primary education, %	116	0.985	0.755	95.0	96.5	0.98	
Enrolment in secondary education, %	1	1.000	0.950	73.4	69.0	1.06	
Enrolment in tertiary education, %	1	1.000	0.927	30.5	18.8	1.62	
Health and survival	31	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	-	-	0.97	
Healthy life expectancy, years	42	1.060	1.029	67.3	63.5	1.06	
Political empowerment	140	0.075	0.218				
Women in parliament, %	133	0.143	0.312	12.5	87.5	0.14	
Women in ministerial positions, %	118	0.125	0.235	11.1	88.9	0.12	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

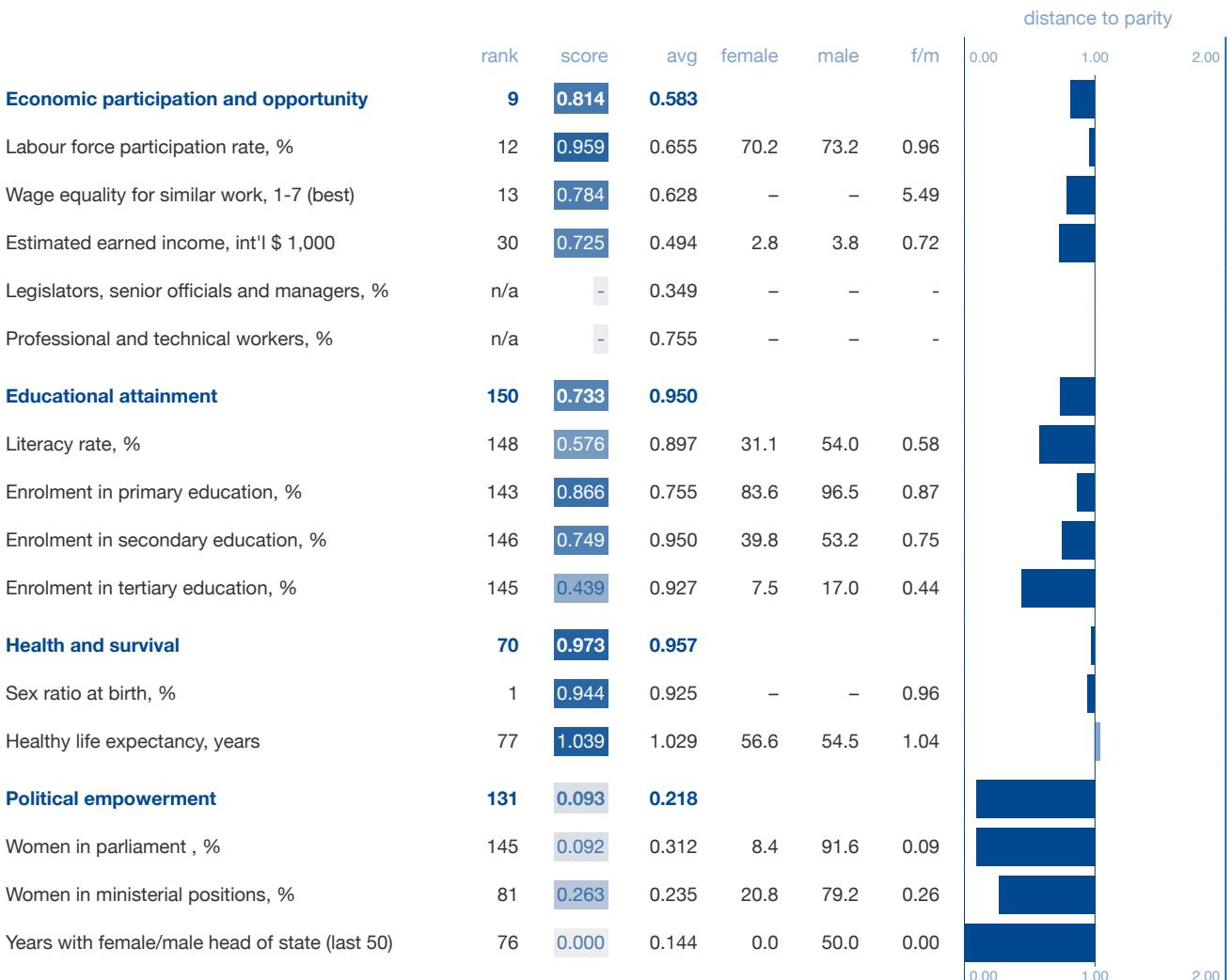
General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	1.56	STEMS, attainment %	11.72	29.32	0.40
GDP per capita, constant '17 intl. \$ 1000	–	–	5.39	Agri., Forestry, Fisheries & Veterinary, attainment %	1.10	3.62	0.30
Total population, million people	196.0	194.0	390.0	Arts & Humanities, attainment %	3.21	2.31	1.39
Population growth rate, %	2.08	1.57	1.83	Business, Admin. & Law, attainment %	41.67	34.27	1.22
Population sex ratio (female/male), female/male ratio	50.26	49.74	1.01	Education, attainment %	20.97	7.58	2.77
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	0.18	3.29	0.06
Labour force, million people	59.89	94.97	0.39	Health & Welfare, attainment %	4.67	3.62	1.29
Unemployed adults, % of labour force (15-64)	10.04	4.74	2.12	Information & Comm. Technologies, attainment %	1.28	9.56	0.13
Workers employed part-time, % of employed people	28.76	21.08	1.36	Natural Sci., Mathematics & Statistics, attainment %	10.26	16.47	0.62
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	9.80	11.53	0.85
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	3.39	2.64	1.29
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a	Vocational training, attainment %	2.44	3.33	0.73
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	30.40	69.60	0.44	Maternal mortality, deaths per 100,000 live births	–	–	36
Firms with female top managers, % firms	25.50	74.50	0.34	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	94.00
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	92.60
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0- 1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1954				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	21.40	78.60	0.27				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.0				
Average number of children per woman	–	–	2.32				
Women's unmet demand for family planning, % women 15-49	–	–	22.20				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	17.50				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Benin score
average score

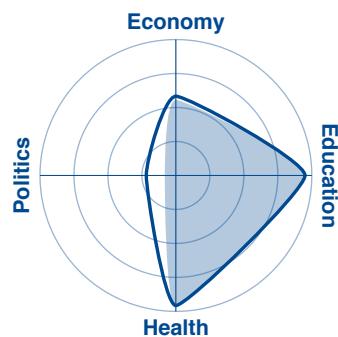
	2006 score	2021 score
Global Gender Gap Index	110	123
Economic participation and opportunity	55	0.618
Educational attainment	113	0.643
Health and survival	86	0.969
Political empowerment	76	0.082
	0.578	0.653
	9	0.814
	150	0.733
	70	0.973
	131	0.093

COUNTRY SCORE CARD



SELECTED CONTEXTUAL DATA

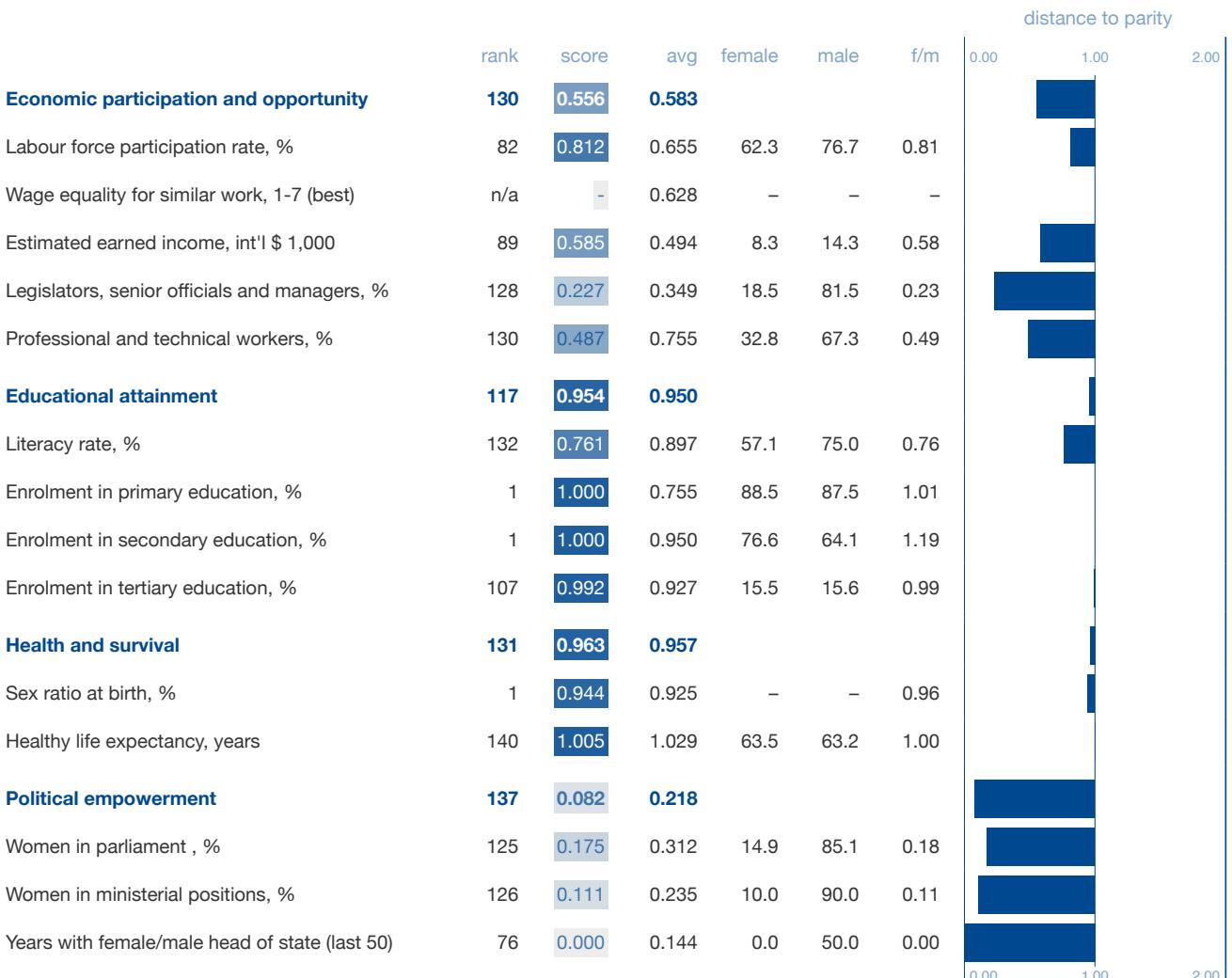
General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	15.29	STEMS, attainment %	19.08	23.11	0.83
GDP per capita, constant '17 intl. \$ 1000	–	–	3.26	Agri., Forestry, Fisheries & Veterinary, attainment %	2.96	2.84	1.04
Total population, million people	5.91	5.89	11.80	Arts & Humanities, attainment %	9.67	11.16	0.87
Population growth rate, %	2.71	2.79	2.75	Business, Admin. & Law, attainment %	50.71	47.07	1.08
Population sex ratio (female/male), female/male ratio	50.08	49.92	1.00	Education, attainment %	0.27	0.18	1.48
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	5.64	6.90	0.82
Labour force, million people	1.51	1.37	0.52	Health & Welfare, attainment %	9.02	7.58	1.19
Unemployed adults, % of labour force (15-64)	2.95	2.52	1.17	Information & Comm. Technologies, attainment %	4.96	5.97	0.83
Workers employed part-time, % of employed people	31.69	20.18	1.57	Natural Sci., Mathematics & Statistics, attainment %	8.47	10.24	0.83
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	2.02	2.06	0.98
Proportion of unpaid work per day, female/male ratio	–	–	3.09	Social Sci., Journalism & Information, attainment %	4.47	4.12	1.08
Advancement of women to leadership roles, 1-7 (best)	–	–	4.72	Vocational training, attainment %	0.83	1.61	0.52
Gender parity in tech roles, 1-7 (best)	–	–	4.98	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	36.70	63.30	0.58	Maternal mortality, deaths per 100,000 live births	–	–	397
Firms with female top managers, % firms	25.90	74.10	0.35	Prevalence of gender violence in lifetime, % women	–	–	68.6
Share of workers in informal sector, % workers	98.50	95.10	0.97	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	78.10
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	52.10
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1956				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.9				
Average number of children per woman	–	–	4.87				
Women's unmet demand for family planning, % women 15-49	–	–	33.10				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	16.60				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



■ Bhutan score
— average score

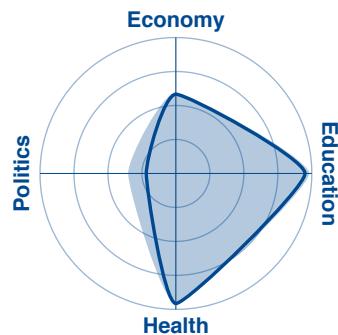
	2006 score	2021 score
Global Gender Gap Index	n/a	-
Economic participation and opportunity	n/a	130 0.556
Educational attainment	n/a	117 0.954
Health and survival	n/a	131 0.963
Political empowerment	n/a	137 0.082

COUNTRY SCORE CARD



SELECTED CONTEXTUAL DATA

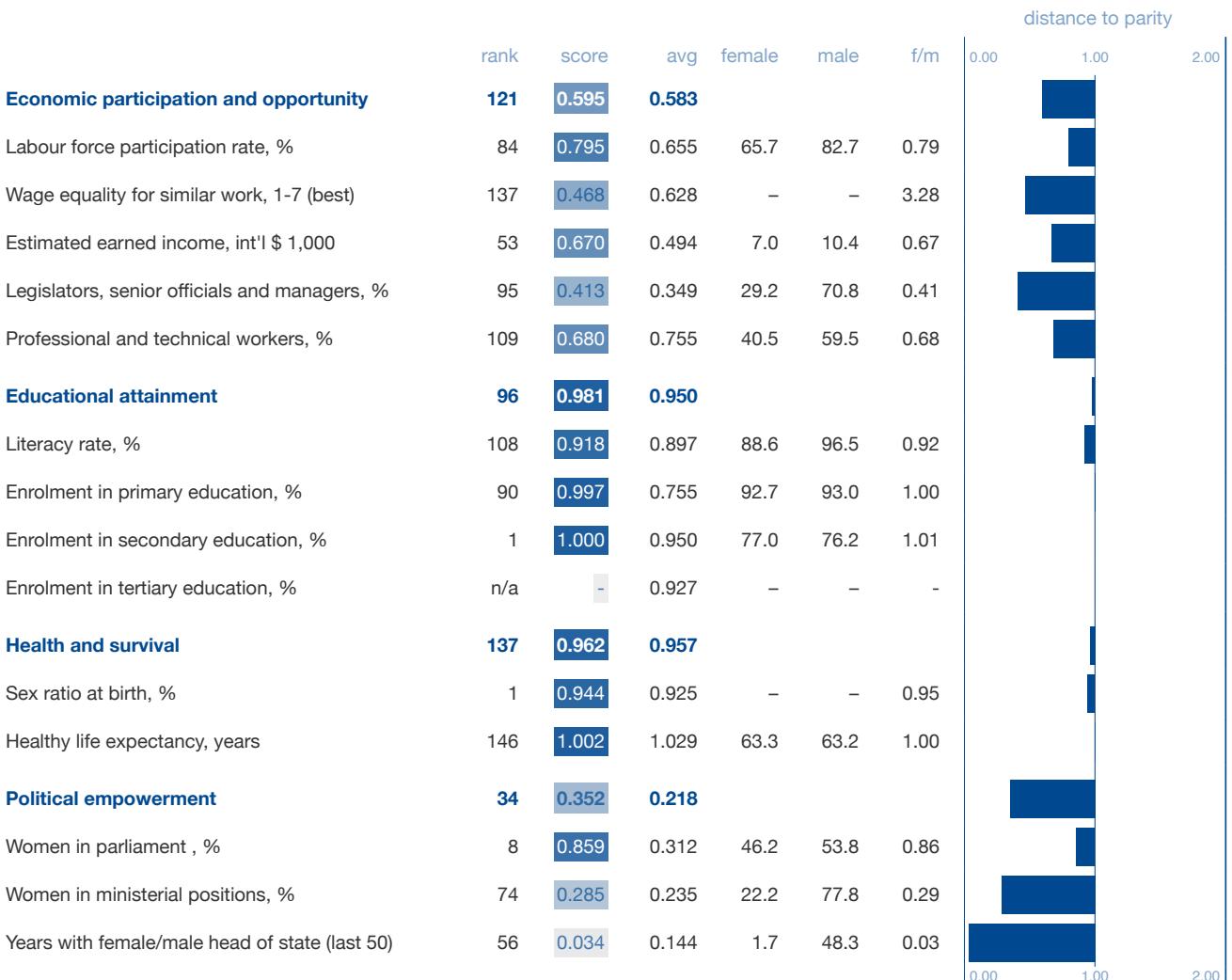
General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	2.59	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	11.41	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	358.0	405.0	763.0	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	0.85	1.25	1.19	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	46.92	53.08	0.88	Education, attainment %	n/a	n/a	n/a
				Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
				Health & Welfare, attainment %	n/a	n/a	n/a
				Information & Comm. Technologies, attainment %	n/a	n/a	n/a
				Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
				Services, attainment %	n/a	n/a	n/a
				Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
				Vocational training, attainment %	n/a	n/a	n/a
				PhD graduates, attainment %	0.03	0.14	0.22
Work participation and leadership	female	male	value	Health	female	male	value
Labour force, million people	159.2	176.2	0.47	Maternal mortality, deaths per 100,000 live births	–	–	183
Unemployed adults, % of labour force (15-64)	3.26	1.97	1.65	Prevalence of gender violence in lifetime, % women	–	–	26.5
Workers employed part-time, % of employed people	10.56	5.61	1.88	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Gender pay gap (OECD only), %	n/a	n/a	n/a	Births attended by skilled personnel, % live births	–	–	96.20
Proportion of unpaid work per day, female/male ratio	–	–	2.30	Antenatal care, at least four visits, % women 15-49	–	–	85.00
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a				
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a				
Boards of listed companies,% board members	n/a	n/a	n/a				
Firms with female majority ownership, % firms	43.30	56.70	0.76				
Firms with female top managers, % firms	26.30	73.70	0.36				
Share of workers in informal sector, % workers	n/a	n/a	n/a				
Access to finance	female	male	value				
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00				
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1953				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	16.00	84.00	0.19				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.7				
Average number of children per woman	–	–	2.00				
Women's unmet demand for family planning, % women 15-49	–	–	11.70				
Right to divorce, 0-1 (worst)	–	–	0.75				
Child marriage, % women 15-19	–	–	16.30				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



■ Bolivia score
— average score

	2006 score	2021 score
Global Gender Gap Index	87	61
Economic participation and opportunity	0.634	0.595
Educational attainment	89	96
Health and survival	79	981
Political empowerment	71	137
	0.087	0.962
	34	0.352

COUNTRY SCORE CARD

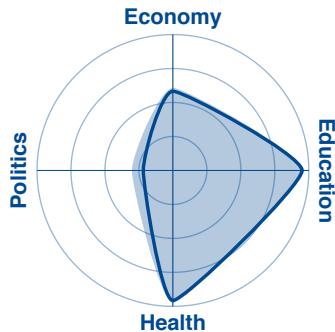


SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	38.94	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	7.89	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	5.73	5.78	11.51	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	1.43	1.39	1.41	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	49.80	50.20	0.99	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	2.32	2.90	0.45	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	4.75	3.53	1.35	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	3.28	Vocational training, attainment %	28.40	29.51	0.96
Gender parity in tech roles, 1-7 (best)	–	–	3.46	PhD graduates, attainment %	0.16	0.28	0.56
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	68.60	31.40	2.18	Maternal mortality, deaths per 100,000 live births	–	–	155
Firms with female top managers, % firms	26.30	73.70	0.36	Prevalence of gender violence in lifetime, % women	–	–	64.1
Share of workers in informal sector, % workers	86.70	83.50	0.96	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	71.50
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	85.60
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1938				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	47.20	52.80	0.89				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.6				
Average number of children per woman	–	–	2.75				
Women's unmet demand for family planning, % women 15-49	–	–	20.10				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	12.00				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Bosnia and Herzegovina

rank
out of 156 countries **76**
score
0.00 = imparity
1.00 = parity **0.713**



■ Bosnia and Herzegovina score
— average score

Global Gender Gap Index

Economic participation and opportunity
Educational attainment
Health and survival
Political empowerment

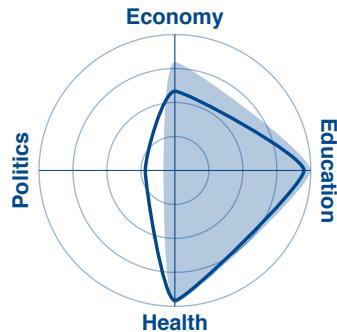
	2006 score	2021 score
n/a	-	76 0.713
n/a	-	115 0.608
n/a	-	110 0.967
n/a	-	64 0.974
n/a	-	45 0.302

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	115	0.608	0.583				
Labour force participation rate, %	114	0.682	0.655	46.8	68.6	0.68	
Wage equality for similar work, 1-7 (best)	108	0.583	0.628	—	—	4.08	
Estimated earned income, int'l \$ 1,000	103	0.560	0.494	10.8	19.3	0.56	
Legislators, senior officials and managers, %	112	0.321	0.349	24.3	75.7	0.32	
Professional and technical workers, %	76	0.994	0.755	49.8	50.2	0.99	
Educational attainment	110	0.967	0.950				
Literacy rate, %	100	0.957	0.897	94.9	99.2	0.96	
Enrolment in primary education, %	n/a	—	0.755	—	—	—	
Enrolment in secondary education, %	118	0.976	0.950	49.4	50.6	0.98	
Enrolment in tertiary education, %	n/a	—	0.927	—	—	—	
Health and survival	64	0.974	0.957				
Sex ratio at birth, %	127	0.942	0.925	—	—	0.94	
Healthy life expectancy, years	65	1.046	1.029	68.7	65.7	1.05	
Political empowerment	45	0.302	0.218				
Women in parliament, %	71	0.355	0.312	26.2	73.8	0.36	
Women in ministerial positions, %	85	0.232	0.235	18.8	81.2	0.23	
Years with female/male head of state (last 50)	13	0.304	0.144	11.7	38.3	0.30	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	18.89	STEMS, attainment %	16.12	28.43	0.57
GDP per capita, constant '17 intl. \$ 1000	–	–	14.09	Agri., Forestry, Fisheries & Veterinary, attainment %	4.29	4.57	0.94
Total population, million people	1.68	1.62	3.30	Arts & Humanities, attainment %	9.85	6.33	1.56
Population growth rate, %	-0.71	-0.68	-0.69	Business, Admin. & Law, attainment %	24.90	26.38	0.94
Population sex ratio (female/male), female/male ratio	51.01	48.99	1.04	Education, attainment %	14.67	7.17	2.05
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	8.31	18.09	0.46
Labour force, million people	361.5	548.2	0.40	Health & Welfare, attainment %	14.95	7.68	1.95
Unemployed adults, % of labour force (15-64)	19.70	14.22	1.39	Information & Comm. Technologies, attainment %	1.98	7.12	0.28
Workers employed part-time, % of employed people	14.05	9.99	1.41	Natural Sci., Mathematics & Statistics, attainment %	5.83	3.22	1.81
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	4.10	8.46	0.48
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	10.15	10.10	1.01
Advancement of women to leadership roles, 1-7 (best)	–	–	3.62	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	4.38	PhD graduates, attainment %	0.14	0.20	0.70
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	24.90	75.10	0.33	Maternal mortality, deaths per 100,000 live births	–	–	10
Firms with female top managers, % firms	16.60	83.40	0.20	Prevalence of gender violence in lifetime, % women	–	–	13.1
Share of workers in informal sector, % workers	24.30	22.40	0.92	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.90
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	84.20
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1946				
Number of female heads of state to date	–	–	3				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	20.00	80.00	0.25				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.3				
Average number of children per woman	–	–	1.27				
Women's unmet demand for family planning, % women 15-49	–	–	9.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	0.70				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Botswana score
average score

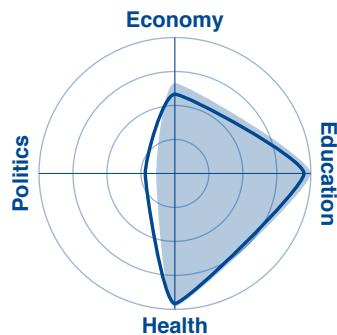
	2006 score	2021 score
Global Gender Gap Index	34	71
Economic participation and opportunity	0.690	0.716
Educational attainment	23	16
Health and survival	0.981	0.799
Political empowerment	109	1
	47	1.000
	0.129	0.980
	135	0.084

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	16	0.799	0.583				
Labour force participation rate, %	58	0.877	0.655	68.5	78.1	0.88	
Wage equality for similar work, 1-7 (best)	45	0.708	0.628	—	—	4.96	
Estimated earned income, int'l \$ 1,000	74	0.612	0.494	13.2	21.5	0.61	
Legislators, senior officials and managers, %	1	1.000	0.349	54.5	45.6	1.20	
Professional and technical workers, %	1	1.000	0.755	50.2	49.8	1.01	
Educational attainment	1	1.000	0.950				
Literacy rate, %	1	1.000	0.897	87.5	86.1	1.02	
Enrolment in primary education, %	1	1.000	0.755	88.1	87.2	1.01	
Enrolment in secondary education, %	1	1.000	0.950	51.9	48.1	1.08	
Enrolment in tertiary education, %	1	1.000	0.927	29.2	20.5	1.43	
Health and survival	1	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.97	
Healthy life expectancy, years	1	1.060	1.029	55.8	51.9	1.08	
Political empowerment	135	0.084	0.218				
Women in parliament, %	139	0.121	0.312	10.8	89.2	0.12	
Women in ministerial positions, %	97	0.188	0.235	15.8	84.2	0.19	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	15.87	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	15.28	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	1.19	1.11	2.30	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	2.06	2.39	2.22	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	51.65	48.35	1.07	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	470.1	466.0	0.50	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	23.96	22.07	1.09	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	19.06	12.43	1.53	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.68	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	4.73	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	55.30	44.70	1.24	Maternal mortality, deaths per 100,000 live births	–	–	144
Firms with female top managers, % firms	16.50	83.50	0.20	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	68.70	66.90	0.97	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.80
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	73.30
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1965				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.1				
Average number of children per woman	–	–	2.89				
Women's unmet demand for family planning, % women 15-49	–	–	9.60				
Right to divorce, 0-1 (worst)	–	–	0.50				
Child marriage, % women 15-19	–	–	7.10				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



— Brazil score
— average score

	2006 score	2021 score
Global Gender Gap Index	67	93
Economic participation and opportunity	0.654	0.665
Educational attainment	0.972	0.950
Health and survival	0.980	0.980
Political empowerment	0.061	0.138

COUNTRY SCORE CARD

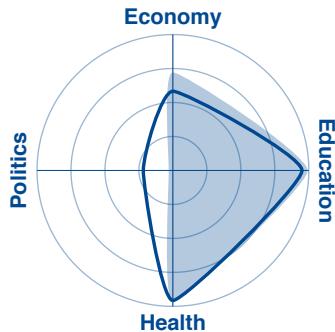
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	89	0.665	0.583				
Labour force participation rate, %	94	0.772	0.655	61.9	80.2	0.77	
Wage equality for similar work, 1-7 (best)	126	0.542	0.628	—	—	3.79	
Estimated earned income, int'l \$ 1,000	97	0.567	0.494	10.7	18.9	0.57	
Legislators, senior officials and managers, %	38	0.651	0.349	39.4	60.6	0.65	
Professional and technical workers, %	1	1.000	0.755	53.7	46.3	1.16	
Educational attainment	37	1.000	0.950				
Literacy rate, %	1	1.000	0.897	93.4	93.0	1.00	
Enrolment in primary education, %	80	0.999	0.755	94.7	94.8	1.00	
Enrolment in secondary education, %	1	1.000	0.950	83.2	80.3	1.04	
Enrolment in tertiary education, %	1	1.000	0.927	59.5	43.5	1.37	
Health and survival	1	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	1	1.060	1.029	67.4	63.4	1.06	
Political empowerment	108	0.138	0.218				
Women in parliament , %	122	0.179	0.312	15.2	84.8	0.18	
Women in ministerial positions, %	120	0.117	0.235	10.5	89.5	0.12	
Years with female/male head of state (last 50)	27	0.120	0.144	5.4	44.6	0.12	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	1.36k	STEMS, attainment %	10.70	28.60	0.37
GDP per capita, constant '17 intl. \$ 1000	–	–	13.78	Agri., Forestry, Fisheries & Veterinary, attainment %	2.10	3.31	0.63
Total population, million people	107.32	103.73	211.05	Arts & Humanities, attainment %	2.94	3.70	0.80
Population growth rate, %	0.79	0.72	0.75	Business, Admin. & Law, attainment %	31.99	35.80	0.89
Population sex ratio (female/male), female/male ratio	50.85	49.15	1.03	Education, attainment %	25.20	12.84	1.96
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	7.23	19.29	0.37
Labour force, million people	46.10	55.42	0.45	Health & Welfare, attainment %	18.31	9.09	2.01
Unemployed adults, % of labour force (15-64)	14.39	10.44	1.38	Information & Comm. Technologies, attainment %	0.70	6.39	0.11
Workers employed part-time, % of employed people	35.34	20.89	1.69	Natural Sci., Mathematics & Statistics, attainment %	2.77	2.92	0.95
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	3.31	3.21	1.03
Proportion of unpaid work per day, female/male ratio	–	–	4.27	Social Sci., Journalism & Information, attainment %	5.45	3.45	1.58
Advancement of women to leadership roles, 1-7 (best)	–	–	3.70	Vocational training, attainment %	3.91	3.10	1.26
Gender parity in tech roles, 1-7 (best)	–	–	4.14	PhD graduates, attainment %	0.21	0.31	0.67
Boards of listed companies,% board members	11.90	88.10	0.14	Health	female	male	value
Firms with female majority ownership, % firms	50.20	49.80	1.01	Maternal mortality, deaths per 100,000 live births	–	–	60
Firms with female top managers, % firms	19.40	80.60	0.24	Prevalence of gender violence in lifetime, % women	–	–	33.5
Share of workers in informal sector, % workers	42.50	46.80	1.10	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.10
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	90.90
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1932				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	13.60	86.40	0.16				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.1				
Average number of children per woman	–	–	1.74				
Women's unmet demand for family planning, % women 15-49	–	–	10.80				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	15.40				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Brunei Darussalam

rank
out of 156 countries **111**
score
0.00 = imparity
1.00 = parity **0.678**



Brunei Darussalam score

average score

Global Gender Gap Index

Economic participation and opportunity
Educational attainment
Health and survival
Political empowerment

	2006 score	2021 score
n/a	-	111 0.678
n/a	-	51 0.722
n/a	-	75 0.992
n/a	-	112 0.965
n/a	-	152 0.031

COUNTRY SCORE CARD

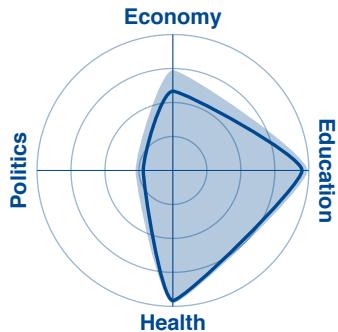
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	51	0.722	0.583				
Labour force participation rate, %	90	0.779	0.655	59.7	76.6	0.78	
Wage equality for similar work, 1-7 (best)	20	0.756	0.628	-	-	5.29	
Estimated earned income, int'l \$ 1,000	31	0.721	0.494	53.8	74.5	0.72	
Legislators, senior officials and managers, %	77	0.493	0.349	33.0	67.0	0.49	
Professional and technical workers, %	95	0.823	0.755	45.1	54.9	0.82	
Educational attainment	75	0.992	0.950				
Literacy rate, %	82	0.982	0.897	96.3	98.1	0.98	
Enrolment in primary education, %	112	0.990	0.755	-	-	-	
Enrolment in secondary education, %	1	1.000	0.950	84.1	81.3	1.03	
Enrolment in tertiary education, %	1	1.000	0.927	38.7	24.8	1.56	
Health and survival	112	0.965	0.957				
Sex ratio at birth, %	1	0.944	0.925	-	-	0.95	
Healthy life expectancy, years	124	1.014	1.029	66.1	65.2	1.01	
Political empowerment	152	0.031	0.218				
Women in parliament, %	143	0.100	0.312	9.1	90.9	0.10	
Women in ministerial positions, %	148	0.000	0.235	0.0	100.0	0.00	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	10.65	STEMS, attainment %	33.74	48.60	0.69
GDP per capita, constant '17 intl. \$ 1000	–	–	58.48	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	208.0	225.0	433.0	Arts & Humanities, attainment %	12.64	13.66	0.92
Population growth rate, %	0.97	0.90	0.93	Business, Admin. & Law, attainment %	28.22	22.44	1.26
Population sex ratio (female/male), female/male ratio	48.04	51.96	0.92	Education, attainment %	13.45	8.54	1.58
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	12.55	19.64	0.64
Labour force, million people	92.26	142.6	0.39	Health & Welfare, attainment %	4.12	2.17	1.90
Unemployed adults, % of labour force (15-64)	8.47	6.09	1.39	Information & Comm. Technologies, attainment %	8.97	21.35	0.42
Workers employed part-time, % of employed people	13.72	8.70	1.58	Natural Sci., Mathematics & Statistics, attainment %	12.23	7.61	1.61
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	0.45	0.16	2.92
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	7.38	4.43	1.67
Advancement of women to leadership roles, 1-7 (best)	–	–	5.16	Vocational training, attainment %	7.47	7.53	0.99
Gender parity in tech roles, 1-7 (best)	–	–	5.27	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	31
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	29.10	32.00	1.10	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.80
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	93.20
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0- 1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	n/a				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.3				
Average number of children per woman	–	–	1.85				
Women's unmet demand for family planning, % women 15-49	n/a	n/a	n/a				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	3.20				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Bulgaria

rank
out of 156 countries **38**
score
0.00 = imparity
1.00 = parity **0.746**



■ Bulgaria score
— average score

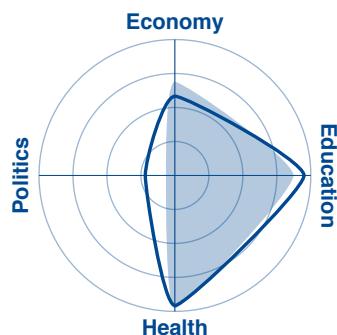
	2006 score	2021 score
Global Gender Gap Index	37	38
Economic participation and opportunity	0.687	0.738
Educational attainment	0.989	0.991
Health and survival	0.979	0.979
Political empowerment	0.167	0.275

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	41	0.738	0.583				
Labour force participation rate, %	49	0.886	0.655	68.9	77.7	0.89	
Wage equality for similar work, 1-7 (best)	82	0.651	0.628	—	—	4.56	
Estimated earned income, int'l \$ 1,000	62	0.649	0.494	17.7	27.3	0.65	
Legislators, senior officials and managers, %	40	0.639	0.349	39.0	61.0	0.64	
Professional and technical workers, %	1	1.000	0.755	62.1	37.9	1.64	
Educational attainment	82	0.991	0.950				
Literacy rate, %	66	0.992	0.897	98.0	98.8	0.99	
Enrolment in primary education, %	92	0.997	0.755	86.3	86.6	1.00	
Enrolment in secondary education, %	119	0.974	0.950	87.9	90.2	0.97	
Enrolment in tertiary education, %	1	1.000	0.927	78.8	63.7	1.24	
Health and survival	34	0.979	0.957				
Sex ratio at birth, %	116	0.943	0.925	—	—	0.94	
Healthy life expectancy, years	1	1.060	1.029	68.7	63.9	1.08	
Political empowerment	52	0.275	0.218				
Women in parliament , %	62	0.372	0.312	27.1	72.9	0.37	
Women in ministerial positions, %	29	0.637	0.235	38.9	61.1	0.64	
Years with female/male head of state (last 50)	69	0.006	0.144	0.3	49.7	0.01	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	67.92	STEMS, attainment %	12.46	32.95	0.38
GDP per capita, constant '17 intl. \$ 1000	–	–	22.46	Agri., Forestry, Fisheries & Veterinary, attainment %	1.40	2.51	0.56
Total population, million people	3.60	3.40	7.00	Arts & Humanities, attainment %	7.54	5.53	1.36
Population growth rate, %	-0.72	-0.76	-0.74	Business, Admin. & Law, attainment %	36.73	27.10	1.36
Population sex ratio (female/male), female/male ratio	51.43	48.57	1.06	Education, attainment %	12.20	3.84	3.18
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	6.36	24.43	0.26
Labour force, million people	1.52	1.76	0.46	Health & Welfare, attainment %	9.70	6.31	1.54
Unemployed adults, % of labour force (15-64)	3.92	4.59	0.85	Information & Comm. Technologies, attainment %	2.39	5.83	0.41
Workers employed part-time, % of employed people	13.21	9.04	1.46	Natural Sci., Mathematics & Statistics, attainment %	3.72	2.69	1.38
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	5.49	10.61	0.52
Proportion of unpaid work per day, female/male ratio	–	–	2.00	Social Sci., Journalism & Information, attainment %	14.48	11.16	1.30
Advancement of women to leadership roles, 1-7 (best)	–	–	4.85	Vocational training, attainment %	12.79	18.69	0.68
Gender parity in tech roles, 1-7 (best)	–	–	5.00	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	41.70	58.30	0.72	Maternal mortality, deaths per 100,000 live births	–	–	10
Firms with female top managers, % firms	28.80	71.20	0.40	Prevalence of gender violence in lifetime, % women	–	–	23.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.80
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1937				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.7				
Average number of children per woman	–	–	1.56				
Women's unmet demand for family planning, % women 15-49	–	–	14.00				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	1.50				
Length of maternity/paternity leave (days), weeks	110.4	2.14	0.02				
Wages paid during maternity/paternity leave, % annual gross wage	90.00	90.00	1.00				
Public childcare expenditure, % GDP	–	–	0.97				



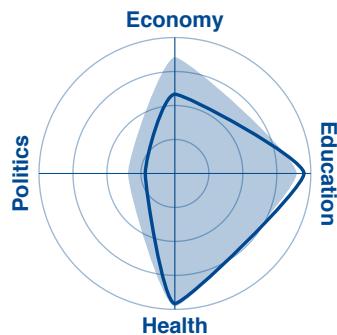
	2006 score	2021 score
Global Gender Gap Index	104	124
Economic participation and opportunity	49	0.639
Educational attainment	112	0.646
Health and survival	68	0.973
Political empowerment	74	0.084
	0.585	0.651

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	77	0.689	0.583				
Labour force participation rate, %	87	0.793	0.655	60.0	75.7	0.79	
Wage equality for similar work, 1-7 (best)	53	0.701	0.628	—	—	4.91	
Estimated earned income, int'l \$ 1,000	98	0.567	0.494	1.5	2.7	0.57	
Legislators, senior officials and managers, %	1	1.000	0.349	58.1	41.9	1.39	
Professional and technical workers, %	141	0.328	0.755	24.7	75.3	0.33	
Educational attainment	139	0.873	0.950				
Literacy rate, %	145	0.653	0.897	32.7	50.1	0.65	
Enrolment in primary education, %	128	0.976	0.755	77.7	79.6	0.98	
Enrolment in secondary education, %	1	1.000	0.950	31.7	30.3	1.04	
Enrolment in tertiary education, %	137	0.582	0.927	4.8	8.2	0.58	
Health and survival	43	0.978	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.96	
Healthy life expectancy, years	52	1.054	1.029	56.3	53.4	1.05	
Political empowerment	145	0.066	0.218				
Women in parliament, %	146	0.067	0.312	6.3	93.7	0.07	
Women in ministerial positions, %	101	0.182	0.235	15.4	84.6	0.18	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

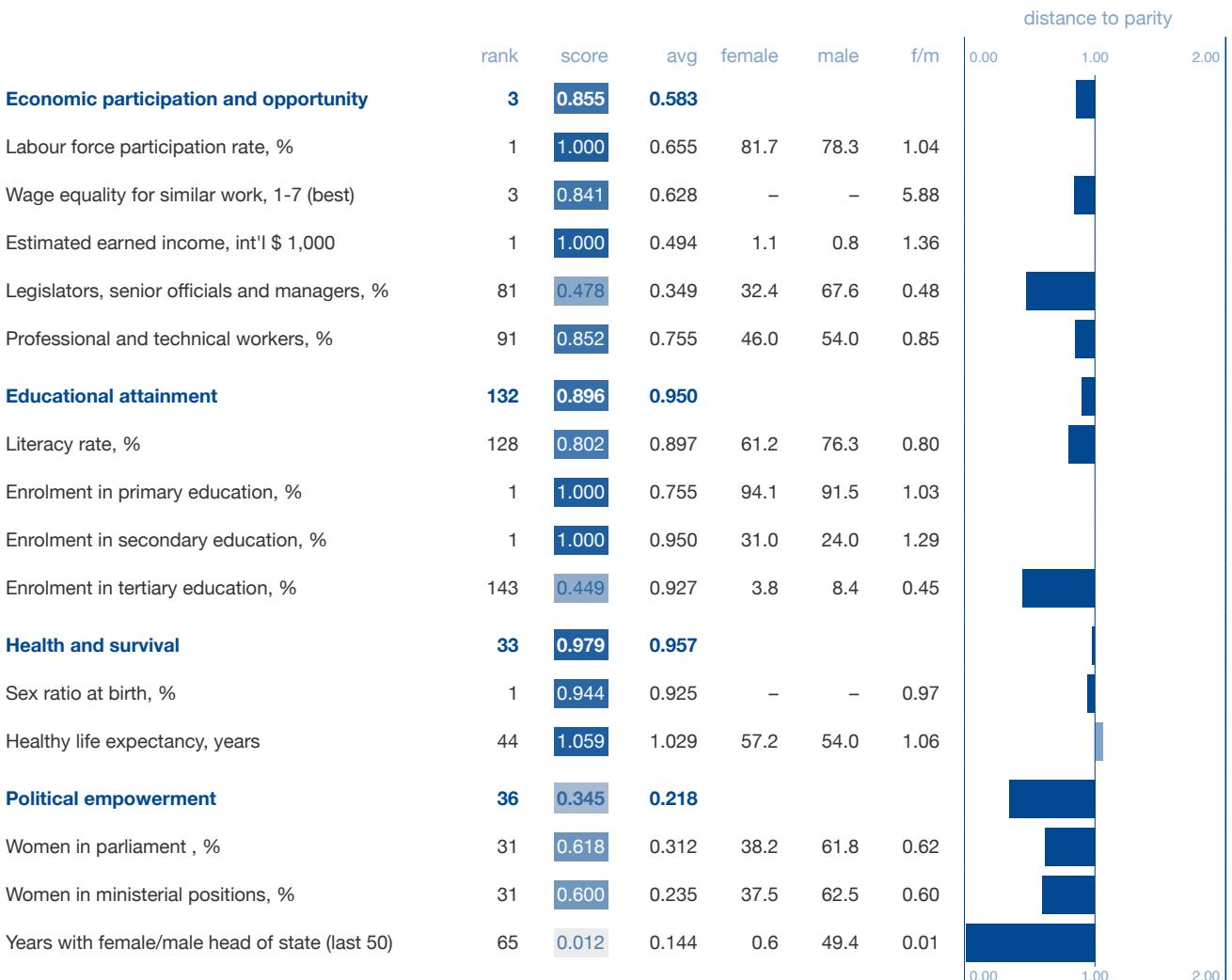
General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	16.08	STEMS, attainment %	10.08	26.13	0.39
GDP per capita, constant '17 intl. \$ 1000	–	–	2.08	Agri., Forestry, Fisheries & Veterinary, attainment %	1.15	1.51	0.76
Total population, million people	10.17	10.15	20.32	Arts & Humanities, attainment %	1.08	3.41	0.32
Population growth rate, %	2.82	2.95	2.89	Business, Admin. & Law, attainment %	65.60	46.52	1.41
Population sex ratio (female/male), female/male ratio	50.07	49.93	1.00	Education, attainment %	0.34	2.41	0.14
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	6.87	16.78	0.41
Labour force, million people	2.00	2.38	0.46	Health & Welfare, attainment %	5.77	5.21	1.11
Unemployed adults, % of labour force (15-64)	4.76	4.87	0.98	Information & Comm. Technologies, attainment %	0.22	0.28	0.76
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	3.21	9.35	0.34
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	5.46	6.18	0.88
Proportion of unpaid work per day, female/male ratio	–	–	6.65	Social Sci., Journalism & Information, attainment %	10.51	8.51	1.23
Advancement of women to leadership roles, 1-7 (best)	–	–	3.45	Vocational training, attainment %	0.65	0.85	0.76
Gender parity in tech roles, 1-7 (best)	–	–	3.93	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	19.20	80.80	0.24	Maternal mortality, deaths per 100,000 live births	–	–	320
Firms with female top managers, % firms	11.30	88.70	0.13	Prevalence of gender violence in lifetime, % women	–	–	11.5
Share of workers in informal sector, % workers	97.70	93.50	0.96	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	79.80
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	47.20
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1958				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.2				
Average number of children per woman	–	–	5.23				
Women's unmet demand for family planning, % women 15-49	–	–	29.10				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	32.40				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



■ Burundi score
— average score

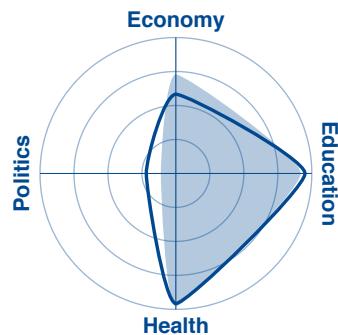
Global Gender Gap Index	2006 score	2021 score
Economic participation and opportunity	n/a	-
Educational attainment	n/a	3 0.855
Health and survival	n/a	132 0.896
Political empowerment	n/a	33 0.979
	-	36 0.345

COUNTRY SCORE CARD



SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	3.13	STEMS, attainment %	10.39	18.54	0.56
GDP per capita, constant '17 intl. \$ 1000	–	–	740.3	Agri., Forestry, Fisheries & Veterinary, attainment %	2.98	0.63	4.70
Total population, million people	5.81	5.72	11.53	Arts & Humanities, attainment %	2.82	8.08	0.35
Population growth rate, %	3.14	3.21	3.19	Business, Admin. & Law, attainment %	35.00	24.75	1.41
Population sex ratio (female/male), female/male ratio	50.40	49.60	1.02	Education, attainment %	4.02	11.08	0.36
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	1.70	7.70	0.22
Labour force, million people	1.96	1.61	0.55	Health & Welfare, attainment %	30.60	17.90	1.71
Unemployed adults, % of labour force (15-64)	n/a	2.15	n/a	Information & Comm. Technologies, attainment %	5.29	5.80	0.91
Workers employed part-time, % of employed people	25.92	23.66	1.10	Natural Sci., Mathematics & Statistics, attainment %	3.40	5.03	0.67
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	10.87	13.72	0.79
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	1.94	0.63	3.10
Advancement of women to leadership roles, 1-7 (best)	–	–	4.73	Vocational training, attainment %	2.70	2.91	0.93
Gender parity in tech roles, 1-7 (best)	–	–	4.59	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	44.00	56.00	0.79	Maternal mortality, deaths per 100,000 live births	–	–	548
Firms with female top managers, % firms	16.30	83.70	0.19	Prevalence of gender violence in lifetime, % women	–	–	46.7
Share of workers in informal sector, % workers	99.10	97.40	0.98	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	85.10
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	49.30
Inheritance rights for daughters, 0-1 (worst)	n/a	n/a	n/a				
Women's access to land use, control & ownership, 0- 1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1961				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	41.00	59.00	0.69				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	31.1				
Average number of children per woman	–	–	5.45				
Women's unmet demand for family planning, % women 15-49	–	–	29.70				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	9.90				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



— Cambodia score
— average score

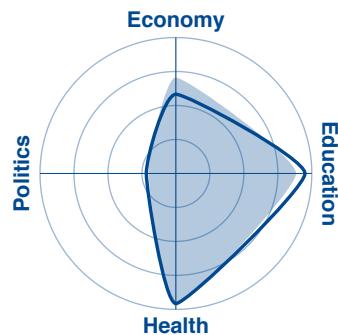
	2006 score	2021 score
Global Gender Gap Index	89	103
Economic participation and opportunity	0.629	0.729
Educational attainment	46	128
Health and survival	0.919	0.978
Political empowerment	94	126
	0.053	0.111

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	46	0.729	0.583				
Labour force participation rate, %	41	0.898	0.655	80.5	89.6	0.90	
Wage equality for similar work, 1-7 (best)	37	0.723	0.628	—	—	5.06	
Estimated earned income, int'l \$ 1,000	13	0.798	0.494	3.5	4.4	0.80	
Legislators, senior officials and managers, %	113	0.317	0.349	24.1	75.9	0.32	
Professional and technical workers, %	92	0.848	0.755	45.9	54.1	0.85	
Educational attainment	128	0.919	0.950				
Literacy rate, %	121	0.867	0.897	75.0	86.5	0.87	
Enrolment in primary education, %	81	0.998	0.755	90.2	90.3	1.00	
Enrolment in secondary education, %	141	0.816	0.950	44.9	55.1	0.82	
Enrolment in tertiary education, %	113	0.897	0.927	12.9	14.4	0.90	
Health and survival	46	0.978	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	55	1.054	1.029	63.0	59.8	1.05	
Political empowerment	126	0.111	0.218				
Women in parliament , %	91	0.276	0.312	21.6	78.4	0.28	
Women in ministerial positions, %	130	0.104	0.235	9.4	90.6	0.10	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	26.32	STEMS, attainment %	6.02	22.46	0.27
GDP per capita, constant '17 intl. \$ 1000	–	–	4.20	Agri., Forestry, Fisheries & Veterinary, attainment %	2.68	4.41	0.61
Total population, million people	8.44	8.05	16.49	Arts & Humanities, attainment %	0.99	1.23	0.81
Population growth rate, %	1.43	1.48	1.46	Business, Admin. & Law, attainment %	63.67	48.67	1.31
Population sex ratio (female/male), female/male ratio	51.19	48.81	1.05	Education, attainment %	14.52	14.06	1.03
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	1.48	6.19	0.24
Labour force, million people	4.29	4.49	0.49	Health & Welfare, attainment %	9.41	5.49	1.71
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a	Information & Comm. Technologies, attainment %	1.46	11.82	0.12
Workers employed part-time, % of employed people	21.76	12.04	1.81	Natural Sci., Mathematics & Statistics, attainment %	3.08	4.46	0.69
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	1.46	1.20	1.21
Proportion of unpaid work per day, female/male ratio	–	–	10.00	Social Sci., Journalism & Information, attainment %	0.64	1.61	0.40
Advancement of women to leadership roles, 1-7 (best)	–	–	4.73	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	4.27	PhD graduates, attainment %	0.01	0.12	0.05
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	46.20	53.80	0.86	Maternal mortality, deaths per 100,000 live births	–	–	160
Firms with female top managers, % firms	57.30	42.70	1.34	Prevalence of gender violence in lifetime, % women	–	–	20.9
Share of workers in informal sector, % workers	96.00	91.40	0.95	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	89.00
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	75.60
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1955				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	16.10	83.90	0.19				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.25				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.0				
Average number of children per woman	–	–	2.52				
Women's unmet demand for family planning, % women 15-49	–	–	12.50				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	16.60				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Cameroon score
average score

	2006 score	2021 score
Global Gender Gap Index	103	96
Economic participation and opportunity	0.587	0.692
Educational attainment	0.495	0.706
Health and survival	0.824	0.885
Political empowerment	0.966	0.973
	0.061	0.202

COUNTRY SCORE CARD

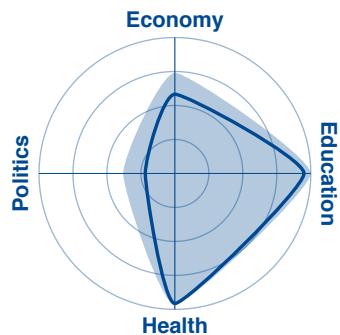
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	61	0.706	0.583				
Labour force participation rate, %	51	0.883	0.655	72.1	81.7	0.88	
Wage equality for similar work, 1-7 (best)	63	0.686	0.628	—	—	4.81	
Estimated earned income, int'l \$ 1,000	121	0.476	0.494	2.2	4.6	0.47	
Legislators, senior officials and managers, %	14	0.971	0.349	49.3	50.7	0.97	
Professional and technical workers, %	118	0.563	0.755	36.0	64.0	0.56	
Educational attainment	137	0.885	0.950				
Literacy rate, %	122	0.866	0.897	71.6	82.6	0.87	
Enrolment in primary education, %	138	0.915	0.755	88.7	97.0	0.92	
Enrolment in secondary education, %	136	0.879	0.950	43.0	48.9	0.88	
Enrolment in tertiary education, %	118	0.814	0.927	11.4	14.1	0.81	
Health and survival	67	0.973	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.97	
Healthy life expectancy, years	74	1.039	1.029	55.6	53.5	1.04	
Political empowerment	74	0.202	0.218				
Women in parliament, %	36	0.513	0.312	33.9	66.1	0.51	
Women in ministerial positions, %	104	0.175	0.235	14.9	85.1	0.18	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	
				0.00	1.00	2.00	
				0.00	1.00	2.00	
				0.00	1.00	2.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	39.04	STEMS, attainment %	16.07	32.01	0.50
GDP per capita, constant '17 intl. \$ 1000	–	–	3.51	Agri., Forestry, Fisheries & Veterinary, attainment %	0.80	1.85	0.43
Total population, million people	12.94	12.94	25.88	Arts & Humanities, attainment %	12.37	6.77	1.83
Population growth rate, %	2.59	2.64	2.62	Business, Admin. & Law, attainment %	57.21	45.58	1.26
Population sex ratio (female/male), female/male ratio	49.99	50.01	1.00	Education, attainment %	9.62	11.55	0.83
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	4.52	12.73	0.35
Labour force, million people	4.01	4.22	0.49	Health & Welfare, attainment %	2.99	1.84	1.63
Unemployed adults, % of labour force (15-64)	4.27	3.23	1.32	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	43.00	31.93	1.35	Natural Sci., Mathematics & Statistics, attainment %	11.56	19.28	0.60
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	0.93	0.40	2.34
Proportion of unpaid work per day, female/male ratio	–	–	2.87	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.17	Vocational training, attainment %	5.21	9.11	0.57
Gender parity in tech roles, 1-7 (best)	–	–	4.25	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	39.70	60.30	0.66	Maternal mortality, deaths per 100,000 live births	–	–	529
Firms with female top managers, % firms	22.90	77.10	0.30	Prevalence of gender violence in lifetime, % women	–	–	51.1
Share of workers in informal sector, % workers	94.10	86.60	0.92	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	69.00
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	64.90
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	1.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	1.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1946				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	26.00	74.00	0.35				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.9				
Average number of children per woman	–	–	4.60				
Women's unmet demand for family planning, % women 15-49	–	–	18.00				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	22.30				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Canada

rank
out of 156 countries **24**
score
0.00 = imparity
1.00 = parity **0.772**



— Canada score
— average score

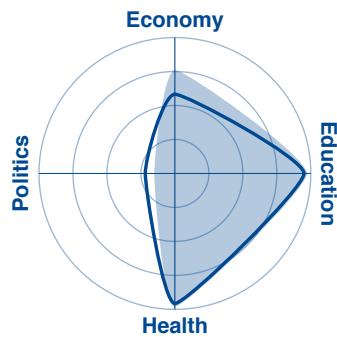
	2006 score	2021 score
Global Gender Gap Index	14	24
Economic participation and opportunity	0.716	0.772
Educational attainment	0.730	0.741
Health and survival	0.999	1.000
Political empowerment	0.978	0.968
	33	29
	0.159	0.381

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	40	0.741	0.583				
Labour force participation rate, %	31	0.917	0.655	75.6	82.5	0.92	
Wage equality for similar work, 1-7 (best)	71	0.675	0.628	—	—	4.73	
Estimated earned income, int'l \$ 1,000	56	0.661	0.494	39.2	59.2	0.66	
Legislators, senior officials and managers, %	61	0.551	0.349	35.5	64.5	0.55	
Professional and technical workers, %	1	1.000	0.755	57.6	42.4	1.36	
Educational attainment	1	1.000	0.950				
Literacy rate, %	1	1.000	0.897	—	—	—	
Enrolment in primary education, %	n/a	—	0.755	—	—	—	
Enrolment in secondary education, %	1	1.000	0.950	100.0	99.6	1.00	
Enrolment in tertiary education, %	1	1.000	0.927	79.3	59.1	1.34	
Health and survival	100	0.968	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	111	1.021	1.029	72.0	70.5	1.02	
Political empowerment	29	0.381	0.218				
Women in parliament, %	46	0.420	0.312	29.6	70.4	0.42	
Women in ministerial positions, %	1	1.000	0.235	51.4	48.6	1.06	
Years with female/male head of state (last 50)	67	0.007	0.144	0.4	49.6	0.01	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	1.60k	STEMS, attainment %	11.63	34.41	0.34
GDP per capita, constant '17 intl. \$ 1000	–	–	45.00	Agri., Forestry, Fisheries & Veterinary, attainment %	1.77	2.03	0.87
Total population, million people	18.85	18.56	37.41	Arts & Humanities, attainment %	11.23	8.97	1.25
Population growth rate, %	0.89	0.94	0.91	Business, Admin. & Law, attainment %	24.70	26.50	0.93
Population sex ratio (female/male), female/male ratio	50.38	49.62	1.02	Education, attainment %	9.95	4.27	2.33
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	4.07	22.57	0.18
Labour force, million people	9.05	9.99	0.48	Health & Welfare, attainment %	18.45	7.70	2.40
Unemployed adults, % of labour force (15-64)	9.44	9.68	0.98	Information & Comm. Technologies, attainment %	1.51	4.80	0.32
Workers employed part-time, % of employed people	50.79	34.67	1.46	Natural Sci., Mathematics & Statistics, attainment %	6.04	7.05	0.86
Gender pay gap (OECD only), %	–	–	17.59	Services, attainment %	1.87	3.17	0.59
Proportion of unpaid work per day, female/male ratio	–	–	1.51	Social Sci., Journalism & Information, attainment %	18.57	10.67	1.74
Advancement of women to leadership roles, 1-7 (best)	–	–	4.95	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	4.58	PhD graduates, attainment %	0.69	1.22	0.56
Boards of listed companies,% board members	29.10	70.90	0.41	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	10
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	1.9
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	98.00
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	99.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1917				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	50.00	50.00	1.00				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.8				
Average number of children per woman	–	–	1.53				
Women's unmet demand for family planning, % women 15-49	–	–	7.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	1.70				
Length of maternity/paternity leave (days), weeks	51.00	0.00	0.00				
Wages paid during maternity/paternity leave, % annual gross wage	49.86	0.00	0.00				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



■ Cape Verde score
— average score

Global Gender Gap Index	2006 score	2021 score
Economic participation and opportunity	n/a	-
Educational attainment	n/a	29
Health and survival	n/a	106
Political empowerment	n/a	1
	-	0.972
	1	0.980
	99	0.152

COUNTRY SCORE CARD

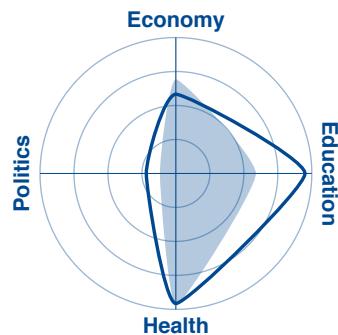
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	29	0.761	0.583				
Labour force participation rate, %	75	0.824	0.655	57.6	69.9	0.82	
Wage equality for similar work, 1-7 (best)	81	0.653	0.628	—	—	4.57	
Estimated earned income, int'l \$ 1,000	46	0.693	0.494	5.1	7.3	0.69	
Legislators, senior officials and managers, %	17	0.853	0.349	46.0	54.0	0.85	
Professional and technical workers, %	83	0.938	0.755	48.4	51.6	0.94	
Educational attainment	106	0.972	0.950				
Literacy rate, %	111	0.895	0.897	82.0	91.7	0.89	
Enrolment in primary education, %	126	0.982	0.755	92.6	94.3	0.98	
Enrolment in secondary education, %	1	1.000	0.950	74.5	66.4	1.12	
Enrolment in tertiary education, %	1	1.000	0.927	28.4	19.0	1.49	
Health and survival	1	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.97	
Healthy life expectancy, years	1	1.060	1.029	67.2	62.2	1.08	
Political empowerment	99	0.152	0.218				
Women in parliament , %	68	0.359	0.312	26.4	73.6	0.36	
Women in ministerial positions, %	106	0.167	0.235	14.3	85.7	0.17	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	1.87	STEMS, attainment %	10.60	26.14	0.41
GDP per capita, constant '17 intl. \$ 1000	–	–	6.60	Agri., Forestry, Fisheries & Veterinary, attainment %	0.70	1.66	0.42
Total population, million people	274.0	276.0	550.0	Arts & Humanities, attainment %	5.46	3.96	1.38
Population growth rate, %	1.11	1.10	1.10	Business, Admin. & Law, attainment %	29.40	26.53	1.11
Population sex ratio (female/male), female/male ratio	49.82	50.18	0.99	Education, attainment %	11.15	15.25	0.73
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	5.25	19.60	0.27
Labour force, million people	102.1	127.8	0.44	Health & Welfare, attainment %	25.14	13.27	1.89
Unemployed adults, % of labour force (15-64)	12.21	10.77	1.13	Information & Comm. Technologies, attainment %	1.20	2.77	0.43
Workers employed part-time, % of employed people	28.23	20.05	1.41	Natural Sci., Mathematics & Statistics, attainment %	4.15	3.76	1.10
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	–	–	1.65	Social Sci., Journalism & Information, attainment %	18.14	14.85	1.22
Advancement of women to leadership roles, 1-7 (best)	–	–	4.41	Vocational training, attainment %	1.11	1.59	0.70
Gender parity in tech roles, 1-7 (best)	–	–	4.59	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	33.10	66.90	0.49	Maternal mortality, deaths per 100,000 live births	–	–	58
Firms with female top managers, % firms	16.70	83.30	0.20	Prevalence of gender violence in lifetime, % women	–	–	12.6
Share of workers in informal sector, % workers	63.90	63.70	1.00	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	92.40
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	72.30
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1975				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.4				
Average number of children per woman	–	–	2.29				
Women's unmet demand for family planning, % women 15-49	–	–	16.70				
Right to divorce, 0-1 (worst)	–	–	0.75				
Child marriage, % women 15-19	–	–	10.60				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Chad

rank
out of 156 countries **148**
score
0.00 = imparity
1.00 = parity **0.593**



Global Gender Gap Index

	2006 score	2021 score
Economic participation and opportunity	113	0.525
Educational attainment	65	0.601
Health and survival	115	0.468
Political empowerment	56	0.976
	91	0.054
		81
		0.970
		119
		0.118

COUNTRY SCORE CARD

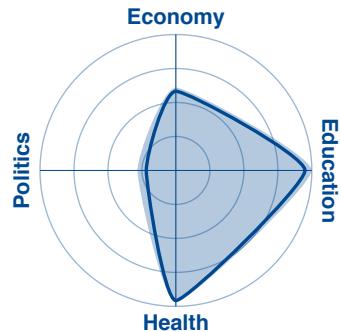
	rank	score	avg	female	male	f/m	distance to parity		
							0.00	1.00	2.00
Economic participation and opportunity									
Labour force participation rate, %	73	0.693	0.583						
Wage equality for similar work, 1-7 (best)	70	0.836	0.655	64.4	77.0	0.84			
Estimated earned income, int'l \$ 1,000	94	0.617	0.628	—	—	4.32			
Legislators, senior officials and managers, %	52	0.671	0.494	1.3	1.9	0.67			
Professional and technical workers, %	n/a		0.349	—	—	—			
	n/a		0.755	—	—	—			
Educational attainment									
Literacy rate, %	155	0.589	0.950						
Enrolment in primary education, %	154	0.445	0.897	14.0	31.3	0.45			
Enrolment in secondary education, %	148	0.779	0.755	64.1	82.2	0.78			
Enrolment in tertiary education, %	154	0.484	0.950	12.3	25.4	0.48			
	151	0.290	0.927	1.5	5.0	0.29			
Health and survival									
Sex ratio at birth, %	81	0.970	0.957						
Healthy life expectancy, years	1	0.944	0.925	—	—	0.97			
	94	1.029	1.029	52.8	51.3	1.03			
Political empowerment									
Women in parliament, %	119	0.118	0.218						
Women in ministerial positions, %	120	0.182	0.312	15.4	84.6	0.18			
Years with female/male head of state (last 50)	83	0.250	0.235	20.0	80.0	0.25			
	76	0.000	0.144	0.0	50.0	0.00			

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	10.51	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	1.53	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	7.99	7.96	15.95	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	3.02	3.04	3.03	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	50.08	49.92	1.00	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	1.87	2.24	0.45	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	3.60	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	3.36	PhD graduates, attainment %	0.01	0.09	0.08
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	13.10	86.90	0.15	Maternal mortality, deaths per 100,000 live births	–	–	1140
Firms with female top managers, % firms	12.00	88.00	0.14	Prevalence of gender violence in lifetime, % women	–	–	28.6
Share of workers in informal sector, % workers	99.00	95.20	0.96	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	24.30
Right to hold a bank account & get credit, 0-1 (worst)	–	–	1.00	Antenatal care, at least four visits, % women 15-49	–	–	31.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50				
Women's access to land use, control & ownership, 0- 1 (worst)	–	–	0.50				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1958				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.8				
Average number of children per woman	–	–	5.80				
Women's unmet demand for family planning, % women 15-49	–	–	22.90				
Right to divorce, 0-1 (worst)	–	–	0.50				
Child marriage, % women 15-19	–	–	40.50				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



	2006 score	2021 score
Global Gender Gap Index	78	70
Economic participation and opportunity	0.645	0.610
Educational attainment	0.980	1.000
Health and survival	0.980	0.970
Political empowerment	0.109	0.283



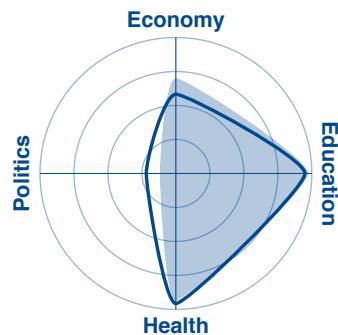
— Chile score
— average score

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	113	0.610	0.583				
Labour force participation rate, %	99	0.751	0.655	59.1	78.7	0.75	
Wage equality for similar work, 1-7 (best)	124	0.546	0.628	—	—	3.82	
Estimated earned income, int'l \$ 1,000	108	0.548	0.494	17.1	31.2	0.55	
Legislators, senior officials and managers, %	91	0.426	0.349	29.9	70.1	0.43	
Professional and technical workers, %	90	0.884	0.755	46.9	53.1	0.88	
Educational attainment	31	1.000	0.950				
Literacy rate, %	59	0.998	0.897	96.3	96.5	1.00	
Enrolment in primary education, %	1	1.000	0.755	94.8	94.7	1.00	
Enrolment in secondary education, %	1	1.000	0.950	89.9	87.5	1.03	
Enrolment in tertiary education, %	1	1.000	0.927	94.7	82.5	1.15	
Health and survival	78	0.970	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.96	
Healthy life expectancy, years	91	1.030	1.029	71.1	69.0	1.03	
Political empowerment	49	0.283	0.218				
Women in parliament, %	86	0.292	0.312	22.6	77.4	0.29	
Women in ministerial positions, %	53	0.437	0.235	30.4	69.6	0.44	
Years with female/male head of state (last 50)	20	0.191	0.144	8.0	42.0	0.19	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	245.4	STEMS, attainment %	6.76	38.61	0.18
GDP per capita, constant '17 intl. \$ 1000	–	–	22.19	Agri., Forestry, Fisheries & Veterinary, attainment %	1.45	2.14	0.68
Total population, million people	9.61	9.34	18.95	Arts & Humanities, attainment %	3.30	3.37	0.98
Population growth rate, %	1.15	1.24	1.19	Business, Admin. & Law, attainment %	23.77	24.40	0.97
Population sex ratio (female/male), female/male ratio	50.71	49.29	1.03	Education, attainment %	21.53	6.27	3.43
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	5.07	31.10	0.16
Labour force, million people	3.63	4.80	0.43	Health & Welfare, attainment %	29.67	11.07	2.68
Unemployed adults, % of labour force (15-64)	8.36	7.19	1.16	Information & Comm. Technologies, attainment %	0.65	5.91	0.11
Workers employed part-time, % of employed people	39.88	26.12	1.53	Natural Sci., Mathematics & Statistics, attainment %	1.05	1.60	0.66
Gender pay gap (OECD only), %	–	–	12.50	Services, attainment %	8.77	11.01	0.80
Proportion of unpaid work per day, female/male ratio	–	–	2.24	Social Sci., Journalism & Information, attainment %	4.73	3.13	1.51
Advancement of women to leadership roles, 1-7 (best)	–	–	3.99	Vocational training, attainment %	16.78	16.99	0.99
Gender parity in tech roles, 1-7 (best)	–	–	4.22	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	8.50	91.50	0.09	Health	female	male	value
Firms with female majority ownership, % firms	29.60	70.40	0.42	Maternal mortality, deaths per 100,000 live births	–	–	13
Firms with female top managers, % firms	4.50	95.50	0.05	Prevalence of gender violence in lifetime, % women	–	–	6.7
Share of workers in informal sector, % workers	30.40	28.40	0.93	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.80
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.75				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	1.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1949				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	23.30	76.70	0.30				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.8				
Average number of children per woman	–	–	1.65				
Women's unmet demand for family planning, % women 15-49	–	–	13.00				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	5.90				
Length of maternity/paternity leave (days), weeks	30.00	1.00	0.03				
Wages paid during maternity/paternity leave, % annual gross wage	100.0	100.0	1.00				
Public childcare expenditure, % GDP	–	–	0.64				



— China score
— average score

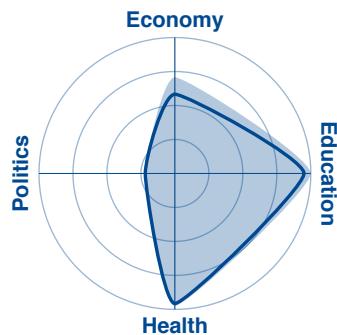
	2006 score	2021 score
Global Gender Gap Index	63	107
Economic participation and opportunity	0.656	0.701
Educational attainment	0.957	0.973
Health and survival	0.936	0.935
Political empowerment	0.111	0.118

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	69	0.701	0.583				
Labour force participation rate, %	72	0.829	0.655	68.6	82.8	0.83	
Wage equality for similar work, 1-7 (best)	6	0.806	0.628	—	—	5.65	
Estimated earned income, int'l \$ 1,000	76	0.612	0.494	12.1	19.8	0.61	
Legislators, senior officials and managers, %	132	0.201	0.349	16.8	83.3	0.20	
Professional and technical workers, %	1	1.000	0.755	51.7	48.3	1.07	
Educational attainment	103	0.973	0.950				
Literacy rate, %	93	0.966	0.897	95.2	98.5	0.97	
Enrolment in primary education, %	n/a	—	0.755	—	—	—	
Enrolment in secondary education, %	124	0.965	0.950	—	—	—	
Enrolment in tertiary education, %	1	1.000	0.927	55.9	45.9	1.22	
Health and survival	156	0.935	0.957				
Sex ratio at birth, %	156	0.888	0.925	—	—	0.89	
Healthy life expectancy, years	70	1.042	1.029	70.0	67.2	1.04	
Political empowerment	118	0.118	0.218				
Women in parliament, %	76	0.332	0.312	24.9	75.1	0.33	
Women in ministerial positions, %	147	0.033	0.235	3.2	96.8	0.03	
Years with female/male head of state (last 50)	63	0.017	0.144	0.8	49.2	0.02	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	14.86k	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	16.28	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	698.16	735.62	1433.7	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	0.46	0.40	0.43	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	48.69	51.31	0.95	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	n/a	n/a	n/a	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	–	–	2.57	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	5.40	Vocational training, attainment %	6.76	5.79	1.17
Gender parity in tech roles, 1-7 (best)	–	–	5.44	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	11.40	88.60	0.13	Health	female	male	value
Firms with female majority ownership, % firms	64.20	35.80	1.79	Maternal mortality, deaths per 100,000 live births	–	–	29
Firms with female top managers, % firms	17.50	82.50	0.21	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.90
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	81.40
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1949				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.6				
Average number of children per woman	–	–	1.69				
Women's unmet demand for family planning, % women 15-49	–	–	4.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	3.20				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Colombia score
average score

	2006 score	2021 score
Global Gender Gap Index	22 0.705	59 0.725
Economic participation and opportunity	39	0.661
Educational attainment	14	1.000
Health and survival	1	0.980
Political empowerment	27	0.180
	60	0.708
	120	0.560
	111	0.539
	1	1.000
	1	1.000
	63	1.046
	108	0.232
	32	0.582
	76	0.000

COUNTRY SCORE CARD

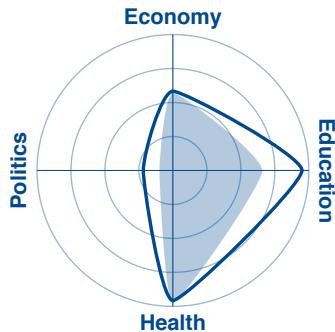
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	60	0.708	0.583				
Labour force participation rate, %	103	0.728	0.655	61.6	84.6	0.73	
Wage equality for similar work, 1-7 (best)	120	0.560	0.628	—	—	3.92	
Estimated earned income, int'l \$ 1,000	111	0.539	0.494	10.4	19.2	0.54	
Legislators, senior officials and managers, %	1	1.000	0.349	53.4	46.6	1.15	
Professional and technical workers, %	1	1.000	0.755	54.2	45.8	1.18	
Educational attainment	1	1.000	0.950				
Literacy rate, %	1	1.000	0.897	95.3	94.9	1.00	
Enrolment in primary education, %	1	1.000	0.755	93.2	92.7	1.01	
Enrolment in secondary education, %	1	1.000	0.950	80.2	74.9	1.07	
Enrolment in tertiary education, %	1	1.000	0.927	59.7	51.1	1.17	
Health and survival	56	0.975	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	63	1.046	1.029	70.5	67.4	1.05	
Political empowerment	67	0.216	0.218				
Women in parliament , %	108	0.232	0.312	18.8	81.2	0.23	
Women in ministerial positions, %	32	0.582	0.235	36.8	63.2	0.58	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	264.9	STEMS, attainment %	13.76	35.12	0.39
GDP per capita, constant '17 intl. \$ 1000	–	–	13.37	Agri., Forestry, Fisheries & Veterinary, attainment %	1.24	1.97	0.63
Total population, million people	25.63	24.71	50.34	Arts & Humanities, attainment %	3.29	4.12	0.80
Population growth rate, %	1.33	1.40	1.37	Business, Admin. & Law, attainment %	51.32	39.11	1.31
Population sex ratio (female/male), female/male ratio	50.91	49.09	1.04	Education, attainment %	10.26	6.01	1.71
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	10.43	25.24	0.41
Labour force, million people	10.10	13.28	0.43	Health & Welfare, attainment %	8.22	4.08	2.01
Unemployed adults, % of labour force (15-64)	13.17	8.04	1.64	Information & Comm. Technologies, attainment %	2.00	8.44	0.24
Workers employed part-time, % of employed people	38.72	18.75	2.07	Natural Sci., Mathematics & Statistics, attainment %	1.33	1.44	0.92
Gender pay gap (OECD only), %	–	–	4.00	Services, attainment %	2.76	4.72	0.58
Proportion of unpaid work per day, female/male ratio	–	–	3.43	Social Sci., Journalism & Information, attainment %	9.14	4.87	1.88
Advancement of women to leadership roles, 1-7 (best)	–	–	4.04	Vocational training, attainment %	9.03	8.46	1.07
Gender parity in tech roles, 1-7 (best)	–	–	4.43	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	13.50	86.50	0.16	Health	female	male	value
Firms with female majority ownership, % firms	66.90	33.10	2.02	Maternal mortality, deaths per 100,000 live births	–	–	83
Firms with female top managers, % firms	18.90	81.10	0.23	Prevalence of gender violence in lifetime, % women	–	–	37.4
Share of workers in informal sector, % workers	61.60	62.40	1.01	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.10
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	89.90
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1954				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	21.70	78.30	0.28				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.0				
Average number of children per woman	–	–	1.82				
Women's unmet demand for family planning, % women 15-49	–	–	6.70				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	14.50				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Congo, Democratic Rep.

rank
out of 156 countries **151**
score
0.00 = imparity
1.00 = parity **0.576**



■ Congo, Democratic Rep. score
— average score

Global Gender Gap Index

Economic participation and opportunity
Educational attainment
Health and survival
Political empowerment

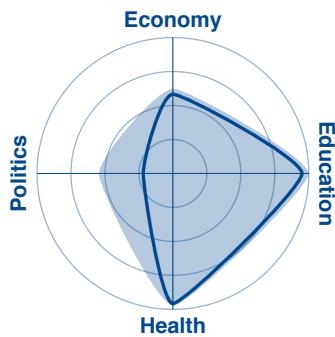
	2006 score	2021 score
n/a	-	151 0.576
n/a	-	126 0.571
n/a	-	154 0.658
n/a	-	51 0.976
n/a	-	130 0.099

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	126	0.571	0.583				
Labour force participation rate, %	20	0.933	0.655	61.9	66.3	0.93	
Wage equality for similar work, 1-7 (best)	109	0.583	0.628	—	—	4.08	
Estimated earned income, int'l \$ 1,000	67	0.636	0.494	0.6	1.0	0.64	
Legislators, senior officials and managers, %	124	0.253	0.349	20.2	79.8	0.25	
Professional and technical workers, %	151	0.217	0.755	17.8	82.2	0.22	
Educational attainment	154	0.658	0.950				
Literacy rate, %	135	0.751	0.897	66.5	88.5	0.75	
Enrolment in primary education, %	n/a	—	0.755	—	—	—	
Enrolment in secondary education, %	152	0.634	0.950	38.8	61.2	0.63	
Enrolment in tertiary education, %	138	0.559	0.927	4.7	8.5	0.56	
Health and survival	51	0.976	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.97	
Healthy life expectancy, years	60	1.049	1.029	55.4	52.8	1.05	
Political empowerment	130	0.099	0.218				
Women in parliament, %	130	0.147	0.312	12.8	87.2	0.15	
Women in ministerial positions, %	90	0.217	0.235	17.8	82.2	0.22	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	46.06	STEMS, attainment %	11.04	17.86	0.62
GDP per capita, constant '17 intl. \$ 1000	–	–	924.8	Agri., Forestry, Fisheries & Veterinary, attainment %	5.53	8.59	0.64
Total population, million people	43.47	43.32	86.79	Arts & Humanities, attainment %	6.17	2.91	2.12
Population growth rate, %	3.22	3.26	3.24	Business, Admin. & Law, attainment %	22.04	19.20	1.15
Population sex ratio (female/male), female/male ratio	50.09	49.91	1.00	Education, attainment %	8.33	13.88	0.60
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	1.74	8.66	0.20
Labour force, million people	13.53	13.86	0.49	Health & Welfare, attainment %	23.77	15.25	1.56
Unemployed adults, % of labour force (15-64)	3.73	5.45	0.68	Information & Comm. Technologies, attainment %	6.66	6.24	1.07
Workers employed part-time, % of employed people	46.16	39.16	1.18	Natural Sci., Mathematics & Statistics, attainment %	2.65	2.96	0.89
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	0.09	0.14	0.63
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	19.84	19.65	1.01
Advancement of women to leadership roles, 1-7 (best)	–	–	3.66	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	3.69	PhD graduates, attainment %	0.01	0.03	0.41
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	15.10	84.90	0.18	Maternal mortality, deaths per 100,000 live births	–	–	473
Firms with female top managers, % firms	10.80	89.20	0.12	Prevalence of gender violence in lifetime, % women	–	–	50.7
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	80.10
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	42.90
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0- 1 (worst)	–	–	0.50				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	n/a				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	21.10	78.90	0.27				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.4				
Average number of children per woman	–	–	5.96				
Women's unmet demand for family planning, % women 15-49	–	–	27.70				
Right to divorce, 0-1 (worst)	–	–	0.75				
Child marriage, % women 15-19	–	–	23.90				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



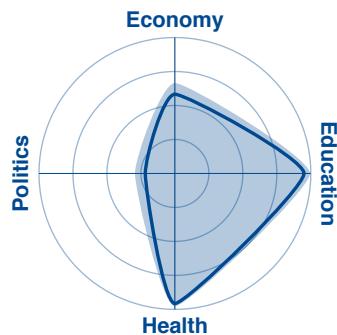
	2006 score	2021 score
Global Gender Gap Index	30 0.694	15 0.786
Economic participation and opportunity	89	110
Educational attainment	32	35
Health and survival	1	66
Political empowerment	15	8

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	110	0.624	0.583				
Labour force participation rate, %	111	0.695	0.655	58.3	83.9	0.69	
Wage equality for similar work, 1-7 (best)	101	0.607	0.628	—	—	4.25	
Estimated earned income, int'l \$ 1,000	64	0.645	0.494	15.3	23.8	0.65	
Legislators, senior officials and managers, %	90	0.428	0.349	30.0	70.1	0.43	
Professional and technical workers, %	103	0.753	0.755	43.0	57.0	0.75	
Educational attainment	35	1.000	0.950				
Literacy rate, %	1	1.000	0.897	97.9	97.8	1.00	
Enrolment in primary education, %	78	0.999	0.755	96.3	96.4	1.00	
Enrolment in secondary education, %	1	1.000	0.950	84.3	80.7	1.05	
Enrolment in tertiary education, %	1	1.000	0.927	60.7	50.0	1.21	
Health and survival	66	0.973	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	73	1.039	1.029	71.3	68.6	1.04	
Political empowerment	8	0.545	0.218				
Women in parliament, %	11	0.838	0.312	45.6	54.4	0.84	
Women in ministerial positions, %	1	1.000	0.235	52.0	48.0	1.08	
Years with female/male head of state (last 50)	36	0.087	0.144	4.0	46.0	0.09	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	59.65	STEMS, attainment %	8.08	27.28	0.30
GDP per capita, constant '17 intl. \$ 1000	–	–	18.27	Agri., Forestry, Fisheries & Veterinary, attainment %	1.01	2.17	0.46
Total population, million people	2.53	2.52	5.05	Arts & Humanities, attainment %	3.14	3.45	0.91
Population growth rate, %	1.00	0.96	0.98	Business, Admin. & Law, attainment %	33.59	33.74	1.00
Population sex ratio (female/male), female/male ratio	50.02	49.98	1.00	Education, attainment %	26.14	16.41	1.59
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	4.40	12.90	0.34
Labour force, million people	959.2	1.39	0.41	Health & Welfare, attainment %	18.45	9.35	1.97
Unemployed adults, % of labour force (15-64)	15.30	9.29	1.65	Information & Comm. Technologies, attainment %	1.85	11.65	0.16
Workers employed part-time, % of employed people	40.01	20.05	2.00	Natural Sci., Mathematics & Statistics, attainment %	1.83	2.74	0.67
Gender pay gap (OECD only), %	–	–	0.00	Services, attainment %	2.54	2.53	1.01
Proportion of unpaid work per day, female/male ratio	–	–	2.53	Social Sci., Journalism & Information, attainment %	7.04	5.07	1.39
Advancement of women to leadership roles, 1-7 (best)	–	–	4.49	Vocational training, attainment %	8.17	7.16	1.14
Gender parity in tech roles, 1-7 (best)	–	–	4.58	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	43.50	56.50	0.77	Maternal mortality, deaths per 100,000 live births	–	–	27
Firms with female top managers, % firms	15.40	84.60	0.18	Prevalence of gender violence in lifetime, % women	–	–	36.0
Share of workers in informal sector, % workers	43.20	36.00	0.83	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.00
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.75	Antenatal care, at least four visits, % women 15-49	–	–	94.10
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1949				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.2				
Average number of children per woman	–	–	1.76				
Women's unmet demand for family planning, % women 15-49	–	–	7.60				
Right to divorce, 0-1 (worst)	–	–	0.50				
Child marriage, % women 15-19	–	–	8.40				
Length of maternity/paternity leave (days), weeks	17.33	0.00	0.00				
Wages paid during maternity/paternity leave, % annual gross wage	100.0	0.00	0.00				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



■ Croatia score
— average score

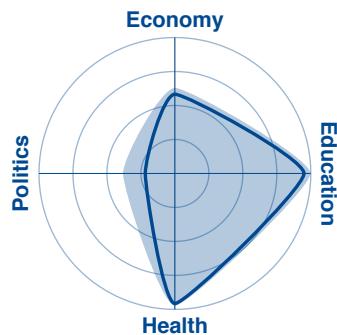
	2006 score	2021 score
Global Gender Gap Index	16	45
Economic participation and opportunity	0.714	0.733
Educational attainment	42	87
Health and survival	0.990	0.666
Political empowerment	36	64
	0.979	0.995
	18	45
	0.238	0.978
		47
		0.294

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	87	0.666	0.583				
Labour force participation rate, %	62	0.860	0.655	62.0	72.0	0.86	
Wage equality for similar work, 1-7 (best)	130	0.512	0.628	—	—	3.58	
Estimated earned income, int'l \$ 1,000	28	0.729	0.494	20.2	27.7	0.73	
Legislators, senior officials and managers, %	103	0.359	0.349	26.4	73.6	0.36	
Professional and technical workers, %	1	1.000	0.755	51.9	48.1	1.08	
Educational attainment	64	0.995	0.950				
Literacy rate, %	70	0.990	0.897	98.7	99.6	0.99	
Enrolment in primary education, %	106	0.994	0.755	87.4	87.9	0.99	
Enrolment in secondary education, %	1	1.000	0.950	94.1	90.8	1.04	
Enrolment in tertiary education, %	1	1.000	0.927	78.8	57.4	1.37	
Health and survival	45	0.978	0.957				
Sex ratio at birth, %	126	0.943	0.925	—	—	0.94	
Healthy life expectancy, years	47	1.057	1.029	70.5	66.7	1.06	
Political empowerment	47	0.294	0.218				
Women in parliament, %	44	0.451	0.312	31.1	68.9	0.45	
Women in ministerial positions, %	70	0.307	0.235	23.5	76.5	0.31	
Years with female/male head of state (last 50)	22	0.176	0.144	7.5	42.5	0.18	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	56.77	STEMS, attainment %	17.63	40.88	0.43
GDP per capita, constant '17 intl. \$ 1000	–	–	26.19	Agri., Forestry, Fisheries & Veterinary, attainment %	4.01	4.60	0.87
Total population, million people	2.14	1.99	4.13	Arts & Humanities, attainment %	10.75	6.67	1.61
Population growth rate, %	-0.70	-0.55	-0.63	Business, Admin. & Law, attainment %	33.26	24.38	1.36
Population sex ratio (female/male), female/male ratio	51.82	48.18	1.08	Education, attainment %	7.83	2.41	3.25
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	9.78	26.09	0.37
Labour force, million people	817.5	950.8	0.46	Health & Welfare, attainment %	13.89	5.20	2.67
Unemployed adults, % of labour force (15-64)	7.26	6.25	1.16	Information & Comm. Technologies, attainment %	1.94	10.80	0.18
Workers employed part-time, % of employed people	29.61	23.11	1.28	Natural Sci., Mathematics & Statistics, attainment %	5.90	3.99	1.48
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	3.73	11.15	0.33
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	8.89	4.70	1.89
Advancement of women to leadership roles, 1-7 (best)	–	–	3.46	Vocational training, attainment %	20.47	24.18	0.85
Gender parity in tech roles, 1-7 (best)	–	–	3.61	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	31.70	68.30	0.46	Maternal mortality, deaths per 100,000 live births	–	–	8
Firms with female top managers, % firms	27.00	73.00	0.37	Prevalence of gender violence in lifetime, % women	–	–	13.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.90
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	97.80
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1945				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.3				
Average number of children per woman	–	–	1.45				
Women's unmet demand for family planning, % women 15-49	–	–	11.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	2.00				
Length of maternity/paternity leave (days), weeks	56.00	8.67	0.15				
Wages paid during maternity/paternity leave, % annual gross wage	100.0	0.00	0.00				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



■ Cuba score
— average score

	2006 score	2021 score	
Global Gender Gap Index	n/a	-	39 0.746
Economic participation and opportunity	n/a	-	108 0.630
Educational attainment	n/a	-	45 0.998
Health and survival	n/a	-	68 0.973
Political empowerment	n/a	-	27 0.382

COUNTRY SCORE CARD

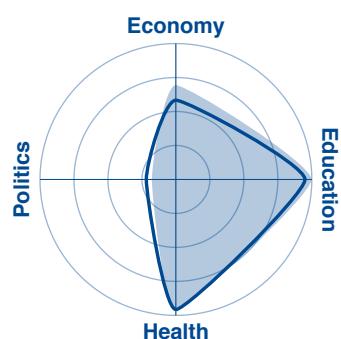
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	108	0.630	0.583				
Labour force participation rate, %	119	0.648	0.655	50.5	78.0	0.65	
Wage equality for similar work, 1-7 (best)	n/a	-	0.628	-	-	-	
Estimated earned income, int'l \$ 1,000	n/a	-	0.494	-	-	-	
Legislators, senior officials and managers, %	43	0.616	0.349	38.1	61.9	0.62	
Professional and technical workers, %	114	0.616	0.755	38.1	61.9	0.62	
Educational attainment	45	0.998	0.950				
Literacy rate, %	1	1.000	0.897	99.8	99.7	1.00	
Enrolment in primary education, %	98	0.996	0.755	97.5	97.9	1.00	
Enrolment in secondary education, %	1	1.000	0.950	86.7	81.8	1.06	
Enrolment in tertiary education, %	1	1.000	0.927	51.0	32.3	1.58	
Health and survival	68	0.973	0.957				
Sex ratio at birth, %	1	0.944	0.925	-	-	0.95	
Healthy life expectancy, years	75	1.039	1.029	69.2	66.6	1.04	
Political empowerment	27	0.382	0.218				
Women in parliament , %	1	1.000	0.312	53.4	46.6	1.15	
Women in ministerial positions, %	73	0.292	0.235	22.6	77.4	0.29	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	n/a	n/a	n/a	STEMS, attainment %	6.15	12.16	0.51
GDP per capita, constant '17 intl. \$ 1000	n/a	n/a	n/a	Agri., Forestry, Fisheries & Veterinary, attainment %	1.28	2.62	0.49
Total population, million people	5.71	5.63	11.33	Arts & Humanities, attainment %	1.82	1.14	1.60
Population growth rate, %	-0.02	-0.05	-0.04	Business, Admin. & Law, attainment %	6.85	3.79	1.81
Population sex ratio (female/male), female/male ratio	50.35	49.65	1.01	Education, attainment %	3.93	5.60	0.70
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	3.81	7.00	0.54
Labour force, million people	n/a	n/a	n/a	Health & Welfare, attainment %	27.62	24.66	1.12
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a	Information & Comm. Technologies, attainment %	1.63	4.31	0.38
Workers employed part-time, % of employed people	3.20	1.24	2.58	Natural Sci., Mathematics & Statistics, attainment %	0.71	0.86	0.83
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	2.73	7.41	0.37
Proportion of unpaid work per day, female/male ratio	-	-	2.74	Social Sci., Journalism & Information, attainment %	7.08	3.31	2.14
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a	Vocational training, attainment %	11.85	14.02	0.85
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a	PhD graduates, attainment %	0.38	0.33	1.16
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	-	-	36
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	-	-	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	-	-	99.90
Right to hold a bank account & get credit, 0-1 (worst)	-	-	0.00	Antenatal care, at least four visits, % women 15-49	-	-	97.80
Inheritance rights for daughters, 0-1 (worst)	-	-	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	-	-	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	-	-	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	n/a				
Number of female heads of state to date	-	-	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	-	-	0.00				
Right to travel outside the country, 0-1 (worst)	-	-	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	-	-	26.3				
Average number of children per woman	-	-	1.62				
Women's unmet demand for family planning, % women 15-49	-	-	8.00				
Right to divorce, 0-1 (worst)	-	-	0.25				
Child marriage, % women 15-19	-	-	15.80				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



	2006 score	2021 score
Global Gender Gap Index	83	0.643
Economic participation and opportunity	75	0.562
Educational attainment	55	0.989
Health and survival	84	0.969
Political empowerment	95	0.052
	83	0.707



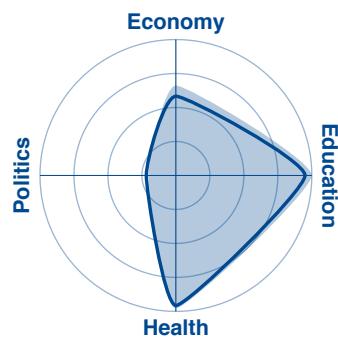
— Cyprus score
— average score

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	72	0.694	0.583				
Labour force participation rate, %	50	0.885	0.655	70.2	79.4	0.88	
Wage equality for similar work, 1-7 (best)	88	0.634	0.628	—	—	4.44	
Estimated earned income, int'l \$ 1,000	33	0.721	0.494	32.9	45.6	0.72	
Legislators, senior officials and managers, %	121	0.271	0.349	21.4	78.7	0.27	
Professional and technical workers, %	1	1.000	0.755	50.2	49.8	1.01	
Educational attainment	49	0.998	0.950				
Literacy rate, %	76	0.988	0.897	98.1	99.3	0.99	
Enrolment in primary education, %	1	1.000	0.755	97.9	97.1	1.01	
Enrolment in secondary education, %	1	1.000	0.950	95.4	95.3	1.00	
Enrolment in tertiary education, %	1	1.000	0.927	82.4	69.6	1.18	
Health and survival	140	0.960	0.957				
Sex ratio at birth, %	143	0.935	0.925	—	—	0.94	
Healthy life expectancy, years	118	1.017	1.029	73.0	71.8	1.02	
Political empowerment	86	0.177	0.218				
Women in parliament , %	94	0.272	0.312	21.4	78.6	0.27	
Women in ministerial positions, %	62	0.376	0.235	27.3	72.7	0.38	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	23.25	STEMS, attainment %	8.95	25.69	0.35
GDP per capita, constant '17 intl. \$ 1000	–	–	36.97	Agri., Forestry, Fisheries & Veterinary, attainment %	0.50	1.70	0.30
Total population, million people	599.0	599.0	1.20	Arts & Humanities, attainment %	8.51	5.83	1.46
Population growth rate, %	0.84	0.67	0.84	Business, Admin. & Law, attainment %	31.07	44.40	0.70
Population sex ratio (female/male), female/male ratio	49.96	50.04	1.00	Education, attainment %	31.81	8.54	3.72
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	4.99	18.14	0.27
Labour force, million people	209.2	225.9	0.48	Health & Welfare, attainment %	6.53	3.59	1.82
Unemployed adults, % of labour force (15-64)	8.09	6.48	1.25	Information & Comm. Technologies, attainment %	1.21	5.41	0.22
Workers employed part-time, % of employed people	35.71	26.91	1.33	Natural Sci., Mathematics & Statistics, attainment %	2.75	2.15	1.28
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	4.41	5.23	0.84
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	8.21	5.02	1.64
Advancement of women to leadership roles, 1-7 (best)	–	–	4.25	Vocational training, attainment %	3.98	9.99	0.40
Gender parity in tech roles, 1-7 (best)	–	–	4.26	PhD graduates, attainment %	0.41	1.01	0.41
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	45.10	54.90	0.82	Maternal mortality, deaths per 100,000 live births	–	–	6
Firms with female top managers, % firms	8.20	91.80	0.09	Prevalence of gender violence in lifetime, % women	–	–	15.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	98.30
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1960				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.8				
Average number of children per woman	–	–	1.34				
Women's unmet demand for family planning, % women 15-49	–	–	8.00				
Right to divorce, 0-1 (worst)	–	–	0.50				
Child marriage, % women 15-19	–	–	3.20				
Length of maternity/paternity leave (days), weeks	18.00	2.00	0.11				
Wages paid during maternity/paternity leave, % annual gross wage	75.15	75.15	1.00				
Public childcare expenditure, % GDP	–	–	0.37				



— Czech Republic score

— average score

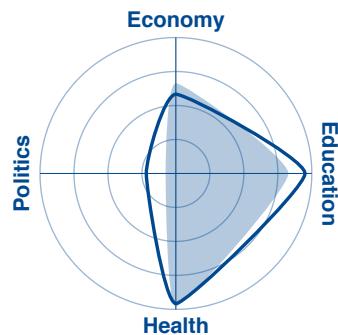
	2006 score	2021 score
Global Gender Gap Index	53	78
Economic participation and opportunity	0.671	0.662
Educational attainment	0.991	1.000
Health and survival	0.979	0.978
Political empowerment	0.088	0.203

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	91	0.662	0.583				
Labour force participation rate, %	69	0.837	0.655	70.0	83.5	0.84	
Wage equality for similar work, 1-7 (best)	106	0.585	0.628	—	—	4.09	
Estimated earned income, int'l \$ 1,000	70	0.627	0.494	31.1	49.6	0.63	
Legislators, senior officials and managers, %	100	0.366	0.349	26.8	73.2	0.37	
Professional and technical workers, %	1	1.000	0.755	51.0	49.0	1.04	
Educational attainment	1	1.000	0.950				
Literacy rate, %	1	1.000	0.897	—	—	—	
Enrolment in primary education, %	1	1.000	0.755	89.5	86.8	1.03	
Enrolment in secondary education, %	1	1.000	0.950	91.5	89.6	1.02	
Enrolment in tertiary education, %	1	1.000	0.927	75.3	53.4	1.41	
Health and survival	44	0.978	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	53	1.054	1.029	70.6	67.0	1.05	
Political empowerment	73	0.203	0.218				
Women in parliament, %	82	0.299	0.312	23.0	77.0	0.30	
Women in ministerial positions, %	50	0.445	0.235	30.8	69.2	0.45	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	242.0	STEMS, attainment %	13.86	39.65	0.35
GDP per capita, constant '17 intl. \$ 1000	–	–	38.12	Agri., Forestry, Fisheries & Veterinary, attainment %	3.10	2.85	1.09
Total population, million people	5.43	5.26	10.69	Arts & Humanities, attainment %	8.64	6.20	1.39
Population growth rate, %	0.18	0.27	0.22	Business, Admin. & Law, attainment %	19.72	17.01	1.16
Population sex ratio (female/male), female/male ratio	50.79	49.21	1.03	Education, attainment %	12.99	4.13	3.14
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	7.93	24.69	0.32
Labour force, million people	2.35	2.91	0.45	Health & Welfare, attainment %	15.02	5.07	2.96
Unemployed adults, % of labour force (15-64)	2.43	1.77	1.37	Information & Comm. Technologies, attainment %	1.16	9.91	0.12
Workers employed part-time, % of employed people	34.91	23.16	1.51	Natural Sci., Mathematics & Statistics, attainment %	4.77	5.05	0.95
Gender pay gap (OECD only), %	–	–	14.71	Services, attainment %	5.65	8.94	0.63
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	10.86	7.83	1.39
Advancement of women to leadership roles, 1-7 (best)	–	–	4.70	Vocational training, attainment %	23.37	27.84	0.84
Gender parity in tech roles, 1-7 (best)	–	–	3.80	PhD graduates, attainment %	0.48	0.83	0.58
Boards of listed companies,% board members	18.20	81.80	0.22	Health	female	male	value
Firms with female majority ownership, % firms	29.90	70.10	0.43	Maternal mortality, deaths per 100,000 live births	–	–	3
Firms with female top managers, % firms	16.10	83.90	0.19	Prevalence of gender violence in lifetime, % women	–	–	21.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.80
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	96.80
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1920				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	14.80	85.20	0.17				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.0				
Average number of children per woman	–	–	1.64				
Women's unmet demand for family planning, % women 15-49	–	–	4.30				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	0.20				
Length of maternity/paternity leave (days), weeks	63.34	1.00	0.02				
Wages paid during maternity/paternity leave, % annual gross wage	60.99	60.99	1.00				
Public childcare expenditure, % GDP	–	–	0.44				

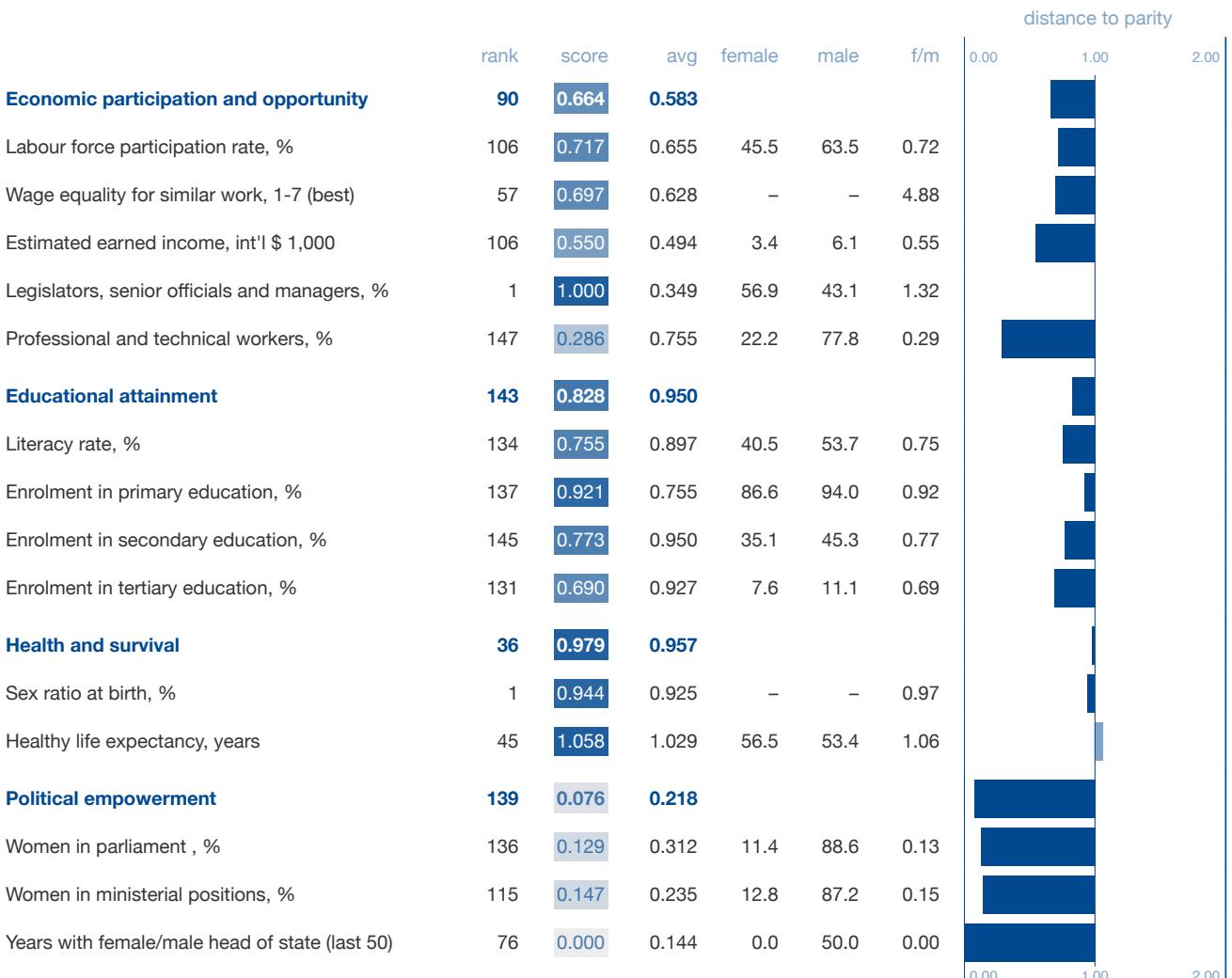


■ Côte d'Ivoire score
— average score

Global Gender Gap Index	2006 score	2021 score
Economic participation and opportunity	n/a	-
Educational attainment	n/a	-
Health and survival	n/a	-
Political empowerment	n/a	-

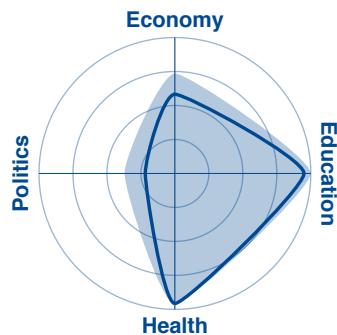
2006 score	2021 score
134	0.637
90	0.664
143	0.828
36	0.979
139	0.076

COUNTRY SCORE CARD



SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	61.50	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	5.07	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	12.74	12.97	25.72	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	2.64	2.52	2.58	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	49.55	50.45	0.98	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	3.16	4.58	0.41	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	3.90	2.96	1.32	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	31.07	17.54	1.77	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.53	Vocational training, attainment %	1.86	2.12	0.87
Gender parity in tech roles, 1-7 (best)	–	–	4.40	PhD graduates, attainment %	0.11	0.41	0.27
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	24.40	75.60	0.32	Maternal mortality, deaths per 100,000 live births	–	–	617
Firms with female top managers, % firms	14.30	85.70	0.17	Prevalence of gender violence in lifetime, % women	–	–	25.9
Share of workers in informal sector, % workers	90.70	83.90	0.93	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	73.60
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	51.30
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0- 1 (worst)	–	–	1.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	1.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1952				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	19.20	80.80	0.24				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.1				
Average number of children per woman	–	–	4.68				
Women's unmet demand for family planning, % women 15-49	–	–	30.50				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	22.60				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Denmark score

average score

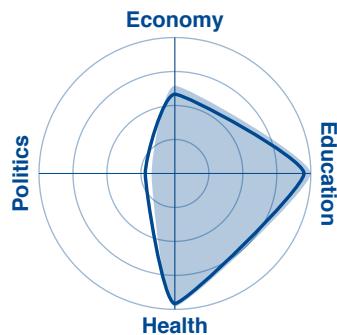
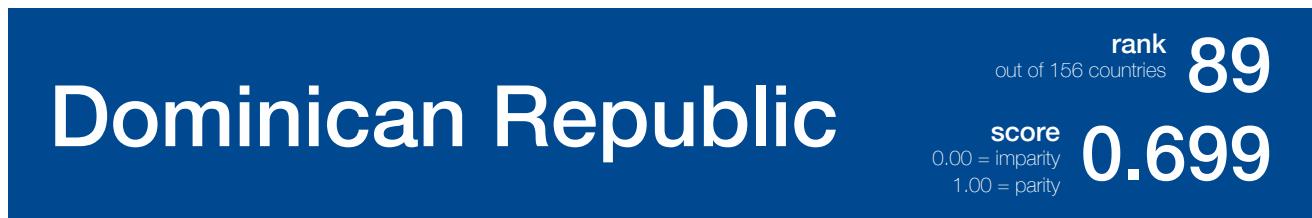
	2006 score	2021 score
Global Gender Gap Index	8 0.746	29 0.768
Economic participation and opportunity	19	0.708
Educational attainment	1	1.000
Health and survival	76	0.972
Political empowerment	13	0.305

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	42	0.736	0.583				
Labour force participation rate, %	25	0.928	0.655	76.0	81.9	0.93	
Wage equality for similar work, 1-7 (best)	52	0.702	0.628	—	—	4.92	
Estimated earned income, int'l \$ 1,000	38	0.717	0.494	43.7	61.0	0.72	
Legislators, senior officials and managers, %	101	0.365	0.349	26.8	73.2	0.37	
Professional and technical workers, %	1	1.000	0.755	51.8	48.3	1.07	
Educational attainment	1	1.000	0.950				
Literacy rate, %	1	1.000	0.897	—	—	—	
Enrolment in primary education, %	1	1.000	0.755	98.5	98.3	1.00	
Enrolment in secondary education, %	1	1.000	0.950	92.3	89.7	1.03	
Enrolment in tertiary education, %	1	1.000	0.927	93.6	68.4	1.37	
Health and survival	119	0.964	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	127	1.010	1.029	71.4	70.7	1.01	
Political empowerment	32	0.371	0.218				
Women in parliament, %	23	0.658	0.312	39.7	60.3	0.66	
Women in ministerial positions, %	43	0.462	0.235	31.6	68.4	0.46	
Years with female/male head of state (last 50)	28	0.118	0.144	5.3	44.7	0.12	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	339.6	STEMS, attainment %	12.75	31.61	0.40
GDP per capita, constant '17 intl. \$ 1000	–	–	54.67	Agri., Forestry, Fisheries & Veterinary, attainment %	1.37	0.98	1.39
Total population, million people	2.90	2.87	5.77	Arts & Humanities, attainment %	14.20	9.78	1.45
Population growth rate, %	0.35	0.35	0.35	Business, Admin. & Law, attainment %	22.28	27.87	0.80
Population sex ratio (female/male), female/male ratio	50.28	49.72	1.01	Education, attainment %	7.55	4.08	1.85
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	5.64	17.82	0.32
Labour force, million people	1.40	1.53	0.48	Health & Welfare, attainment %	27.98	11.67	2.40
Unemployed adults, % of labour force (15-64)	5.35	4.94	1.08	Information & Comm. Technologies, attainment %	2.03	8.29	0.24
Workers employed part-time, % of employed people	54.97	34.90	1.58	Natural Sci., Mathematics & Statistics, attainment %	5.08	5.51	0.92
Gender pay gap (OECD only), %	–	–	4.86	Services, attainment %	2.85	4.63	0.62
Proportion of unpaid work per day, female/male ratio	–	–	1.39	Social Sci., Journalism & Information, attainment %	10.98	9.25	1.19
Advancement of women to leadership roles, 1-7 (best)	–	–	5.62	Vocational training, attainment %	9.76	14.99	0.65
Gender parity in tech roles, 1-7 (best)	–	–	4.67	PhD graduates, attainment %	0.61	0.94	0.65
Boards of listed companies,% board members	30.00	70.00	0.43	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	4
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	32.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	95.30
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1915				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	31.0				
Average number of children per woman	–	–	1.76				
Women's unmet demand for family planning, % women 15-49	–	–	10.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	0.10				
Length of maternity/paternity leave (days), weeks	50.00	2.00	0.04				
Wages paid during maternity/paternity leave, % annual gross wage	53.04	53.04	1.00				
Public childcare expenditure, % GDP	–	–	1.23				



■ Dominican Republic score
— average score

	2006 score		2021 score	
Global Gender Gap Index	59	0.664	89	0.699
Economic participation and opportunity	78	0.559	101	0.646
Educational attainment	1	1.000	32	1.000
Health and survival	1	0.980	1	0.980
Political empowerment	49	0.117	88	0.172

COUNTRY SCORE CARD

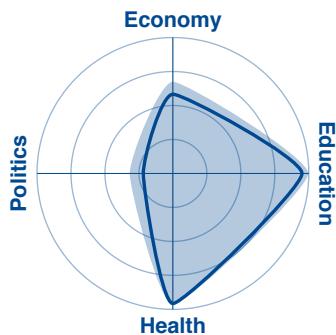
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	101	0.646	0.583				
Labour force participation rate, %	109	0.699	0.655	58.5	83.7	0.70	
Wage equality for similar work, 1-7 (best)	123	0.551	0.628	—	—	3.85	
Estimated earned income, int'l \$ 1,000	113	0.518	0.494	13.0	25.2	0.52	
Legislators, senior officials and managers, %	34	0.678	0.349	40.4	59.6	0.68	
Professional and technical workers, %	1	1.000	0.755	54.1	45.9	1.18	
Educational attainment	32	1.000	0.950				
Literacy rate, %	49	1.000	0.897	93.8	93.8	1.00	
Enrolment in primary education, %	75	0.999	0.755	92.7	92.7	1.00	
Enrolment in secondary education, %	1	1.000	0.950	74.6	66.8	1.12	
Enrolment in tertiary education, %	1	1.000	0.927	77.0	43.0	1.79	
Health and survival	1	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	1	1.060	1.029	66.1	62.1	1.06	
Political empowerment	88	0.172	0.218				
Women in parliament , %	55	0.387	0.312	27.9	72.1	0.39	
Women in ministerial positions, %	91	0.211	0.235	17.4	82.6	0.21	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	77.88	STEMS, attainment %	7.02	20.27	0.35
GDP per capita, constant '17 intl. \$ 1000	–	–	17.77	Agri., Forestry, Fisheries & Veterinary, attainment %	0.65	3.08	0.21
Total population, million people	5.37	5.37	10.74	Arts & Humanities, attainment %	10.29	7.04	1.46
Population growth rate, %	1.11	1.00	1.05	Business, Admin. & Law, attainment %	32.23	40.16	0.80
Population sex ratio (female/male), female/male ratio	50.03	49.97	1.00	Education, attainment %	27.36	13.89	1.97
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	4.03	12.43	0.32
Labour force, million people	1.99	2.70	0.42	Health & Welfare, attainment %	17.81	8.73	2.04
Unemployed adults, % of labour force (15-64)	9.99	4.35	2.30	Information & Comm. Technologies, attainment %	2.23	6.59	0.34
Workers employed part-time, % of employed people	35.62	22.69	1.57	Natural Sci., Mathematics & Statistics, attainment %	0.76	1.25	0.61
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	2.65	3.85	0.69
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	2.00	2.91	0.69
Advancement of women to leadership roles, 1-7 (best)	–	–	4.17	Vocational training, attainment %	4.61	2.91	1.59
Gender parity in tech roles, 1-7 (best)	–	–	4.34	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	32.20	67.80	0.47	Maternal mortality, deaths per 100,000 live births	–	–	95
Firms with female top managers, % firms	21.20	78.80	0.27	Prevalence of gender violence in lifetime, % women	–	–	20.4
Share of workers in informal sector, % workers	50.20	57.10	1.14	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.80
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	92.90
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1942				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	12.50	87.50	0.14				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	25.8				
Average number of children per woman	–	–	2.36				
Women's unmet demand for family planning, % women 15-49	–	–	11.40				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	27.40				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Ecuador

rank
out of 156 countries **42**
score
0.00 = imparity
1.00 = parity **0.739**



Ecuador score
average score

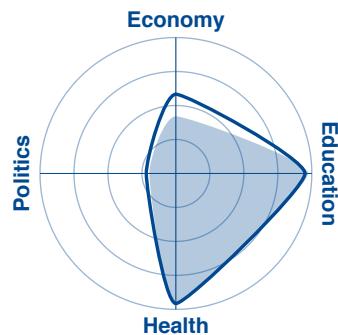
	2006 score	2021 score
Global Gender Gap Index	82	42
Economic participation and opportunity	0.643	0.739
Educational attainment	92	81
Health and survival	0.994	0.675
Political empowerment	1	58
	0.980	0.997
	64	92
	0.100	0.968
	40	40
	0.318	0.318

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	81	0.675	0.583				
Labour force participation rate, %	110	0.696	0.655	58.2	83.7	0.70	
Wage equality for similar work, 1-7 (best)	122	0.551	0.628	—	—	3.86	
Estimated earned income, int'l \$ 1,000	32	0.721	0.494	9.6	13.3	0.72	
Legislators, senior officials and managers, %	54	0.573	0.349	36.4	63.6	0.57	
Professional and technical workers, %	1	1.000	0.755	51.3	48.7	1.05	
Educational attainment	58	0.997	0.950				
Literacy rate, %	83	0.982	0.897	92.1	93.8	0.98	
Enrolment in primary education, %	1	1.000	0.755	96.1	93.1	1.03	
Enrolment in secondary education, %	1	1.000	0.950	86.0	83.4	1.03	
Enrolment in tertiary education, %	1	1.000	0.927	48.4	41.5	1.17	
Health and survival	92	0.968	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	102	1.024	1.029	69.3	67.7	1.02	
Political empowerment	40	0.318	0.218				
Women in parliament, %	26	0.650	0.312	39.4	60.6	0.65	
Women in ministerial positions, %	40	0.471	0.235	32.0	68.0	0.47	
Years with female/male head of state (last 50)	73	0.000	0.144	0.0	50.0	0.00	
				0.00	1.00	2.00	
				0.00	1.00	2.00	
				0.00	1.00	2.00	

SELECTED CONTEXTUAL DATA

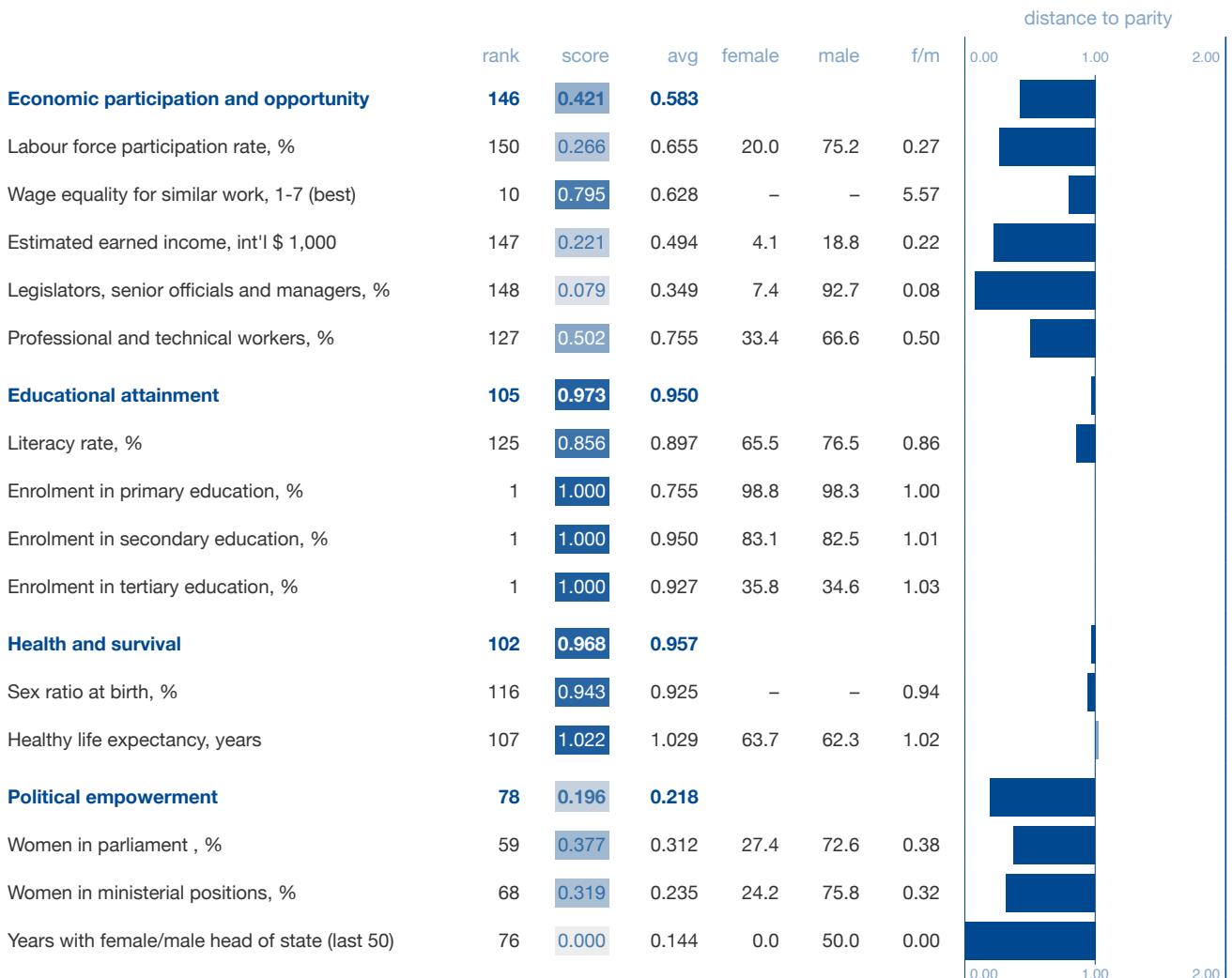
General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	93.08	STEMS, attainment %	8.03	26.47	0.30
GDP per capita, constant '17 intl. \$ 1000	–	–	10.05	Agri., Forestry, Fisheries & Veterinary, attainment %	1.86	4.71	0.40
Total population, million people	8.68	8.69	17.37	Arts & Humanities, attainment %	2.53	3.62	0.70
Population growth rate, %	1.71	1.67	1.70	Business, Admin. & Law, attainment %	36.31	33.32	1.09
Population sex ratio (female/male), female/male ratio	49.98	50.02	1.00	Education, attainment %	23.71	12.00	1.98
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	3.24	16.93	0.19
Labour force, million people	3.19	4.34	0.42	Health & Welfare, attainment %	15.66	8.59	1.82
Unemployed adults, % of labour force (15-64)	4.93	3.49	1.41	Information & Comm. Technologies, attainment %	2.85	6.67	0.43
Workers employed part-time, % of employed people	45.27	28.61	1.58	Natural Sci., Mathematics & Statistics, attainment %	1.94	2.87	0.67
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	2.67	4.38	0.61
Proportion of unpaid work per day, female/male ratio	–	–	3.91	Social Sci., Journalism & Information, attainment %	9.17	6.87	1.33
Advancement of women to leadership roles, 1-7 (best)	–	–	3.98	Vocational training, attainment %	6.75	8.47	0.80
Gender parity in tech roles, 1-7 (best)	–	–	4.14	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	70.40	29.60	2.38	Maternal mortality, deaths per 100,000 live births	–	–	59
Firms with female top managers, % firms	22.90	77.10	0.30	Prevalence of gender violence in lifetime, % women	–	–	37.5
Share of workers in informal sector, % workers	74.90	72.70	0.97	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	96.00
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	57.50
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.75				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1929				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.4				
Average number of children per woman	–	–	2.44				
Women's unmet demand for family planning, % women 15-49	–	–	8.80				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	21.90				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



■ Egypt score
— average score

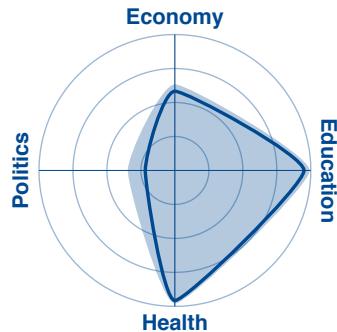
	2006 score	2021 score
Global Gender Gap Index	109	129
Economic participation and opportunity	108	0.416
Educational attainment	90	0.903
Health and survival	66	0.974
Political empowerment	111	0.022
		78
		0.196

COUNTRY SCORE CARD



SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	361.9	STEMS, attainment %	7.73	15.30	0.51
GDP per capita, constant '17 intl. \$ 1000	–	–	12.03	Agri., Forestry, Fisheries & Veterinary, attainment %	2.53	2.99	0.84
Total population, million people	49.67	50.72	100.39	Arts & Humanities, attainment %	20.15	10.70	1.88
Population growth rate, %	2.00	1.99	2.00	Business, Admin. & Law, attainment %	7.51	15.55	0.48
Population sex ratio (female/male), female/male ratio	49.47	50.53	0.98	Education, attainment %	33.85	17.47	1.94
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	2.41	10.52	0.23
Labour force, million people	5.99	22.47	0.21	Health & Welfare, attainment %	11.59	10.55	1.10
Unemployed adults, % of labour force (15-64)	21.50	6.89	3.12	Information & Comm. Technologies, attainment %	1.00	1.98	0.50
Workers employed part-time, % of employed people	21.24	11.77	1.80	Natural Sci., Mathematics & Statistics, attainment %	4.33	2.80	1.55
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	1.33	2.31	0.58
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	15.31	25.13	0.61
Advancement of women to leadership roles, 1-7 (best)	–	–	5.48	Vocational training, attainment %	9.72	13.01	0.75
Gender parity in tech roles, 1-7 (best)	–	–	5.63	PhD graduates, attainment %	0.24	0.36	0.66
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	5.20	94.80	0.05	Maternal mortality, deaths per 100,000 live births	–	–	37
Firms with female top managers, % firms	6.30	93.70	0.07	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	53.20	65.60	1.23	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	91.50
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	82.80
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.75				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.75				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1956				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.6				
Average number of children per woman	–	–	3.33				
Women's unmet demand for family planning, % women 15-49	–	–	12.60				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	14.80				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



El Salvador score

average score

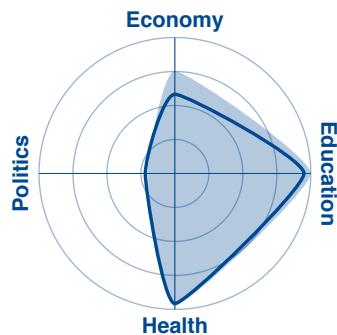
	2006 score	2021 score
Global Gender Gap Index	39	43
Economic participation and opportunity	0.684	0.634
Educational attainment	59	77
Health and survival	1	1
Political empowerment	24	35
	0.197	0.347

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	106	0.634	0.583				
Labour force participation rate, %	123	0.619	0.655	49.3	79.6	0.62	
Wage equality for similar work, 1-7 (best)	136	0.470	0.628	–	–	3.29	
Estimated earned income, int'l \$ 1,000	79	0.608	0.494	6.7	11.1	0.61	
Legislators, senior officials and managers, %	23	0.794	0.349	44.3	55.7	0.79	
Professional and technical workers, %	85	0.928	0.755	48.1	51.9	0.93	
Educational attainment	77	0.992	0.950				
Literacy rate, %	98	0.958	0.897	87.2	91.1	0.96	
Enrolment in primary education, %	1	1.000	0.755	81.4	80.6	1.01	
Enrolment in secondary education, %	1	1.000	0.950	62.6	61.1	1.02	
Enrolment in tertiary education, %	1	1.000	0.927	31.2	27.5	1.13	
Health and survival	1	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95	
Healthy life expectancy, years	1	1.060	1.029	67.8	61.6	1.10	
Political empowerment	35	0.347	0.218				
Women in parliament, %	38	0.499	0.312	33.3	66.7	0.50	
Women in ministerial positions, %	16	0.779	0.235	43.8	56.2	0.78	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

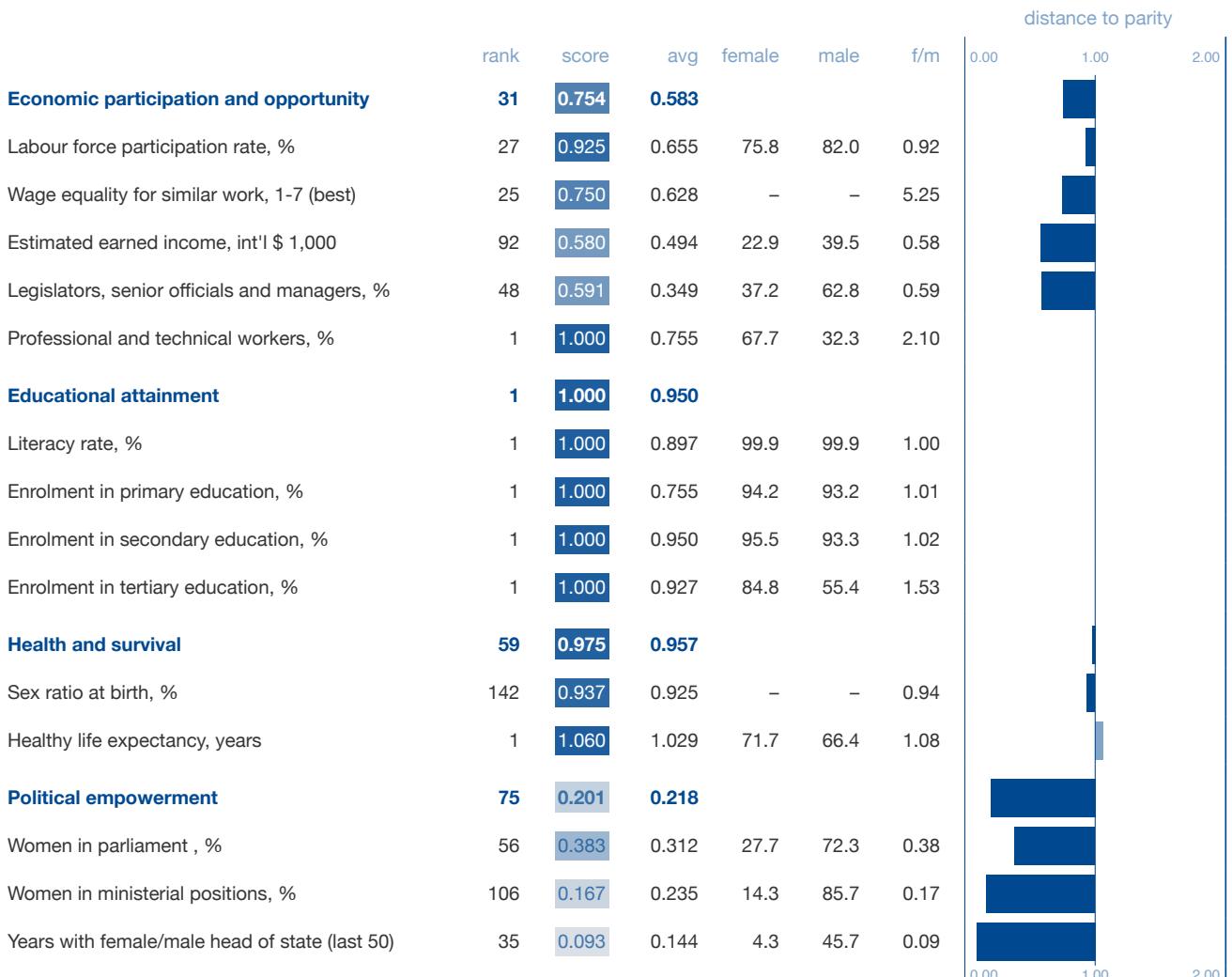
General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	24.78	STEMS, attainment %	8.94	37.00	0.24
GDP per capita, constant '17 intl. \$ 1000	–	–	7.95	Agri., Forestry, Fisheries & Veterinary, attainment %	1.02	2.94	0.35
Total population, million people	3.43	3.02	6.45	Arts & Humanities, attainment %	7.64	7.27	1.05
Population growth rate, %	0.59	0.43	0.51	Business, Admin. & Law, attainment %	31.12	27.15	1.15
Population sex ratio (female/male), female/male ratio	53.15	46.85	1.13	Education, attainment %	14.55	7.43	1.96
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	3.83	20.78	0.18
Labour force, million people	1.20	1.65	0.42	Health & Welfare, attainment %	21.61	9.26	2.33
Unemployed adults, % of labour force (15-64)	4.62	4.21	1.10	Information & Comm. Technologies, attainment %	4.34	15.26	0.28
Workers employed part-time, % of employed people	25.71	18.55	1.39	Natural Sci., Mathematics & Statistics, attainment %	0.78	0.96	0.81
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	3.78	2.64	1.43
Proportion of unpaid work per day, female/male ratio	–	–	2.16	Social Sci., Journalism & Information, attainment %	11.35	6.32	1.80
Advancement of women to leadership roles, 1-7 (best)	–	–	3.51	Vocational training, attainment %	7.02	7.25	0.97
Gender parity in tech roles, 1-7 (best)	–	–	3.77	PhD graduates, attainment %	0.04	0.04	0.93
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	38.40	61.60	0.62	Maternal mortality, deaths per 100,000 live births	–	–	46
Firms with female top managers, % firms	28.00	72.00	0.39	Prevalence of gender violence in lifetime, % women	–	–	26.3
Share of workers in informal sector, % workers	72.20	67.00	0.93	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	1.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.90
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	90.10
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1939				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	26.8				
Average number of children per woman	–	–	2.05				
Women's unmet demand for family planning, % women 15-49	–	–	11.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	21.00				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



■ Estonia score
— average score

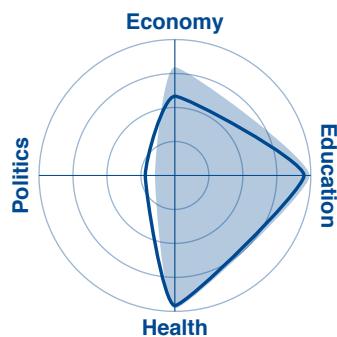
	2006 score	2021 score
Global Gender Gap Index	29 0.694	46 0.733
Economic participation and opportunity	27	31
Educational attainment	16	1
Health and survival	36	59
Political empowerment	51	75

COUNTRY SCORE CARD



SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	30.47	STEMS, attainment %	17.54	48.16	0.36
GDP per capita, constant '17 intl. \$ 1000	–	–	35.04	Agri., Forestry, Fisheries & Veterinary, attainment %	1.82	2.26	0.80
Total population, million people	699.0	627.0	1.33	Arts & Humanities, attainment %	13.97	10.02	1.39
Population growth rate, %	0.00	0.48	0.23	Business, Admin. & Law, attainment %	25.25	19.72	1.28
Population sex ratio (female/male), female/male ratio	52.71	47.29	1.11	Education, attainment %	10.04	1.33	7.55
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	7.61	27.50	0.28
Labour force, million people	319.4	345.2	0.48	Health & Welfare, attainment %	18.27	3.99	4.58
Unemployed adults, % of labour force (15-64)	5.06	4.14	1.22	Information & Comm. Technologies, attainment %	3.41	14.35	0.24
Workers employed part-time, % of employed people	34.50	24.92	1.38	Natural Sci., Mathematics & Statistics, attainment %	6.52	6.31	1.03
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	4.12	9.22	0.45
Proportion of unpaid work per day, female/male ratio	–	–	1.54	Social Sci., Journalism & Information, attainment %	8.99	5.29	1.70
Advancement of women to leadership roles, 1-7 (best)	–	–	5.74	Vocational training, attainment %	9.60	14.84	0.65
Gender parity in tech roles, 1-7 (best)	–	–	4.49	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	9.40	90.60	0.10	Health	female	male	value
Firms with female majority ownership, % firms	35.50	64.50	0.55	Maternal mortality, deaths per 100,000 live births	–	–	9
Firms with female top managers, % firms	22.50	77.50	0.29	Prevalence of gender violence in lifetime, % women	–	–	20.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.10
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	96.80
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1918				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.5				
Average number of children per woman	–	–	1.59				
Women's unmet demand for family planning, % women 15-49	–	–	12.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	0.50				
Length of maternity/paternity leave (days), weeks	166.0	2.00	0.01				
Wages paid during maternity/paternity leave, % annual gross wage	100.0	100.0	1.00				
Public childcare expenditure, % GDP	–	–	0.76				



■ Eswatini score
— average score

	2006 score	2021 score
Global Gender Gap Index		
Economic participation and opportunity	n/a	0.660
Educational attainment	n/a	17
Health and survival	n/a	0.797
Political empowerment	n/a	0.992
	1	0.980
	102	0.147

COUNTRY SCORE CARD

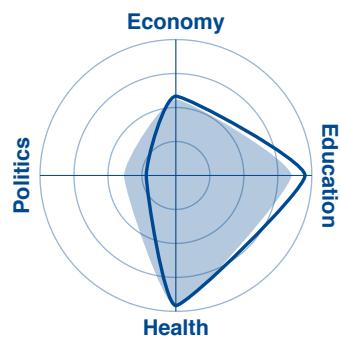
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	17	0.797	0.583				
Labour force participation rate, %	53	0.882	0.655	51.3	58.2	0.88	
Wage equality for similar work, 1-7 (best)	67	0.681	0.628	—	—	4.77	
Estimated earned income, int'l \$ 1,000	15	0.793	0.494	7.7	9.7	0.79	
Legislators, senior officials and managers, %	26	0.767	0.349	43.4	56.6	0.77	
Professional and technical workers, %	1	1.000	0.755	50.8	49.2	1.03	
Educational attainment	79	0.992	0.950				
Literacy rate, %	1	1.000	0.897	88.5	88.3	1.00	
Enrolment in primary education, %	95	0.996	0.755	82.4	82.7	1.00	
Enrolment in secondary education, %	1	1.000	0.950	47.1	36.4	1.30	
Enrolment in tertiary education, %	112	0.944	0.927	6.6	7.0	0.94	
Health and survival	1	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.97	
Healthy life expectancy, years	1	1.060	1.029	53.8	47.1	1.14	
Political empowerment	102	0.147	0.218				
Women in parliament , %	142	0.106	0.312	9.6	90.4	0.11	
Women in ministerial positions, %	43	0.462	0.235	31.6	68.4	0.46	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	3.85	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	8.47	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	585.0	563.0	1.15	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	0.69	1.44	1.06	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	50.96	49.04	1.04	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	182.1	184.7	0.50	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	25.12	21.28	1.18	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	21.64	15.25	1.42	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.08	Vocational training, attainment %	0.06	0.19	0.30
Gender parity in tech roles, 1-7 (best)	–	–	4.70	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	36.00	64.00	0.56	Maternal mortality, deaths per 100,000 live births	–	–	437
Firms with female top managers, % firms	27.40	72.60	0.38	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	58.00	52.00	0.90	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	88.30
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	76.10
Inheritance rights for daughters, 0-1 (worst)	–	–	0.75				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	1.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.75				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1968				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	40.00	60.00	0.67				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.25				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.7				
Average number of children per woman	–	–	3.03				
Women's unmet demand for family planning, % women 15-49	–	–	15.20				
Right to divorce, 0-1 (worst)	–	–	0.75				
Child marriage, % women 15-19	–	–	4.00				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

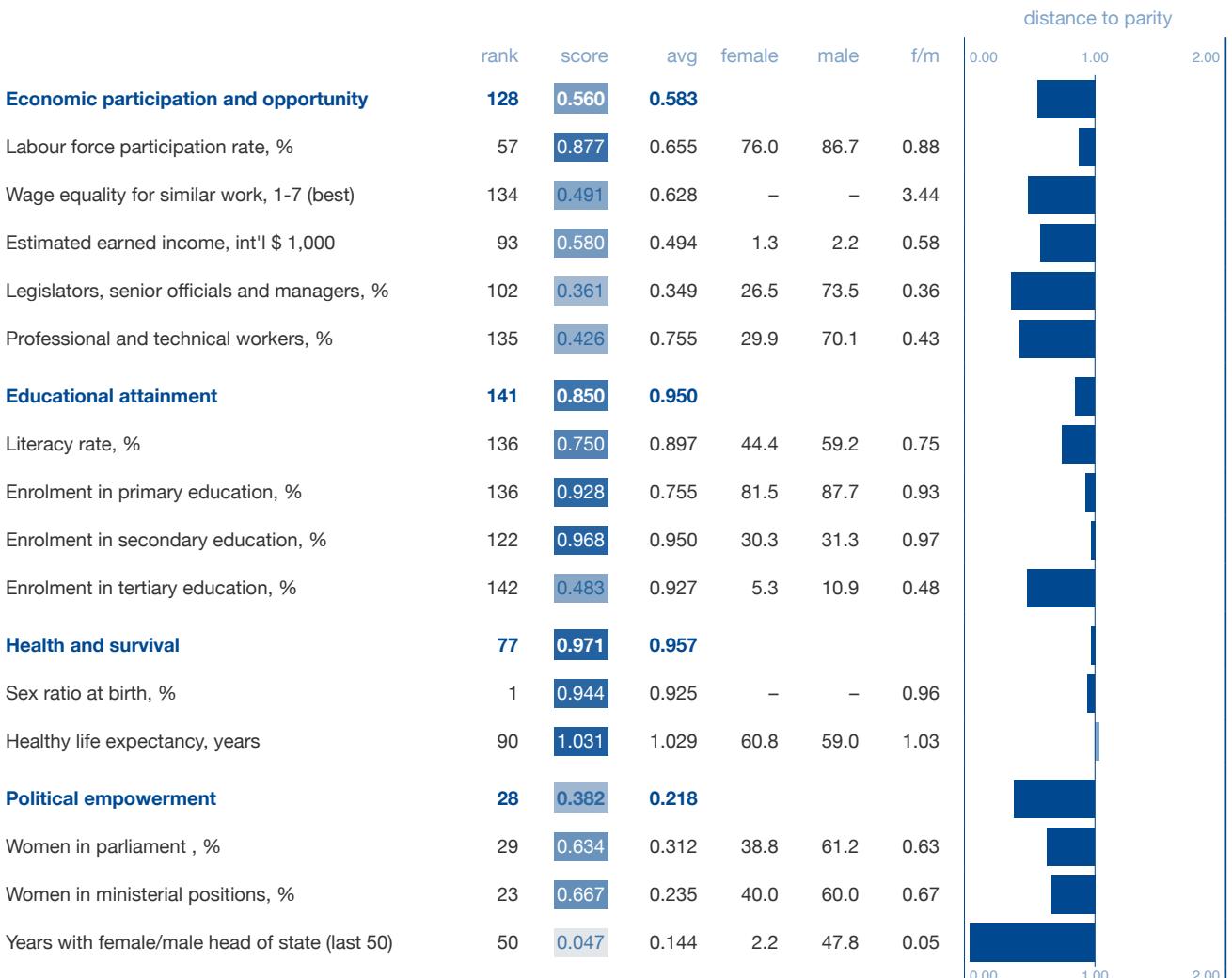


	2006 score	2021 score
Global Gender Gap Index	100	97
Economic participation and opportunity	74	0.568
Educational attainment	108	0.739
Health and survival	87	0.969
Political empowerment	61	0.102
	0.595	0.691



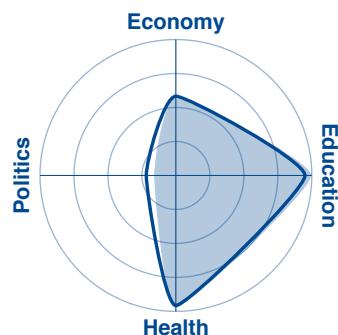
■ Ethiopia score
— average score

COUNTRY SCORE CARD



SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	95.59	STEMS, attainment %	7.61	12.37	0.62
GDP per capita, constant '17 intl. \$ 1000	–	–	2.62	Agri., Forestry, Fisheries & Veterinary, attainment %	3.76	6.91	0.54
Total population, million people	56.01	56.07	112.08	Arts & Humanities, attainment %	1.76	1.98	0.89
Population growth rate, %	2.60	2.62	2.61	Business, Admin. & Law, attainment %	28.39	30.19	0.94
Population sex ratio (female/male), female/male ratio	49.97	50.03	1.00	Education, attainment %	50.57	39.85	1.27
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	2.76	5.43	0.51
Labour force, million people	16.44	18.40	0.47	Health & Welfare, attainment %	5.56	5.64	0.98
Unemployed adults, % of labour force (15-64)	3.00	1.71	1.75	Information & Comm. Technologies, attainment %	2.66	3.02	0.88
Workers employed part-time, % of employed people	66.47	42.91	1.55	Natural Sci., Mathematics & Statistics, attainment %	2.19	3.91	0.56
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	–	–	2.33	Social Sci., Journalism & Information, attainment %	2.36	3.06	0.77
Advancement of women to leadership roles, 1-7 (best)	–	–	3.27	Vocational training, attainment %	1.78	1.59	1.12
Gender parity in tech roles, 1-7 (best)	–	–	3.45	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	36.20	63.80	0.57	Maternal mortality, deaths per 100,000 live births	–	–	401
Firms with female top managers, % firms	4.50	95.50	0.05	Prevalence of gender violence in lifetime, % women	–	–	28.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	27.70
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	43.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1955				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	32.00	68.00	0.47				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.7				
Average number of children per woman	–	–	4.30				
Women's unmet demand for family planning, % women 15-49	–	–	22.80				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	22.50				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



■ Fiji score
— average score

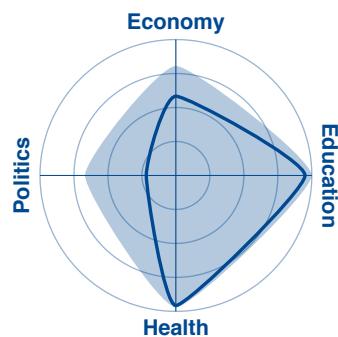
	2006 score	2021 score
Global Gender Gap Index	n/a	113 0.674
Economic participation and opportunity	n/a	- 127 0.568
Educational attainment	n/a	- 53 0.997
Health and survival	n/a	- 72 0.972
Political empowerment	n/a	- 95 0.160

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	127	0.568	0.583				
Labour force participation rate, %	135	0.513	0.655	40.6	79.2	0.51	
Wage equality for similar work, 1-7 (best)	n/a	-	0.628	-	-	-	
Estimated earned income, int'l \$ 1,000	124	0.470	0.494	8.1	17.2	0.47	
Legislators, senior officials and managers, %	42	0.636	0.349	38.9	61.1	0.64	
Professional and technical workers, %	101	0.755	0.755	43.0	57.0	0.76	
Educational attainment	53	0.997	0.950				
Literacy rate, %	1	1.000	0.897	99.1	99.1	1.00	
Enrolment in primary education, %	104	0.994	0.755	98.4	99.0	0.99	
Enrolment in secondary education, %	1	1.000	0.950	88.8	80.4	1.10	
Enrolment in tertiary education, %	1	1.000	0.927	17.6	14.8	1.19	
Health and survival	72	0.972	0.957				
Sex ratio at birth, %	116	0.943	0.925	-	-	0.94	
Healthy life expectancy, years	79	1.038	1.029	60.7	58.5	1.04	
Political empowerment	95	0.160	0.218				
Women in parliament, %	91	0.276	0.312	21.6	78.4	0.28	
Women in ministerial positions, %	71	0.300	0.235	23.1	76.9	0.30	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	
				0.00	1.00	2.00	
				0.00	1.00	2.00	
				0.00	1.00	2.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	3.93	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	10.57	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	439.0	451.0	890.0	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	0.69	0.67	0.79	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	49.33	50.67	0.97	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	112.1	217.5	0.34	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	n/a	3.83	n/a	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a	Vocational training, attainment %	0.31	1.37	0.23
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a	PhD graduates, attainment %	0.05	0.10	0.48
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	49.10	50.90	0.96	Maternal mortality, deaths per 100,000 live births	–	–	34
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	64.1
Share of workers in informal sector, % workers	41.50	44.70	1.08	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.80
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	93.60
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0- 1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1963				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.1				
Average number of children per woman	–	–	2.79				
Women's unmet demand for family planning, % women 15-49	n/a	n/a	n/a				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	8.50				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Finland score
average score

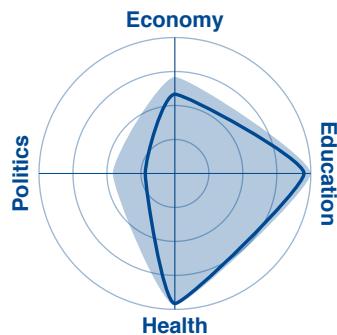
	2006 score	2021 score
Global Gender Gap Index	3 0.796	2 0.861
Economic participation and opportunity	8 0.734	13 0.806
Educational attainment	18 0.999	1 1.000
Health and survival	1 0.980	79 0.970
Political empowerment	3 0.470	2 0.669

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	13	0.806	0.583				
Labour force participation rate, %	11	0.962	0.655	76.6	79.7	0.96	
Wage equality for similar work, 1-7 (best)	9	0.797	0.628	—	—	5.58	
Estimated earned income, int'l \$ 1,000	34	0.721	0.494	40.9	56.7	0.72	
Legislators, senior officials and managers, %	51	0.585	0.349	36.9	63.1	0.58	
Professional and technical workers, %	1	1.000	0.755	54.5	45.5	1.20	
Educational attainment	1	1.000	0.950				
Literacy rate, %	1	1.000	0.897	—	—	—	
Enrolment in primary education, %	1	1.000	0.755	98.8	98.5	1.00	
Enrolment in secondary education, %	1	1.000	0.950	96.4	95.8	1.01	
Enrolment in tertiary education, %	1	1.000	0.927	95.8	81.0	1.18	
Health and survival	79	0.970	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.96	
Healthy life expectancy, years	92	1.030	1.029	72.0	69.9	1.03	
Political empowerment	2	0.669	0.218				
Women in parliament, %	9	0.852	0.312	46.0	54.0	0.85	
Women in ministerial positions, %	1	1.000	0.235	50.0	50.0	1.00	
Years with female/male head of state (last 50)	10	0.355	0.144	13.1	36.9	0.36	

SELECTED CONTEXTUAL DATA

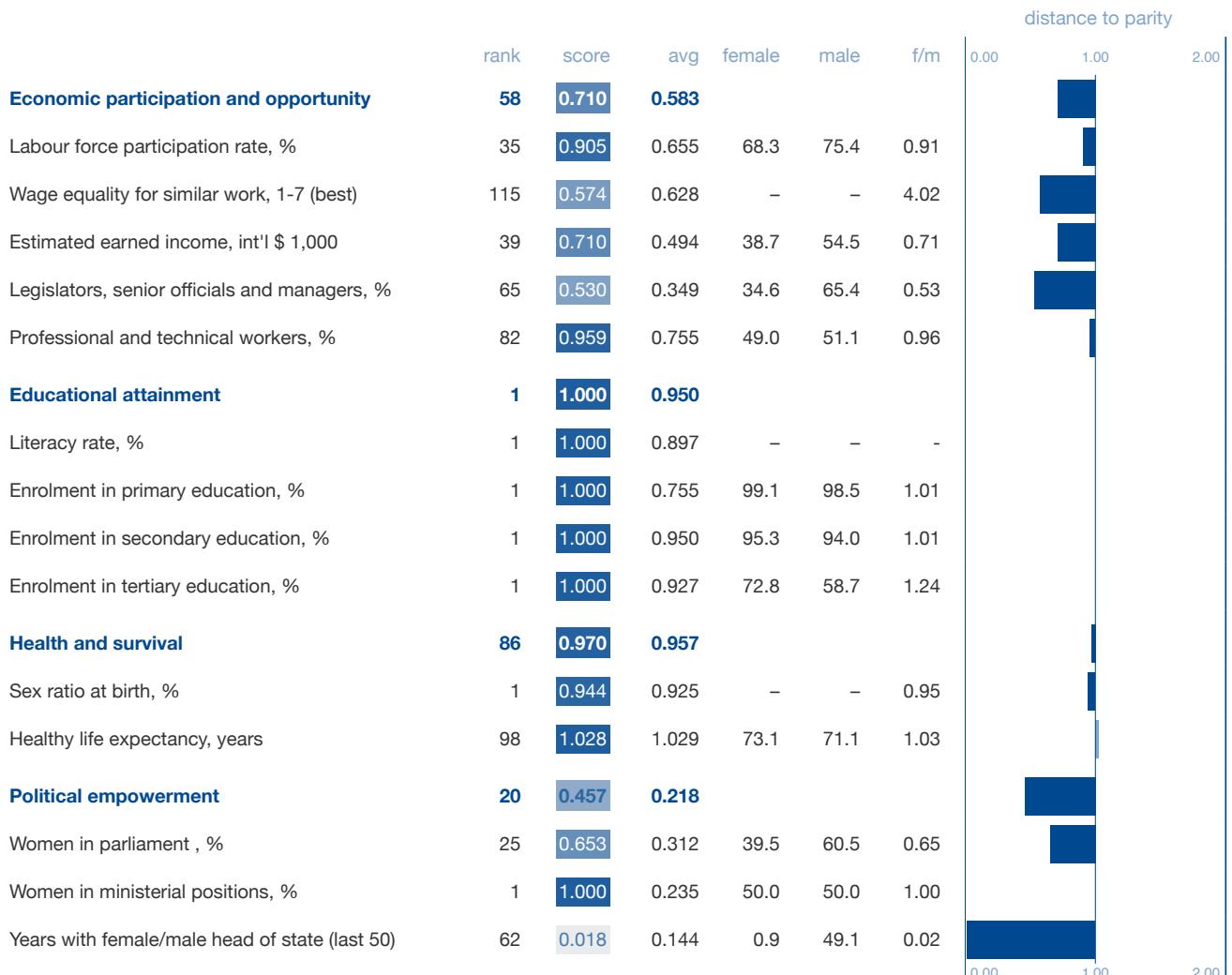
General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	267.9	STEMS, attainment %	12.39	49.79	0.25
GDP per capita, constant '17 intl. \$ 1000	–	–	46.67	Agri., Forestry, Fisheries & Veterinary, attainment %	2.29	2.21	1.04
Total population, million people	2.81	2.73	5.53	Arts & Humanities, attainment %	13.31	7.96	1.67
Population growth rate, %	0.14	0.22	0.16	Business, Admin. & Law, attainment %	19.12	18.54	1.03
Population sex ratio (female/male), female/male ratio	50.70	49.30	1.03	Education, attainment %	9.30	2.78	3.35
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	5.94	31.66	0.19
Labour force, million people	1.29	1.38	0.48	Health & Welfare, attainment %	30.22	8.10	3.73
Unemployed adults, % of labour force (15-64)	6.27	7.36	0.85	Information & Comm. Technologies, attainment %	2.17	12.57	0.17
Workers employed part-time, % of employed people	50.53	37.76	1.34	Natural Sci., Mathematics & Statistics, attainment %	4.28	5.56	0.77
Gender pay gap (OECD only), %	–	–	18.86	Services, attainment %	4.58	5.27	0.87
Proportion of unpaid work per day, female/male ratio	–	–	1.55	Social Sci., Journalism & Information, attainment %	8.79	5.36	1.64
Advancement of women to leadership roles, 1-7 (best)	–	–	5.99	Vocational training, attainment %	19.37	23.10	0.84
Gender parity in tech roles, 1-7 (best)	–	–	5.03	PhD graduates, attainment %	0.99	1.31	0.76
Boards of listed companies,% board members	34.20	65.80	0.52	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	3
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	30.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	100.0
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0- 1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1906				
Number of female heads of state to date	–	–	4				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.6				
Average number of children per woman	–	–	1.53				
Women's unmet demand for family planning, % women 15-49	–	–	8.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	0.30				
Length of maternity/paternity leave (days), weeks	161.0	9.00	0.06				
Wages paid during maternity/paternity leave, % annual gross wage	74.37	62.88	1.18				
Public childcare expenditure, % GDP	–	–	1.13				



France score
average score

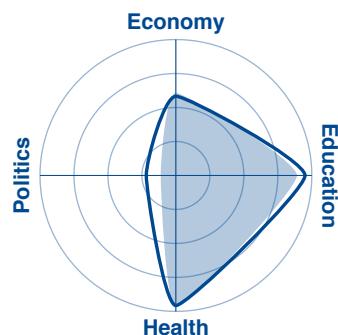
	2006 score	2021 score
Global Gender Gap Index	70	16
Economic participation and opportunity	0.652	0.784
Educational attainment	88	58
Health and survival	1.000	0.710
Political empowerment	1	1
	60	20
	0.104	0.457

COUNTRY SCORE CARD



SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	2.55k	STEMS, attainment %	14.49	39.72	0.36
GDP per capita, constant '17 intl. \$ 1000	–	–	43.00	Agri., Forestry, Fisheries & Veterinary, attainment %	1.14	1.91	0.59
Total population, million people	33.61	31.52	65.13	Arts & Humanities, attainment %	11.54	6.56	1.76
Population growth rate, %	0.24	0.18	0.21	Business, Admin. & Law, attainment %	34.94	31.11	1.12
Population sex ratio (female/male), female/male ratio	51.60	48.40	1.07	Education, attainment %	5.44	2.12	2.56
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	6.93	25.08	0.28
Labour force, million people	14.21	15.04	0.49	Health & Welfare, attainment %	20.35	9.14	2.23
Unemployed adults, % of labour force (15-64)	8.44	8.62	0.98	Information & Comm. Technologies, attainment %	0.89	5.77	0.15
Workers employed part-time, % of employed people	48.82	31.09	1.57	Natural Sci., Mathematics & Statistics, attainment %	6.67	8.87	0.75
Gender pay gap (OECD only), %	–	–	13.69	Services, attainment %	3.21	3.52	0.91
Proportion of unpaid work per day, female/male ratio	–	–	1.61	Social Sci., Journalism & Information, attainment %	8.85	5.89	1.50
Advancement of women to leadership roles, 1-7 (best)	–	–	4.38	Vocational training, attainment %	17.24	21.40	0.81
Gender parity in tech roles, 1-7 (best)	–	–	4.45	PhD graduates, attainment %	0.64	1.06	0.60
Boards of listed companies,% board members	45.20	54.80	0.82	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	8
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	26.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	98.10
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	98.90
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1944				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	33.30	66.70	0.50				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	31.2				
Average number of children per woman	–	–	1.85				
Women's unmet demand for family planning, % women 15-49	–	–	4.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	2.80				
Length of maternity/paternity leave (days), weeks	42.00	28.00	0.67				
Wages paid during maternity/paternity leave, % annual gross wage	90.36	90.36	1.00				
Public childcare expenditure, % GDP	–	–	1.32				

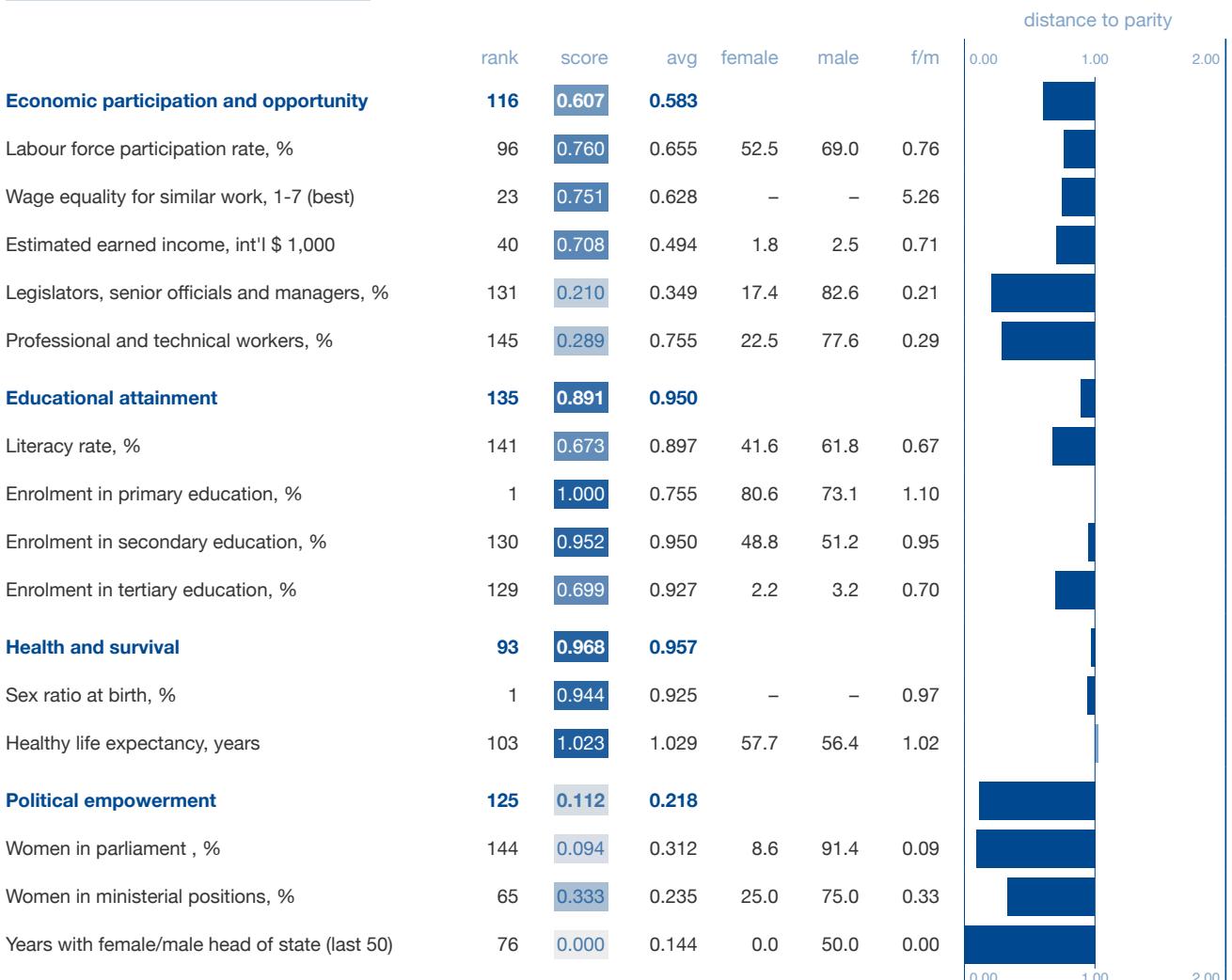


■ Gambia, The score

— average score

	2006 score	2021 score
Global Gender Gap Index	79	127
Economic participation and opportunity	0.645	0.607
Educational attainment	116	135
Health and survival	0.809	0.891
Political empowerment	64	93
	0.974	0.968
	55	125
	0.109	0.112

COUNTRY SCORE CARD

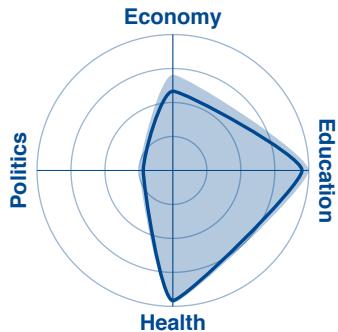


SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	1.81	STEMS, attainment %	53.08	55.23	0.96
GDP per capita, constant '17 intl. \$ 1000	–	–	2.12	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	1.18	1.16	2.35	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	2.96	2.92	2.98	Business, Admin. & Law, attainment %	40.69	37.34	1.09
Population sex ratio (female/male), female/male ratio	50.38	49.62	1.02	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	1.58	9.84	0.16
Labour force, million people	177.5	303.7	0.37	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	12.56	9.15	1.37	Information & Comm. Technologies, attainment %	51.50	45.39	1.13
Workers employed part-time, % of employed people	29.26	10.93	2.68	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	4.35	2.48	1.76
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	1.88	4.80	0.39
Advancement of women to leadership roles, 1-7 (best)	–	–	5.01	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	4.74	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	16.80	83.20	0.20	Maternal mortality, deaths per 100,000 live births	–	–	597
Firms with female top managers, % firms	9.60	90.40	0.11	Prevalence of gender violence in lifetime, % women	–	–	20.1
Share of workers in informal sector, % workers	81.50	75.50	0.93	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	82.70
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	78.50
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1960				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.4				
Average number of children per woman	–	–	5.25				
Women's unmet demand for family planning, % women 15-49	–	–	24.90				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	25.50				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Georgia

rank
out of 156 countries **49**
score
0.00 = imparity
1.00 = parity **0.732**



Georgia score
average score

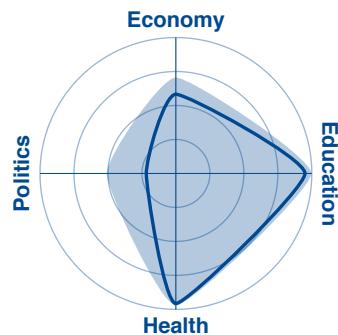
	2006 score	2021 score
Global Gender Gap Index	54	49
Economic participation and opportunity	0.670	0.705
Educational attainment	0.997	1.000
Health and survival	0.923	0.977
Political empowerment	0.104	0.245

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	64	0.705	0.583				
Labour force participation rate, %	88	0.790	0.655	61.5	77.8	0.79	
Wage equality for similar work, 1-7 (best)	30	0.735	0.628	—	—	5.15	
Estimated earned income, int'l \$ 1,000	115	0.508	0.494	9.7	19.2	0.51	
Legislators, senior officials and managers, %	53	0.579	0.349	36.7	63.4	0.58	
Professional and technical workers, %	1	1.000	0.755	61.9	38.1	1.62	
Educational attainment	30	1.000	0.950				
Literacy rate, %	58	0.999	0.897	99.3	99.4	1.00	
Enrolment in primary education, %	1	1.000	0.755	98.2	97.6	1.01	
Enrolment in secondary education, %	1	1.000	0.950	96.8	95.2	1.02	
Enrolment in tertiary education, %	1	1.000	0.927	63.7	57.3	1.11	
Health and survival	50	0.977	0.957				
Sex ratio at birth, %	133	0.940	0.925	—	—	0.94	
Healthy life expectancy, years	1	1.060	1.029	67.9	61.4	1.11	
Political empowerment	60	0.245	0.218				
Women in parliament, %	99	0.261	0.312	20.7	79.3	0.26	
Women in ministerial positions, %	33	0.572	0.235	36.4	63.6	0.57	
Years with female/male head of state (last 50)	49	0.051	0.144	2.4	47.6	0.05	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	16.32	STEMS, attainment %	15.58	29.47	0.53
GDP per capita, constant '17 intl. \$ 1000	–	–	14.33	Agri., Forestry, Fisheries & Veterinary, attainment %	0.64	1.57	0.41
Total population, million people	2.09	1.91	3.00	Arts & Humanities, attainment %	14.62	5.61	2.61
Population growth rate, %	-0.10	-0.21	-0.15	Business, Admin. & Law, attainment %	36.72	36.54	1.00
Population sex ratio (female/male), female/male ratio	52.31	47.69	1.10	Education, attainment %	3.25	0.25	13.06
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	2.49	16.86	0.15
Labour force, million people	752.8	910.6	0.45	Health & Welfare, attainment %	11.21	6.03	1.86
Unemployed adults, % of labour force (15-64)	11.69	13.97	0.84	Information & Comm. Technologies, attainment %	1.27	5.98	0.21
Workers employed part-time, % of employed people	42.89	28.33	1.51	Natural Sci., Mathematics & Statistics, attainment %	11.83	6.63	1.78
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	4.70	11.47	0.41
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	13.29	9.06	1.47
Advancement of women to leadership roles, 1-7 (best)	–	–	4.60	Vocational training, attainment %	2.01	2.13	0.94
Gender parity in tech roles, 1-7 (best)	–	–	4.63	PhD graduates, attainment %	0.55	0.47	1.15
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	22.40	77.60	0.29	Maternal mortality, deaths per 100,000 live births	–	–	25
Firms with female top managers, % firms	16.50	83.50	0.20	Prevalence of gender violence in lifetime, % women	–	–	6.1
Share of workers in informal sector, % workers	50.10	52.30	1.04	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.40
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	88.30
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1918				
Number of female heads of state to date	–	–	3				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.0				
Average number of children per woman	–	–	2.06				
Women's unmet demand for family planning, % women 15-49	–	–	12.30				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	14.40				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Germany score
average score

	2006 score	2021 score
Global Gender Gap Index	5 0.752	11 0.796
Economic participation and opportunity	32 0.669	62 0.706
Educational attainment	31 0.995	55 0.997
Health and survival	36 0.979	75 0.972
Political empowerment	6 0.366	10 0.509

COUNTRY SCORE CARD

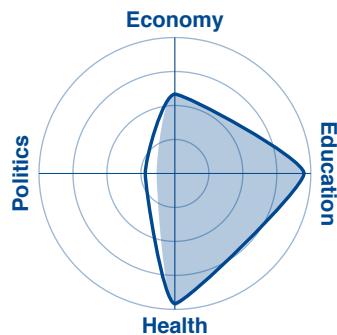
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	62	0.706	0.583				
Labour force participation rate, %	42	0.897	0.655	74.7	83.3	0.90	
Wage equality for similar work, 1-7 (best)	97	0.614	0.628	—	—	4.30	
Estimated earned income, int'l \$ 1,000	44	0.698	0.494	44.5	63.7	0.70	
Legislators, senior officials and managers, %	94	0.416	0.349	29.4	70.6	0.42	
Professional and technical workers, %	1	1.000	0.755	52.0	48.0	1.08	
Educational attainment	55	0.997	0.950				
Literacy rate, %	1	1.000	0.897	—	—	—	
Enrolment in primary education, %	1	1.000	0.755	91.3	89.6	1.02	
Enrolment in secondary education, %	113	0.986	0.950	84.7	85.9	0.99	
Enrolment in tertiary education, %	1	1.000	0.927	70.7	69.8	1.01	
Health and survival	75	0.972	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	83	1.034	1.029	72.1	69.7	1.03	
Political empowerment	10	0.509	0.218				
Women in parliament, %	43	0.460	0.312	31.5	68.5	0.46	
Women in ministerial positions, %	23	0.667	0.235	40.0	60.0	0.67	
Years with female/male head of state (last 50)	6	0.456	0.144	15.7	34.4	0.46	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	3.78k	STEMS, attainment %	19.16	52.70	0.36
GDP per capita, constant '17 intl. \$ 1000	–	–	50.68	Agri., Forestry, Fisheries & Veterinary, attainment %	1.53	2.18	0.70
Total population, million people	42.27	41.25	83.52	Arts & Humanities, attainment %	15.42	6.99	2.21
Population growth rate, %	0.37	0.58	0.47	Business, Admin. & Law, attainment %	23.41	21.67	1.08
Population sex ratio (female/male), female/male ratio	50.61	49.39	1.02	Education, attainment %	18.22	4.34	4.20
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	8.93	34.89	0.26
Labour force, million people	19.81	22.62	0.47	Health & Welfare, attainment %	9.99	4.36	2.29
Unemployed adults, % of labour force (15-64)	2.77	3.60	0.77	Information & Comm. Technologies, attainment %	1.78	7.74	0.23
Workers employed part-time, % of employed people	57.74	26.62	2.17	Natural Sci., Mathematics & Statistics, attainment %	8.45	10.06	0.84
Gender pay gap (OECD only), %	–	–	15.25	Services, attainment %	2.47	2.31	1.07
Proportion of unpaid work per day, female/male ratio	–	–	1.51	Social Sci., Journalism & Information, attainment %	9.54	5.21	1.83
Advancement of women to leadership roles, 1-7 (best)	–	–	4.71	Vocational training, attainment %	18.21	22.92	0.79
Gender parity in tech roles, 1-7 (best)	–	–	3.99	PhD graduates, attainment %	0.87	1.65	0.52
Boards of listed companies,% board members	35.60	64.40	0.55	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	7
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	22.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	98.80
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	99.30
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1918				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	36.20	63.80	0.57				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	31.2				
Average number of children per woman	–	–	1.59				
Women's unmet demand for family planning, % women 15-49	–	–	10.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	0.40				
Length of maternity/paternity leave (days), weeks	58.00	8.70	0.15				
Wages paid during maternity/paternity leave, % annual gross wage	100.0	0.00	0.00				
Public childcare expenditure, % GDP	–	–	0.60				

Ghana

rank
out of 156 countries **117**
score
0.00 = imparity
1.00 = parity **0.666**



Global Gender Gap Index

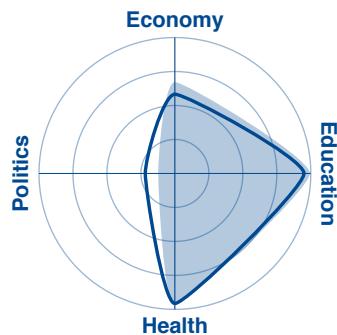
	2006 score	2021 score
Economic participation and opportunity	58	0.665
Educational attainment	5	0.753
Health and survival	94	0.868
Political empowerment	89	0.969
	80	0.071
	119	0.598
	120	0.951
	40	0.978
	110	0.135

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	119	0.598	0.583				
Labour force participation rate, %	43	0.896	0.655	65.4	72.9	0.90	
Wage equality for similar work, 1-7 (best)	54	0.700	0.628	—	—	4.90	
Estimated earned income, int'l \$ 1,000	140	0.292	0.494	2.3	7.7	0.29	
Legislators, senior officials and managers, %	70	0.509	0.349	33.8	66.3	0.51	
Professional and technical workers, %	126	0.512	0.755	33.9	66.2	0.51	
Educational attainment	120	0.951	0.950				
Literacy rate, %	115	0.892	0.897	74.5	83.5	0.89	
Enrolment in primary education, %	1	1.000	0.755	85.1	83.9	1.01	
Enrolment in secondary education, %	1	1.000	0.950	58.8	57.8	1.02	
Enrolment in tertiary education, %	122	0.765	0.927	13.6	17.7	0.77	
Health and survival	40	0.978	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	51	1.055	1.029	59.6	56.5	1.05	
Political empowerment	110	0.135	0.218				
Women in parliament, %	127	0.171	0.312	14.6	85.4	0.17	
Women in ministerial positions, %	65	0.333	0.235	25.0	75.0	0.33	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	67.34	STEMS, attainment %	7.88	22.27	0.35
GDP per capita, constant '17 intl. \$ 1000	–	–	5.40	Agri., Forestry, Fisheries & Veterinary, attainment %	1.23	2.33	0.53
Total population, million people	15.00	15.42	30.42	Arts & Humanities, attainment %	9.92	8.03	1.24
Population growth rate, %	2.17	2.20	2.19	Business, Admin. & Law, attainment %	30.88	26.47	1.17
Population sex ratio (female/male), female/male ratio	49.32	50.68	0.97	Education, attainment %	31.69	30.32	1.05
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	3.58	12.70	0.28
Labour force, million people	4.92	4.64	0.51	Health & Welfare, attainment %	12.90	5.78	2.23
Unemployed adults, % of labour force (15-64)	4.56	4.21	1.08	Information & Comm. Technologies, attainment %	1.53	4.31	0.36
Workers employed part-time, % of employed people	33.31	27.40	1.22	Natural Sci., Mathematics & Statistics, attainment %	2.77	5.27	0.52
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	1.43	0.56	2.57
Proportion of unpaid work per day, female/male ratio	–	–	3.24	Social Sci., Journalism & Information, attainment %	4.08	4.24	0.96
Advancement of women to leadership roles, 1-7 (best)	–	–	4.34	Vocational training, attainment %	0.64	1.84	0.35
Gender parity in tech roles, 1-7 (best)	–	–	4.48	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	31.60	68.40	0.46	Maternal mortality, deaths per 100,000 live births	–	–	308
Firms with female top managers, % firms	14.90	85.10	0.18	Prevalence of gender violence in lifetime, % women	–	–	24.4
Share of workers in informal sector, % workers	91.50	85.60	0.94	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	78.10
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	85.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.75				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1954				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.8				
Average number of children per woman	–	–	3.89				
Women's unmet demand for family planning, % women 15-49	–	–	26.30				
Right to divorce, 0-1 (worst)	–	–	0.75				
Child marriage, % women 15-19	–	–	8.00				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



— Greece score
— average score

	2006 score	2021 score
Global Gender Gap Index	69	98
Economic participation and opportunity	0.654	0.672
Educational attainment	0.992	0.994
Health and survival	0.978	0.966
Political empowerment	0.061	0.123

COUNTRY SCORE CARD

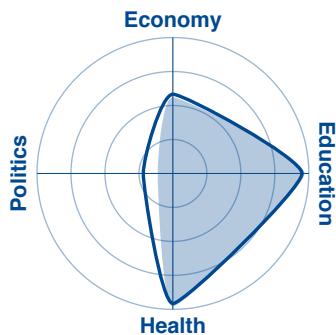
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	83	0.672	0.583				
Labour force participation rate, %	89	0.790	0.655	60.6	76.7	0.79	
Wage equality for similar work, 1-7 (best)	92	0.622	0.628	—	—	4.36	
Estimated earned income, int'l \$ 1,000	63	0.647	0.494	23.9	36.9	0.65	
Legislators, senior officials and managers, %	97	0.389	0.349	28.0	72.0	0.39	
Professional and technical workers, %	1	1.000	0.755	50.9	49.1	1.04	
Educational attainment	67	0.994	0.950				
Literacy rate, %	74	0.989	0.897	97.4	98.5	0.99	
Enrolment in primary education, %	1	1.000	0.755	98.5	98.0	1.00	
Enrolment in secondary education, %	114	0.985	0.950	92.6	94.1	0.98	
Enrolment in tertiary education, %	1	1.000	0.927	137.0	136.2	1.01	
Health and survival	107	0.966	0.957				
Sex ratio at birth, %	136	0.939	0.925	—	—	0.94	
Healthy life expectancy, years	96	1.029	1.029	71.9	69.9	1.03	
Political empowerment	115	0.123	0.218				
Women in parliament, %	90	0.277	0.312	21.7	78.3	0.28	
Women in ministerial positions, %	120	0.117	0.235	10.5	89.5	0.12	
Years with female/male head of state (last 50)	61	0.019	0.144	0.9	49.1	0.02	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	194.4	STEMS, attainment %	20.22	42.24	0.48
GDP per capita, constant '17 intl. \$ 1000	–	–	27.48	Agri., Forestry, Fisheries & Veterinary, attainment %	2.01	3.08	0.65
Total population, million people	5.33	5.14	10.47	Arts & Humanities, attainment %	15.43	7.60	2.03
Population growth rate, %	-0.47	-0.46	-0.47	Business, Admin. & Law, attainment %	20.34	20.12	1.01
Population sex ratio (female/male), female/male ratio	50.92	49.08	1.04	Education, attainment %	10.66	2.59	4.12
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	9.83	26.82	0.37
Labour force, million people	2.06	2.57	0.45	Health & Welfare, attainment %	14.21	8.28	1.72
Unemployed adults, % of labour force (15-64)	21.68	14.09	1.54	Information & Comm. Technologies, attainment %	1.77	4.46	0.40
Workers employed part-time, % of employed people	33.59	20.01	1.68	Natural Sci., Mathematics & Statistics, attainment %	8.62	10.96	0.79
Gender pay gap (OECD only), %	–	–	4.49	Services, attainment %	2.45	4.43	0.55
Proportion of unpaid work per day, female/male ratio	–	–	2.81	Social Sci., Journalism & Information, attainment %	14.67	11.66	1.26
Advancement of women to leadership roles, 1-7 (best)	–	–	3.90	Vocational training, attainment %	11.11	15.03	0.74
Gender parity in tech roles, 1-7 (best)	–	–	4.02	PhD graduates, attainment %	0.34	0.69	0.49
Boards of listed companies,% board members	10.30	89.70	0.11	Health	female	male	value
Firms with female majority ownership, % firms	45.90	54.10	0.85	Maternal mortality, deaths per 100,000 live births	–	–	3
Firms with female top managers, % firms	17.20	82.80	0.21	Prevalence of gender violence in lifetime, % women	–	–	19.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.90
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1952				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	31.3				
Average number of children per woman	–	–	1.30				
Women's unmet demand for family planning, % women 15-49	–	–	10.00				
Right to divorce, 0-1 (worst)	–	–	0.50				
Child marriage, % women 15-19	–	–	1.90				
Length of maternity/paternity leave (days), weeks	43.00	0.40	0.01				
Wages paid during maternity/paternity leave, % annual gross wage	49.50	100.0	0.50				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Guatemala

rank
out of 156 countries **122**
score
0.00 = imparity
1.00 = parity **0.655**



Guatemala score
average score

Global Gender Gap Index

	2006 score	2021 score
Economic participation and opportunity	95	0.607
Educational attainment	104	0.443
Health and survival	91	0.895
Political empowerment	1	0.980
	54	0.110
	122	0.655
		0.979
		0.560
		0.969
		0.112

COUNTRY SCORE CARD

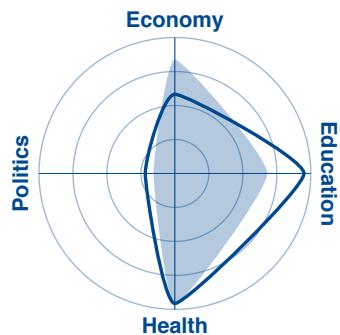
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	129	0.560	0.583				
Labour force participation rate, %	138	0.481	0.655	42.5	88.2	0.48	<div style="width: 48%;"></div>
Wage equality for similar work, 1-7 (best)	111	0.579	0.628	—	—	4.05	<div style="width: 57.9%;"></div>
Estimated earned income, int'l \$ 1,000	123	0.471	0.494	5.2	10.9	0.47	<div style="width: 47.1%;"></div>
Legislators, senior officials and managers, %	93	0.423	0.349	29.7	70.3	0.42	<div style="width: 42.3%;"></div>
Professional and technical workers, %	79	0.969	0.755	49.2	50.8	0.97	<div style="width: 96.9%;"></div>
Educational attainment	109	0.969	0.950				
Literacy rate, %	118	0.880	0.897	76.4	86.8	0.88	<div style="width: 88.0%;"></div>
Enrolment in primary education, %	1	1.000	0.755	87.0	86.7	1.00	<div style="width: 100%;"></div>
Enrolment in secondary education, %	123	0.965	0.950	43.0	44.5	0.96	<div style="width: 96.5%;"></div>
Enrolment in tertiary education, %	1	1.000	0.927	23.6	20.0	1.18	<div style="width: 100%;"></div>
Health and survival	32	0.979	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	<div style="width: 94.4%;"></div>
Healthy life expectancy, years	43	1.060	1.029	64.1	60.5	1.06	<div style="width: 106.0%;"></div>
Political empowerment	122	0.112	0.218				
Women in parliament , %	106	0.241	0.312	19.4	80.6	0.24	<div style="width: 24.1%;"></div>
Women in ministerial positions, %	112	0.153	0.235	13.3	86.7	0.15	<div style="width: 15.3%;"></div>
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	<div style="width: 0%;"></div>

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	76.19	STEMS, attainment %	5.43	16.95	0.32
GDP per capita, constant '17 intl. \$ 1000	–	–	7.82	Agri., Forestry, Fisheries & Veterinary, attainment %	0.36	1.33	0.27
Total population, million people	8.92	8.66	17.58	Arts & Humanities, attainment %	0.78	1.02	0.77
Population growth rate, %	1.91	1.97	1.93	Business, Admin. & Law, attainment %	18.34	24.96	0.73
Population sex ratio (female/male), female/male ratio	50.75	49.25	1.03	Education, attainment %	49.41	32.81	1.51
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	3.73	11.50	0.32
Labour force, million people	2.23	4.23	0.35	Health & Welfare, attainment %	11.77	8.16	1.44
Unemployed adults, % of labour force (15-64)	3.63	2.03	1.79	Information & Comm. Technologies, attainment %	0.49	3.02	0.16
Workers employed part-time, % of employed people	42.62	22.75	1.87	Natural Sci., Mathematics & Statistics, attainment %	1.21	2.44	0.50
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	1.45	2.68	0.54
Proportion of unpaid work per day, female/male ratio	–	–	5.81	Social Sci., Journalism & Information, attainment %	10.27	9.44	1.09
Advancement of women to leadership roles, 1-7 (best)	–	–	4.00	Vocational training, attainment %	9.77	9.14	1.07
Gender parity in tech roles, 1-7 (best)	–	–	4.12	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	31.50	68.50	0.46	Maternal mortality, deaths per 100,000 live births	–	–	95
Firms with female top managers, % firms	18.50	81.50	0.23	Prevalence of gender violence in lifetime, % women	–	–	18.0
Share of workers in informal sector, % workers	80.20	80.10	1.00	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	69.80
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	86.20
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1946				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.5				
Average number of children per woman	–	–	2.90				
Women's unmet demand for family planning, % women 15-49	–	–	13.90				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	21.60				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Guinea

rank
out of 156 countries **118**
score
0.00 = imparity
1.00 = parity **0.660**



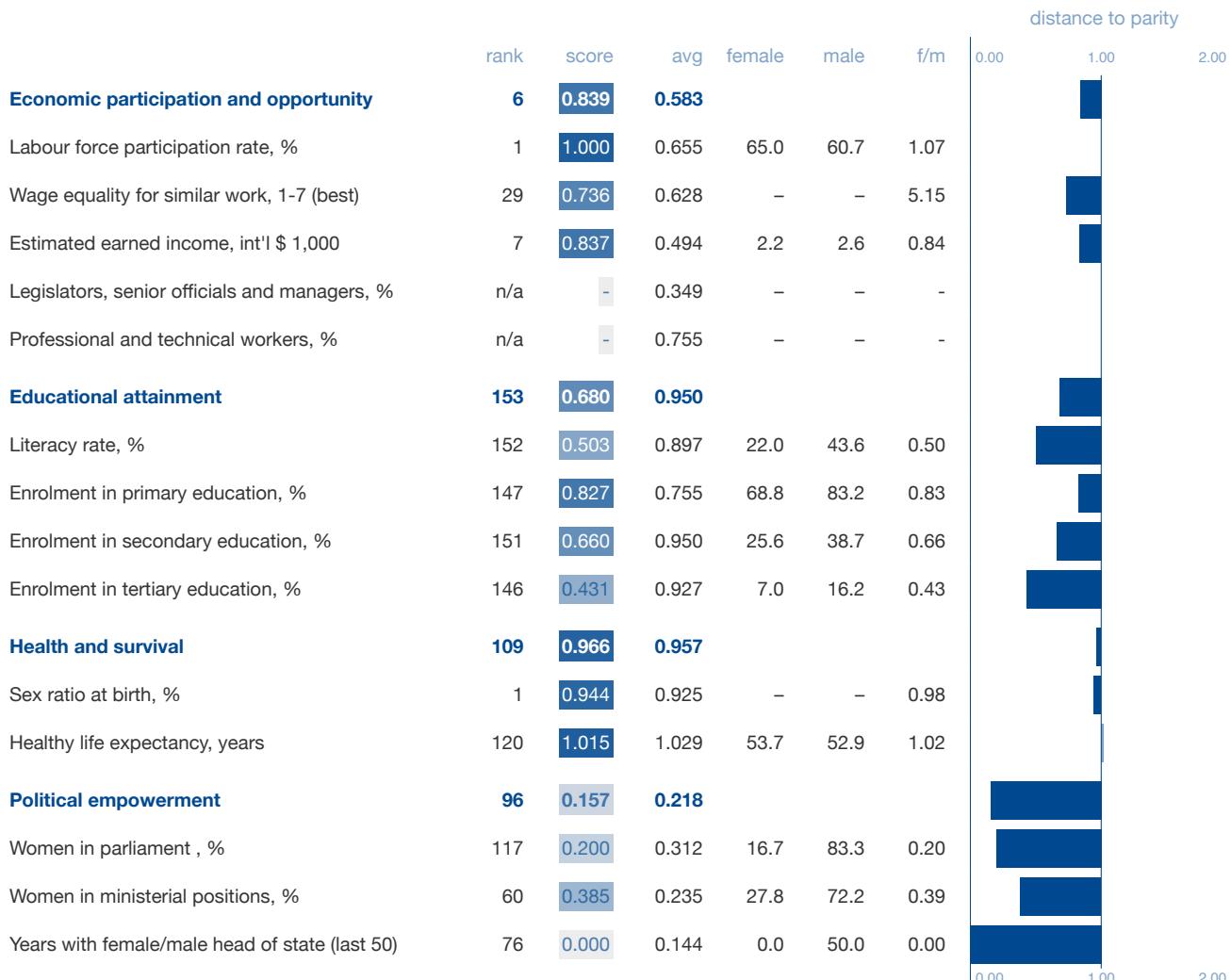
Guinea score
average score

Global Gender Gap Index

Economic participation and opportunity
Educational attainment
Health and survival
Political empowerment

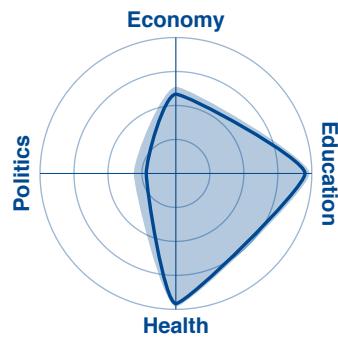
	2006 score	2021 score	
n/a	-	118	0.660
n/a	-	6	0.839
n/a	-	153	0.680
n/a	-	109	0.966
n/a	-	96	0.157

COUNTRY SCORE CARD



SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	14.24	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	2.38	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	6.61	6.17	12.77	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	2.67	3.09	2.88	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	51.72	48.28	1.07	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	n/a	n/a	n/a	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	–	–	3.42	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.48	Vocational training, attainment %	0.79	0.83	0.95
Gender parity in tech roles, 1-7 (best)	–	–	4.45	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	9.00	91.00	0.10	Maternal mortality, deaths per 100,000 live births	–	–	576
Firms with female top managers, % firms	5.80	94.20	0.06	Prevalence of gender violence in lifetime, % women	–	–	80.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	55.30
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	35.30
Inheritance rights for daughters, 0-1 (worst)	–	–	0.75				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1958				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.1				
Average number of children per woman	–	–	4.74				
Women's unmet demand for family planning, % women 15-49	–	–	27.60				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	34.30				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



■ Guyana score
— average score

	2006 score	2021 score
Global Gender Gap Index	n/a	-
Economic participation and opportunity	n/a	-
Educational attainment	n/a	-
Health and survival	n/a	-
Political empowerment	n/a	-

COUNTRY SCORE CARD

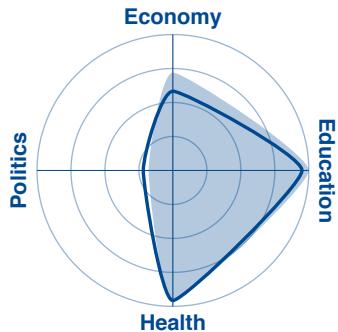
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	105	0.638	0.583				
Labour force participation rate, %	117	0.657	0.655	46.4	70.7	0.66	
Wage equality for similar work, 1-7 (best)	n/a	-	0.628	-	-	-	
Estimated earned income, int'l \$ 1,000	132	0.393	0.494	7.0	17.8	0.39	
Legislators, senior officials and managers, %	32	0.681	0.349	40.5	59.5	0.68	
Professional and technical workers, %	1	1.000	0.755	57.7	42.3	1.36	
Educational attainment	91	0.984	0.950				
Literacy rate, %	80	0.985	0.897	85.0	86.3	0.99	
Enrolment in primary education, %	130	0.971	0.755	90.4	93.0	0.97	
Enrolment in secondary education, %	1	1.000	0.950	84.4	80.4	1.05	
Enrolment in tertiary education, %	1	1.000	0.927	15.4	7.8	1.98	
Health and survival	1	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	-	-	0.95	
Healthy life expectancy, years	1	1.060	1.029	59.7	55.1	1.08	
Political empowerment	44	0.310	0.218				
Women in parliament, %	33	0.555	0.312	35.7	64.3	0.56	
Women in ministerial positions, %	41	0.466	0.235	31.8	68.2	0.47	
Years with female/male head of state (last 50)	48	0.051	0.144	2.4	47.6	0.05	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	6.81	STEMS, attainment %	5.16	41.13	0.13
GDP per capita, constant '17 intl. \$ 1000	–	–	16.42	Agri., Forestry, Fisheries & Veterinary, attainment %	0.94	4.55	0.21
Total population, million people	390.0	393.0	783.0	Arts & Humanities, attainment %	1.89	0.65	2.91
Population growth rate, %	0.52	0.51	0.51	Business, Admin. & Law, attainment %	13.74	18.61	0.74
Population sex ratio (female/male), female/male ratio	49.81	50.19	0.99	Education, attainment %	54.07	20.78	2.60
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	2.47	25.54	0.10
Labour force, million people	115.3	168.1	0.41	Health & Welfare, attainment %	15.41	8.44	1.83
Unemployed adults, % of labour force (15-64)	16.82	12.64	1.33	Information & Comm. Technologies, attainment %	1.53	12.55	0.12
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	1.16	3.03	0.38
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	1.65	0.93	1.79
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	8.79	5.84	1.50
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a	Vocational training, attainment %	1.16	1.25	0.92
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	58.30	41.70	1.40	Maternal mortality, deaths per 100,000 live births	–	–	169
Firms with female top managers, % firms	17.70	82.30	0.22	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	50.40	63.00	1.25	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	95.80
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	86.70
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1953				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	26.7				
Average number of children per woman	–	–	2.47				
Women's unmet demand for family planning, % women 15-49	–	–	28.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	0.70				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Honduras

rank
out of 156 countries **67**
score
0.00 = imparity
1.00 = parity **0.716**



■ Honduras score
— average score

Global Gender Gap Index

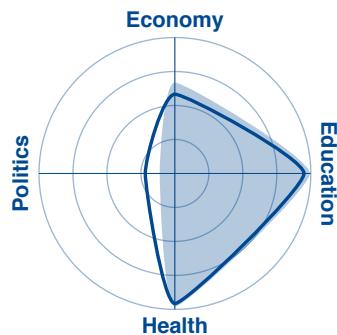
	2006 score	2021 score
Economic participation and opportunity	74	0.648
Educational attainment	99	0.478
Health and survival	1	1.000
Political empowerment	42	0.136
	67	0.716
	52	0.721
	1	1.000
	122	0.964
	85	0.179

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	52	0.721	0.583				
Labour force participation rate, %	125	0.617	0.655	54.3	88.0	0.62	
Wage equality for similar work, 1-7 (best)	118	0.567	0.628	—	—	3.97	
Estimated earned income, int'l \$ 1,000	49	0.690	0.494	4.7	6.8	0.69	
Legislators, senior officials and managers, %	1	1.000	0.349	50.9	49.1	1.04	
Professional and technical workers, %	1	1.000	0.755	51.9	48.1	1.08	
Educational attainment	1	1.000	0.950				
Literacy rate, %	1	1.000	0.897	87.3	87.1	1.00	
Enrolment in primary education, %	1	1.000	0.755	80.9	79.3	1.02	
Enrolment in secondary education, %	1	1.000	0.950	46.7	41.0	1.14	
Enrolment in tertiary education, %	1	1.000	0.927	30.3	22.2	1.37	
Health and survival	122	0.964	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	130	1.010	1.029	63.3	62.7	1.01	
Political empowerment	85	0.179	0.218				
Women in parliament, %	95	0.267	0.312	21.1	78.9	0.27	
Women in ministerial positions, %	59	0.389	0.235	28.0	72.0	0.39	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	
				0.00	1.00	2.00	
				0.00	1.00	2.00	
				0.00	1.00	2.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	23.98	STEMS, attainment %	9.14	25.43	0.36
GDP per capita, constant '17 intl. \$ 1000	–	–	5.24	Agri., Forestry, Fisheries & Veterinary, attainment %	1.47	7.54	0.19
Total population, million people	4.88	4.87	9.75	Arts & Humanities, attainment %	1.85	1.87	0.99
Population growth rate, %	1.65	1.67	1.65	Business, Admin. & Law, attainment %	26.74	27.24	0.98
Population sex ratio (female/male), female/male ratio	50.04	49.96	1.00	Education, attainment %	37.94	20.83	1.82
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	6.41	17.29	0.37
Labour force, million people	1.48	2.31	0.39	Health & Welfare, attainment %	15.53	9.47	1.64
Unemployed adults, % of labour force (15-64)	8.50	4.47	1.90	Information & Comm. Technologies, attainment %	1.38	6.27	0.22
Workers employed part-time, % of employed people	42.76	24.51	1.74	Natural Sci., Mathematics & Statistics, attainment %	1.36	1.88	0.72
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	0.47	3.30	0.14
Proportion of unpaid work per day, female/male ratio	–	–	3.10	Social Sci., Journalism & Information, attainment %	6.86	4.31	1.59
Advancement of women to leadership roles, 1-7 (best)	–	–	3.72	Vocational training, attainment %	10.90	9.23	1.18
Gender parity in tech roles, 1-7 (best)	–	–	3.88	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	54.70	45.30	1.21	Maternal mortality, deaths per 100,000 live births	–	–	65
Firms with female top managers, % firms	28.00	72.00	0.39	Prevalence of gender violence in lifetime, % women	–	–	21.6
Share of workers in informal sector, % workers	81.00	83.60	1.03	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	1.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	74.00
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	88.90
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1955				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.7				
Average number of children per woman	–	–	2.49				
Women's unmet demand for family planning, % women 15-49	–	–	10.70				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	27.30				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Hungary score
average score

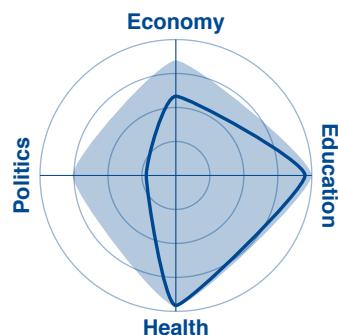
	2006 score	2021 score
Global Gender Gap Index	55	99
Economic participation and opportunity	0.670	0.669
Educational attainment	48	72
Health and survival	0.991	0.993
Political empowerment	36	1
	0.979	0.980
	82	124
	0.069	0.112

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	86	0.669	0.583				
Labour force participation rate, %	78	0.817	0.655	65.3	80.0	0.82	
Wage equality for similar work, 1-7 (best)	128	0.528	0.628	—	—	3.70	
Estimated earned income, int'l \$ 1,000	95	0.575	0.494	21.8	38.0	0.57	
Legislators, senior officials and managers, %	41	0.637	0.349	38.9	61.1	0.64	
Professional and technical workers, %	1	1.000	0.755	59.8	40.2	1.49	
Educational attainment	72	0.993	0.950				
Literacy rate, %	51	0.999	0.897	99.1	99.2	1.00	
Enrolment in primary education, %	117	0.984	0.755	90.1	91.5	0.98	
Enrolment in secondary education, %	1	1.000	0.950	89.5	89.1	1.01	
Enrolment in tertiary education, %	1	1.000	0.927	53.9	43.3	1.24	
Health and survival	1	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.94	
Healthy life expectancy, years	1	1.060	1.029	69.3	65.0	1.07	
Political empowerment	124	0.112	0.218				
Women in parliament, %	132	0.144	0.312	12.6	87.4	0.14	
Women in ministerial positions, %	79	0.272	0.235	21.4	78.6	0.27	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	149.9	STEMS, attainment %	12.17	40.28	0.30
GDP per capita, constant '17 intl. \$ 1000	–	–	30.69	Agri., Forestry, Fisheries & Veterinary, attainment %	3.11	5.10	0.61
Total population, million people	5.08	4.61	9.69	Arts & Humanities, attainment %	9.87	7.12	1.39
Population growth rate, %	-0.28	-0.22	-0.24	Business, Admin. & Law, attainment %	26.32	21.51	1.22
Population sex ratio (female/male), female/male ratio	52.41	47.59	1.10	Education, attainment %	22.35	6.17	3.62
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	7.16	25.82	0.28
Labour force, million people	2.07	2.52	0.45	Health & Welfare, attainment %	9.54	5.24	1.82
Unemployed adults, % of labour force (15-64)	3.54	3.39	1.04	Information & Comm. Technologies, attainment %	1.19	9.09	0.13
Workers employed part-time, % of employed people	29.89	22.94	1.30	Natural Sci., Mathematics & Statistics, attainment %	3.83	5.37	0.71
Gender pay gap (OECD only), %	–	–	5.06	Services, attainment %	4.35	5.44	0.80
Proportion of unpaid work per day, female/male ratio	–	–	1.86	Social Sci., Journalism & Information, attainment %	11.46	8.05	1.42
Advancement of women to leadership roles, 1-7 (best)	–	–	3.70	Vocational training, attainment %	12.08	14.61	0.83
Gender parity in tech roles, 1-7 (best)	–	–	3.31	PhD graduates, attainment %	0.59	0.84	0.70
Boards of listed companies,% board members	12.90	87.10	0.15	Health	female	male	value
Firms with female majority ownership, % firms	51.90	48.10	1.08	Maternal mortality, deaths per 100,000 live births	–	–	12
Firms with female top managers, % firms	22.10	77.90	0.28	Prevalence of gender violence in lifetime, % women	–	–	21.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.70
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1918				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.6				
Average number of children per woman	–	–	1.49				
Women's unmet demand for family planning, % women 15-49	–	–	9.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	0.70				
Length of maternity/paternity leave (days), weeks	160.0	1.00	0.01				
Wages paid during maternity/paternity leave, % annual gross wage	70.00	100.0	0.70				
Public childcare expenditure, % GDP	–	–	0.73				



■ Iceland score
— average score

	2006 score	2021 score
Global Gender Gap Index	4 0.781	1 0.892
Economic participation and opportunity	17 0.711	4 0.846
Educational attainment	50 0.991	38 0.999
Health and survival	92 0.968	127 0.964
Political empowerment	4 0.456	1 0.760

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	0.00	1.00	2.00
Economic participation and opportunity	4	0.846	0.583						
Labour force participation rate, %	14	0.946	0.655	84.3	89.0	0.95			
Wage equality for similar work, 1-7 (best)	1	0.860	0.628	—	—	6.02			
Estimated earned income, int'l \$ 1,000	26	0.737	0.494	48.2	65.4	0.74			
Legislators, senior officials and managers, %	30	0.721	0.349	41.9	58.1	0.72			
Professional and technical workers, %	1	1.000	0.755	59.0	41.0	1.44			
Educational attainment	38	0.999	0.950						
Literacy rate, %	1	1.000	0.897	—	—	—			
Enrolment in primary education, %	83	0.998	0.755	99.4	99.5	1.00			
Enrolment in secondary education, %	1	1.000	0.950	92.4	90.2	1.02			
Enrolment in tertiary education, %	1	1.000	0.927	94.4	50.6	1.87			
Health and survival	127	0.964	0.957						
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95			
Healthy life expectancy, years	135	1.008	1.029	72.3	71.7	1.01			
Political empowerment	1	0.760	0.218						
Women in parliament, %	23	0.658	0.312	39.7	60.3	0.66			
Women in ministerial positions, %	23	0.667	0.235	40.0	60.0	0.67			
Years with female/male head of state (last 50)	2	0.883	0.144	23.5	26.6	0.88			

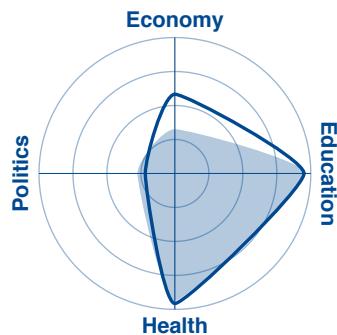
The horizontal bar chart illustrates the 'distance to parity' for each indicator. The scale ranges from 0.00 (imparity) to 2.00 (parity). A vertical dashed line at 1.00 indicates the midpoint. The bars show the difference between the current score and the parity score (1.00). Most indicators have a distance of 0.00 or 1.00, indicating either full parity or no data available. The 'Political empowerment' indicator has a distance of 0.218.

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	20.81	STEMS, attainment %	10.25	26.65	0.38
GDP per capita, constant '17 intl. \$ 1000	–	–	51.54	Agri., Forestry, Fisheries & Veterinary, attainment %	0.44	0.51	0.85
Total population, million people	169.0	170.0	339.0	Arts & Humanities, attainment %	10.65	9.52	1.12
Population growth rate, %	0.60	0.59	0.59	Business, Admin. & Law, attainment %	21.89	34.70	0.63
Population sex ratio (female/male), female/male ratio	49.85	50.15	0.99	Education, attainment %	25.25	10.61	2.38
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	5.58	16.25	0.34
Labour force, million people	92.34	105.5	0.47	Health & Welfare, attainment %	19.85	5.64	3.52
Unemployed adults, % of labour force (15-64)	3.19	4.02	0.79	Information & Comm. Technologies, attainment %	0.58	4.54	0.13
Workers employed part-time, % of employed people	47.79	27.93	1.71	Natural Sci., Mathematics & Statistics, attainment %	4.09	5.86	0.70
Gender pay gap (OECD only), %	–	–	11.54	Services, attainment %	1.02	1.24	0.82
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	10.65	11.13	0.96
Advancement of women to leadership roles, 1-7 (best)	–	–	6.04	Vocational training, attainment %	6.02	12.49	0.48
Gender parity in tech roles, 1-7 (best)	–	–	5.33	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	45.90	54.10	0.85	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	4
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	22.4
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	98.20
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1915				
Number of female heads of state to date	–	–	3				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.6				
Average number of children per woman	–	–	1.77				
Women's unmet demand for family planning, % women 15-49	n/a	n/a	n/a				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	0.50				
Length of maternity/paternity leave (days), weeks	26.00	13.00	0.50				
Wages paid during maternity/paternity leave, % annual gross wage	68.18	0.00	0.00				
Public childcare expenditure, % GDP	–	–	1.80				

India

rank
out of 156 countries **140**
score
0.00 = imparity
1.00 = parity **0.625**



India score
average score

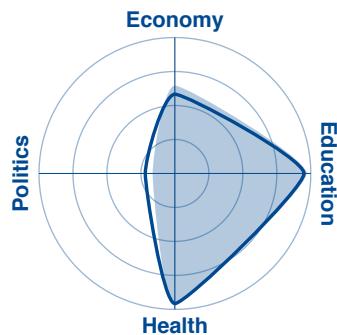
	2006 score	2021 score
Global Gender Gap Index	98	140
Economic participation and opportunity	110	151
Educational attainment	102	114
Health and survival	103	155
Political empowerment	20	51
	0.601	0.625

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	151	0.326	0.583				
Labour force participation rate, %	148	0.280	0.655	22.3	79.6	0.28	<div style="width: 28%;"></div>
Wage equality for similar work, 1-7 (best)	135	0.482	0.628	—	—	3.38	<div style="width: 48.2%;"></div>
Estimated earned income, int'l \$ 1,000	148	0.207	0.494	2.2	10.8	0.21	<div style="width: 20.7%;"></div>
Legislators, senior officials and managers, %	140	0.171	0.349	14.6	85.4	0.17	<div style="width: 17.1%;"></div>
Professional and technical workers, %	136	0.411	0.755	29.2	70.9	0.41	<div style="width: 41.1%;"></div>
Educational attainment	114	0.962	0.950				
Literacy rate, %	129	0.799	0.897	65.8	82.4	0.80	<div style="width: 79.9%;"></div>
Enrolment in primary education, %	1	1.000	0.755	93.0	91.6	1.02	<div style="width: 100%;"></div>
Enrolment in secondary education, %	1	1.000	0.950	62.4	60.9	1.02	<div style="width: 100%;"></div>
Enrolment in tertiary education, %	1	1.000	0.927	29.1	27.2	1.07	<div style="width: 100%;"></div>
Health and survival	155	0.937	0.957				
Sex ratio at birth, %	152	0.909	0.925	—	—	0.91	<div style="width: 90.9%;"></div>
Healthy life expectancy, years	145	1.002	1.029	60.4	60.3	1.00	<div style="width: 100%;"></div>
Political empowerment	51	0.276	0.218				
Women in parliament, %	128	0.168	0.312	14.4	85.6	0.17	<div style="width: 16.8%;"></div>
Women in ministerial positions, %	132	0.100	0.235	9.1	90.9	0.10	<div style="width: 10.0%;"></div>
Years with female/male head of state (last 50)	7	0.450	0.144	15.5	34.5	0.45	<div style="width: 45.0%;"></div>

SELECTED CONTEXTUAL DATA

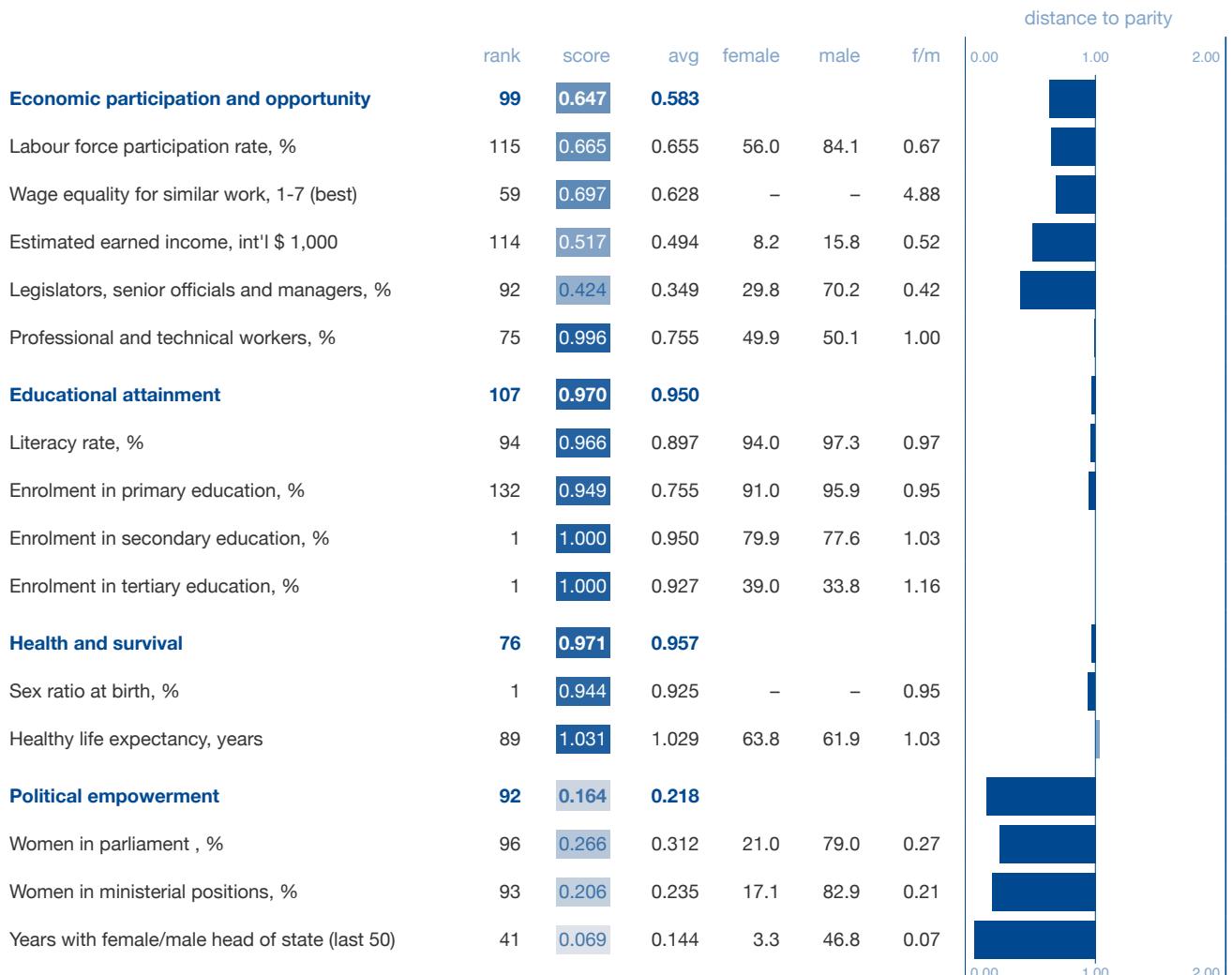
General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	2.59k	STEMS, attainment %	26.93	36.61	0.74
GDP per capita, constant '17 intl. \$ 1000	–	–	5.95	Agri., Forestry, Fisheries & Veterinary, attainment %	0.40	1.07	0.37
Total population, million people	656.29	710.13	1366.4	Arts & Humanities, attainment %	6.23	4.93	1.26
Population growth rate, %	1.03	1.01	1.02	Business, Admin. & Law, attainment %	16.52	19.05	0.87
Population sex ratio (female/male), female/male ratio	48.03	51.97	0.92	Education, attainment %	11.07	7.16	1.55
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	7.19	16.35	0.44
Labour force, million people	83.13	288.65	0.22	Health & Welfare, attainment %	3.96	2.51	1.58
Unemployed adults, % of labour force (15-64)	5.07	5.57	0.91	Information & Comm. Technologies, attainment %	6.00	7.05	0.85
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	13.75	13.20	1.04
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	0.47	0.24	1.92
Proportion of unpaid work per day, female/male ratio	–	–	9.67	Social Sci., Journalism & Information, attainment %	34.42	28.44	1.21
Advancement of women to leadership roles, 1-7 (best)	–	–	3.37	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	4.31	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	15.90	84.10	0.19	Health	female	male	value
Firms with female majority ownership, % firms	10.70	89.30	0.12	Maternal mortality, deaths per 100,000 live births	–	–	145
Firms with female top managers, % firms	8.90	91.10	0.10	Prevalence of gender violence in lifetime, % women	–	–	28.7
Share of workers in informal sector, % workers	88.50	87.90	0.99	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	81.40
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	51.20
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1935				
Number of female heads of state to date	–	–	3				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	10.30	89.70	0.11				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.4				
Average number of children per woman	–	–	2.24				
Women's unmet demand for family planning, % women 15-49	–	–	12.90				
Right to divorce, 0-1 (worst)	–	–	0.50				
Child marriage, % women 15-19	–	–	21.50				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Indonesia score
average score

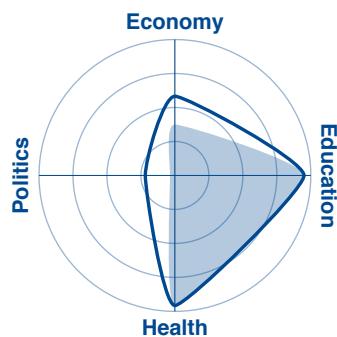
	2006 score	2021 score
Global Gender Gap Index	68	101
Economic participation and opportunity	0.654	0.647
Educational attainment	99	0.949
Health and survival	107	0.969
Political empowerment	0.971	0.164

COUNTRY SCORE CARD



SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	1.09k	STEMS, attainment %	12.39	29.39	0.42
GDP per capita, constant '17 intl. \$ 1000	–	–	11.68	Agri., Forestry, Fisheries & Veterinary, attainment %	3.37	5.13	0.66
Total population, million people	134.36	136.27	270.63	Arts & Humanities, attainment %	5.26	5.21	1.01
Population growth rate, %	1.11	1.10	1.10	Business, Admin. & Law, attainment %	18.09	18.64	0.97
Population sex ratio (female/male), female/male ratio	49.65	50.35	0.99	Education, attainment %	28.38	17.60	1.61
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	3.34	14.29	0.23
Labour force, million people	50.60	76.86	0.40	Health & Welfare, attainment %	21.38	8.56	2.50
Unemployed adults, % of labour force (15-64)	3.53	4.00	0.88	Information & Comm. Technologies, attainment %	4.88	13.05	0.37
Workers employed part-time, % of employed people	42.24	26.14	1.62	Natural Sci., Mathematics & Statistics, attainment %	4.17	2.05	2.04
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	11.14	15.45	0.72
Advancement of women to leadership roles, 1-7 (best)	–	–	4.90	Vocational training, attainment %	11.89	13.67	0.87
Gender parity in tech roles, 1-7 (best)	–	–	4.78	PhD graduates, attainment %	0.03	0.07	0.39
Boards of listed companies,% board members	10.10	89.90	0.11	Health	female	male	value
Firms with female majority ownership, % firms	22.10	77.90	0.28	Maternal mortality, deaths per 100,000 live births	–	–	177
Firms with female top managers, % firms	22.10	77.90	0.28	Prevalence of gender violence in lifetime, % women	–	–	18.3
Share of workers in informal sector, % workers	81.80	79.40	0.97	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	94.70
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	77.40
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1945				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	1.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.25				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.2				
Average number of children per woman	–	–	2.32				
Women's unmet demand for family planning, % women 15-49	–	–	14.50				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	13.80				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

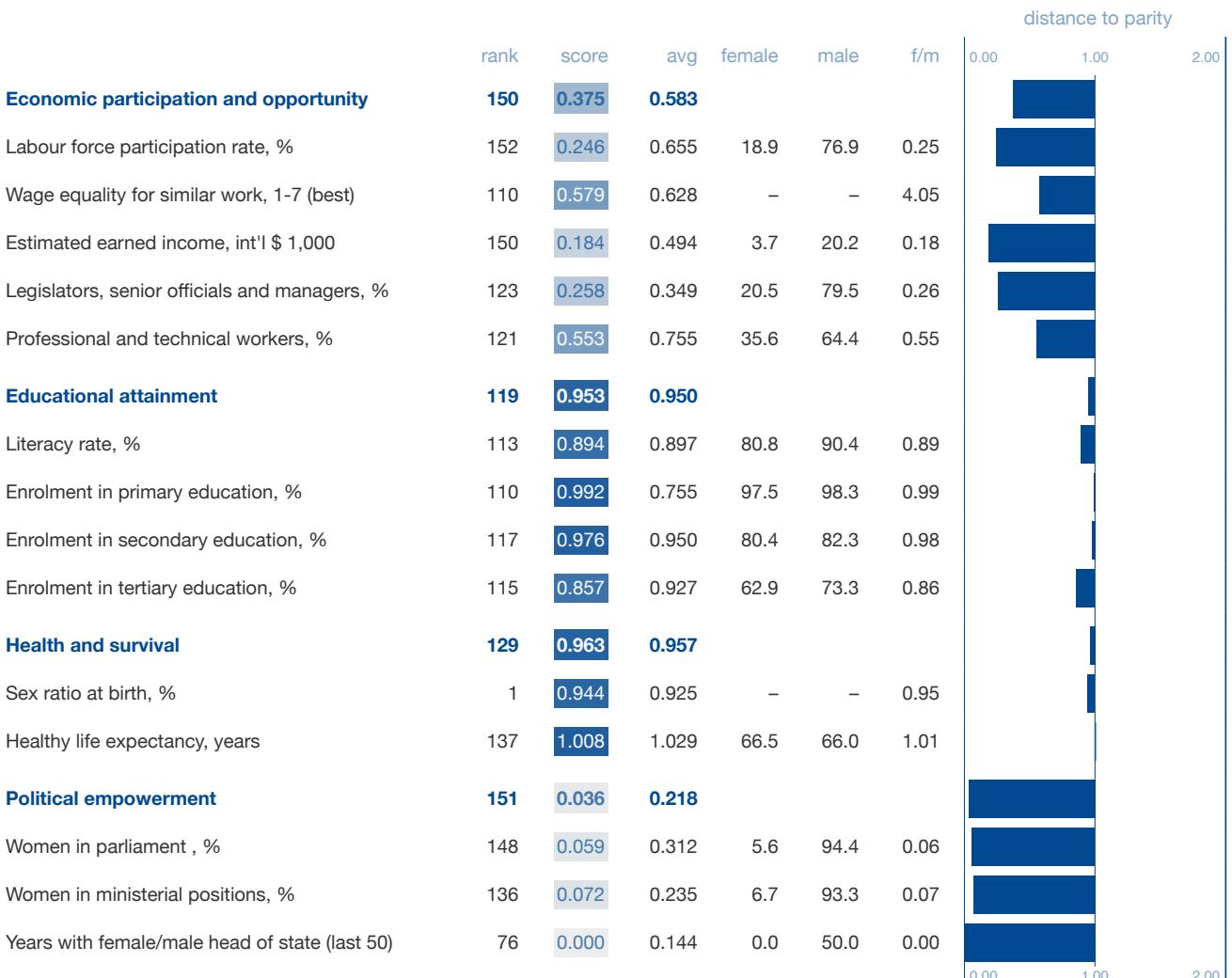


Iran, Islamic Rep. score

average score

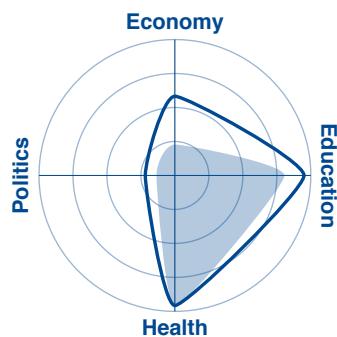
	2006 score	2021 score
Global Gender Gap Index	108	150
Economic participation and opportunity	113	0.359
Educational attainment	80	0.954
Health and survival	52	0.978
Political empowerment	109	0.031
	0.580	0.582

COUNTRY SCORE CARD



SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	610.7	STEMS, attainment %	31.54	49.68	0.63
GDP per capita, constant '17 intl. \$ 1000	–	–	11.32	Agri., Forestry, Fisheries & Veterinary, attainment %	3.18	2.50	1.27
Total population, million people	41.02	41.89	82.91	Arts & Humanities, attainment %	11.38	4.54	2.51
Population growth rate, %	1.44	1.28	1.36	Business, Admin. & Law, attainment %	27.30	28.14	0.97
Population sex ratio (female/male), female/male ratio	49.48	50.52	0.98	Education, attainment %	8.23	3.74	2.20
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	15.88	38.66	0.41
Labour force, million people	n/a	n/a	n/a	Health & Welfare, attainment %	8.50	3.72	2.28
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a	Information & Comm. Technologies, attainment %	7.46	8.28	0.90
Workers employed part-time, % of employed people	55.69	26.91	2.07	Natural Sci., Mathematics & Statistics, attainment %	8.20	2.75	2.98
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	2.48	3.44	0.72
Proportion of unpaid work per day, female/male ratio	–	–	3.91	Social Sci., Journalism & Information, attainment %	7.40	4.24	1.75
Advancement of women to leadership roles, 1-7 (best)	–	–	3.25	Vocational training, attainment %	4.08	7.67	0.53
Gender parity in tech roles, 1-7 (best)	–	–	4.65	PhD graduates, attainment %	0.30	0.43	0.68
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	16
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	66.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.00
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	94.30
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1963				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	1.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.9				
Average number of children per woman	–	–	2.15				
Women's unmet demand for family planning, % women 15-49	–	–	5.70				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	21.40				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



	2006 score	2021 score
Global Gender Gap Index	n/a	-
Economic participation and opportunity	n/a	-
Educational attainment	n/a	-
Health and survival	n/a	-
Political empowerment	n/a	-

COUNTRY SCORE CARD

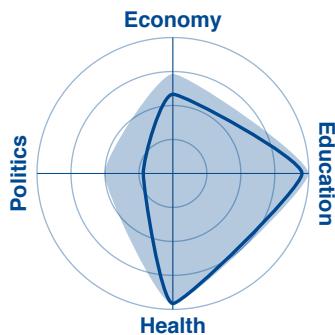
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	155	0.228	0.583				0.00 1.00 2.00
Labour force participation rate, %	155	0.157	0.655	12.1	76.7	0.16	
Wage equality for similar work, 1-7 (best)	n/a	-	0.628	-	-	-	
Estimated earned income, int'l \$ 1,000	153	0.119	0.494	2.3	19.5	0.12	
Legislators, senior officials and managers, %	118	0.279	0.349	21.8	78.2	0.28	
Professional and technical workers, %	132	0.482	0.755	32.5	67.5	0.48	
Educational attainment	145	0.807	0.950				
Literacy rate, %	120	0.876	0.897	79.9	91.2	0.88	
Enrolment in primary education, %	140	0.884	0.755	86.9	98.4	0.88	
Enrolment in secondary education, %	149	0.708	0.950	41.5	58.6	0.71	
Enrolment in tertiary education, %	135	0.595	0.927	12.0	20.1	0.60	
Health and survival	96	0.968	0.957				
Sex ratio at birth, %	136	0.939	0.925	-	-	0.94	
Healthy life expectancy, years	84	1.034	1.029	63.7	61.6	1.03	
Political empowerment	109	0.136	0.218				
Women in parliament , %	68	0.359	0.312	26.4	73.6	0.36	
Women in ministerial positions, %	132	0.100	0.235	9.1	90.9	0.10	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	178.1	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	9.42	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	19.42	19.89	39.31	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	2.25	2.30	2.28	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	49.40	50.60	0.98	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	1.08	7.02	0.13	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	31.07	10.27	3.03	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	26.15	23.64	1.11	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	–	–	5.78	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	6.80	93.20	0.07	Maternal mortality, deaths per 100,000 live births	–	–	79
Firms with female top managers, % firms	2.30	97.70	0.02	Prevalence of gender violence in lifetime, % women	–	–	21.2
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	95.60
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	67.90
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1980				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.7				
Average number of children per woman	–	–	3.68				
Women's unmet demand for family planning, % women 15-49	–	–	8.00				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	20.30				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Ireland

rank
out of 156 countries **9**
score
0.00 = imparity
1.00 = parity **0.800**



Ireland score
average score

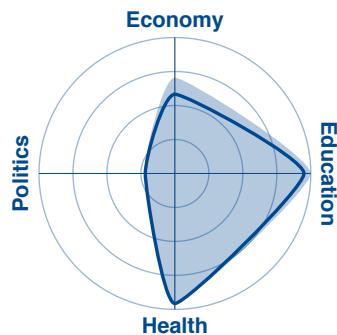
	2006 score	2021 score
Global Gender Gap Index	10	9
Economic participation and opportunity	0.733	0.800
Educational attainment	47	43
Health and survival	1.000	0.733
Political empowerment	81	48
	9	0.998
	0.323	0.964
	11	0.504

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	43	0.733	0.583				0.00 1.00 2.00
Labour force participation rate, %	65	0.850	0.655	67.6	79.5	0.85	
Wage equality for similar work, 1-7 (best)	60	0.690	0.628	—	—	4.83	
Estimated earned income, int'l \$ 1,000	55	0.666	0.494	46.4	69.7	0.67	
Legislators, senior officials and managers, %	62	0.545	0.349	35.3	64.7	0.55	
Professional and technical workers, %	1	1.000	0.755	53.6	46.4	1.16	
Educational attainment	48	0.998	0.950				
Literacy rate, %	1	1.000	0.897	—	—	—	
Enrolment in primary education, %	100	0.996	0.755	97.3	97.7	1.00	
Enrolment in secondary education, %	1	1.000	0.950	98.7	97.3	1.01	
Enrolment in tertiary education, %	1	1.000	0.927	82.0	73.7	1.11	
Health and survival	119	0.964	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	127	1.010	1.029	71.4	70.7	1.01	
Political empowerment	11	0.504	0.218				
Women in parliament, %	87	0.290	0.312	22.5	77.5	0.29	
Women in ministerial positions, %	58	0.401	0.235	28.6	71.4	0.40	
Years with female/male head of state (last 50)	3	0.712	0.144	20.8	29.2	0.71	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	399.1	STEMS, attainment %	14.10	37.23	0.38
GDP per capita, constant '17 intl. \$ 1000	–	–	84.56	Agri., Forestry, Fisheries & Veterinary, attainment %	1.23	2.03	0.61
Total population, million people	2.46	2.42	4.88	Arts & Humanities, attainment %	15.69	11.71	1.34
Population growth rate, %	1.23	1.38	1.31	Business, Admin. & Law, attainment %	23.84	26.20	0.91
Population sex ratio (female/male), female/male ratio	50.39	49.61	1.02	Education, attainment %	7.81	3.39	2.30
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	3.48	17.61	0.20
Labour force, million people	1.09	1.26	0.46	Health & Welfare, attainment %	25.19	8.38	3.01
Unemployed adults, % of labour force (15-64)	4.77	5.36	0.89	Information & Comm. Technologies, attainment %	2.80	11.48	0.24
Workers employed part-time, % of employed people	50.66	21.63	2.34	Natural Sci., Mathematics & Statistics, attainment %	7.82	8.14	0.96
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	4.39	5.82	0.76
Proportion of unpaid work per day, female/male ratio	–	–	2.29	Social Sci., Journalism & Information, attainment %	7.46	5.03	1.48
Advancement of women to leadership roles, 1-7 (best)	–	–	4.95	Vocational training, attainment %	5.87	7.43	0.79
Gender parity in tech roles, 1-7 (best)	–	–	4.39	PhD graduates, attainment %	0.85	1.13	0.75
Boards of listed companies,% board members	26.00	74.00	0.35	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	5
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	15.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.70
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1918				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	40.00	60.00	0.67				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	32.1				
Average number of children per woman	–	–	1.84				
Women's unmet demand for family planning, % women 15-49	–	–	11.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	0.30				
Length of maternity/paternity leave (days), weeks	26.00	2.00	0.08				
Wages paid during maternity/paternity leave, % annual gross wage	26.68	26.68	1.00				
Public childcare expenditure, % GDP	–	–	0.32				



■ Israel score
— average score

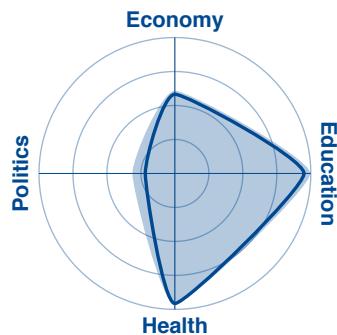
	2006 score	2021 score
Global Gender Gap Index	35	60
Economic participation and opportunity	0.689	0.705
Educational attainment	46	65
Health and survival	0.995	1
Political empowerment	83	121
	0.969	0.964
	36	65
	0.150	0.227

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	65	0.705	0.583				
Labour force participation rate, %	22	0.931	0.655	69.6	74.8	0.93	
Wage equality for similar work, 1-7 (best)	105	0.595	0.628	—	—	4.17	
Estimated earned income, int'l \$ 1,000	78	0.610	0.494	30.0	49.1	0.61	
Legislators, senior officials and managers, %	66	0.528	0.349	34.6	65.4	0.53	
Professional and technical workers, %	1	1.000	0.755	51.2	48.8	1.05	
Educational attainment	1	1.000	0.950				
Literacy rate, %	n/a	—	0.897	—	—	—	
Enrolment in primary education, %	1	1.000	0.755	—	—	—	
Enrolment in secondary education, %	1	1.000	0.950	100.0	98.0	1.02	
Enrolment in tertiary education, %	1	1.000	0.927	74.5	52.8	1.41	
Health and survival	121	0.964	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	129	1.010	1.029	72.7	72.0	1.01	
Political empowerment	65	0.227	0.218				
Women in parliament , %	65	0.364	0.312	26.7	73.3	0.36	
Women in ministerial positions, %	65	0.333	0.235	25.0	75.0	0.33	
Years with female/male head of state (last 50)	38	0.072	0.144	3.4	46.6	0.07	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	383.4	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	37.02	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	4.28	4.24	8.52	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	1.57	1.70	1.63	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	50.26	49.74	1.01	Education, attainment %	n/a	n/a	n/a
				Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
				Health & Welfare, attainment %	n/a	n/a	n/a
				Information & Comm. Technologies, attainment %	n/a	n/a	n/a
				Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
				Services, attainment %	n/a	n/a	n/a
				Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
				Vocational training, attainment %	17.84	15.35	1.16
				PhD graduates, attainment %	1.15	1.75	0.66
Work participation and leadership	female	male	value	Health	female	male	value
Labour force, million people	1.88	2.00	0.48	Maternal mortality, deaths per 100,000 live births	–	–	3
Unemployed adults, % of labour force (15-64)	4.04	3.76	1.07	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Workers employed part-time, % of employed people	40.63	20.21	2.01	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Gender pay gap (OECD only), %	–	–	22.66	Births attended by skilled personnel, % live births	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.59				
Gender parity in tech roles, 1-7 (best)	–	–	4.80				
Boards of listed companies,% board members	21.60	78.40	0.28				
Firms with female majority ownership, % firms	27.30	72.70	0.38				
Firms with female top managers, % firms	10.10	89.90	0.11				
Share of workers in informal sector, % workers	n/a	n/a	n/a				
Access to finance	female	male	value				
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00				
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1948				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.7				
Average number of children per woman	–	–	3.04				
Women's unmet demand for family planning, % women 15-49	–	–	9.00				
Right to divorce, 0-1 (worst)	–	–	0.75				
Child marriage, % women 15-19	–	–	2.50				
Length of maternity/paternity leave (days), weeks	15.00	0.00	0.00				
Wages paid during maternity/paternity leave, % annual gross wage	100.0	0.00	0.00				
Public childcare expenditure, % GDP	–	–	0.84				



Italy score
average score

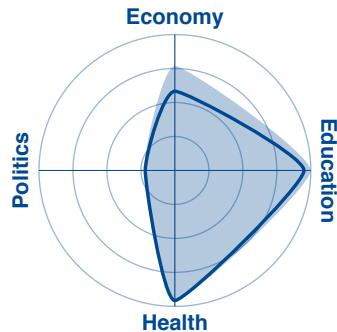
	2006 score	2021 score
Global Gender Gap Index	77	63
Economic participation and opportunity	0.646	0.721
Educational attainment	0.997	0.997
Health and survival	0.972	0.965
Political empowerment	0.087	0.313

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	114	0.609	0.583				
Labour force participation rate, %	98	0.752	0.655	56.5	75.1	0.75	
Wage equality for similar work, 1-7 (best)	127	0.533	0.628	—	—	3.73	
Estimated earned income, int'l \$ 1,000	96	0.572	0.494	29.4	51.4	0.57	
Legislators, senior officials and managers, %	98	0.385	0.349	27.8	72.2	0.39	
Professional and technical workers, %	87	0.909	0.755	47.6	52.4	0.91	
Educational attainment	57	0.997	0.950				
Literacy rate, %	62	0.996	0.897	99.0	99.4	1.00	
Enrolment in primary education, %	103	0.994	0.755	95.4	95.9	0.99	
Enrolment in secondary education, %	1	1.000	0.950	95.3	94.1	1.01	
Enrolment in tertiary education, %	1	1.000	0.927	71.5	53.0	1.35	
Health and survival	118	0.965	0.957				
Sex ratio at birth, %	131	0.941	0.925	—	—	0.94	
Healthy life expectancy, years	113	1.020	1.029	72.6	71.2	1.02	
Political empowerment	41	0.313	0.218				
Women in parliament, %	33	0.555	0.312	35.7	64.3	0.56	
Women in ministerial positions, %	33	0.572	0.235	36.4	63.6	0.57	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	1.85k	STEMS, attainment %	15.72	33.93	0.46
GDP per capita, constant '17 intl. \$ 1000	–	–	37.91	Agri., Forestry, Fisheries & Veterinary, attainment %	2.00	2.78	0.72
Total population, million people	31.09	29.46	60.55	Arts & Humanities, attainment %	19.48	11.13	1.75
Population growth rate, %	-0.19	-0.06	-0.13	Business, Admin. & Law, attainment %	17.21	22.32	0.77
Population sex ratio (female/male), female/male ratio	51.34	48.66	1.06	Education, attainment %	5.26	0.53	9.93
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	8.09	24.36	0.33
Labour force, million people	10.89	14.37	0.43	Health & Welfare, attainment %	14.61	12.48	1.17
Unemployed adults, % of labour force (15-64)	11.28	9.31	1.21	Information & Comm. Technologies, attainment %	0.28	2.05	0.14
Workers employed part-time, % of employed people	49.86	21.40	2.33	Natural Sci., Mathematics & Statistics, attainment %	7.35	7.52	0.98
Gender pay gap (OECD only), %	–	–	5.56	Services, attainment %	0.05	0.28	0.18
Proportion of unpaid work per day, female/male ratio	–	–	2.82	Social Sci., Journalism & Information, attainment %	15.16	8.55	1.77
Advancement of women to leadership roles, 1-7 (best)	–	–	3.51	Vocational training, attainment %	16.97	26.28	0.65
Gender parity in tech roles, 1-7 (best)	–	–	3.71	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	36.10	63.90	0.56	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	2
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	19.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.90
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	68.10
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1945				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	34.40	65.60	0.52				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	31.8				
Average number of children per woman	–	–	1.33				
Women's unmet demand for family planning, % women 15-49	–	–	11.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	0.20				
Length of maternity/paternity leave (days), weeks	47.70	0.80	0.02				
Wages paid during maternity/paternity leave, % annual gross wage	80.00	100.0	0.80				
Public childcare expenditure, % GDP	–	–	0.56				



■ Jamaica score

— average score

	2006 score	2021 score
Global Gender Gap Index	25	40
Economic participation and opportunity	0.701	0.741
Educational attainment	7	24
Health and survival	1.000	0.768
Political empowerment	82	1
	65	101
	0.098	0.968
	64	64
	0.230	0.230

COUNTRY SCORE CARD

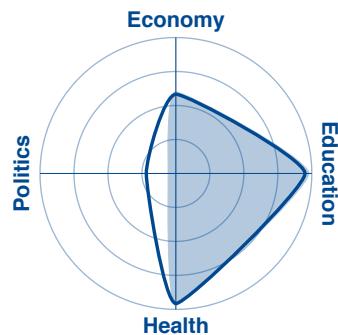
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	24	0.768	0.583				0.00 1.00 2.00
Labour force participation rate, %	64	0.854	0.655	65.8	77.1	0.85	
Wage equality for similar work, 1-7 (best)	100	0.610	0.628	—	—	4.27	
Estimated earned income, int'l \$ 1,000	69	0.627	0.494	8.2	13.0	0.63	
Legislators, senior officials and managers, %	1	1.000	0.349	56.7	43.3	1.31	
Professional and technical workers, %	1	1.000	0.755	57.9	42.1	1.37	
Educational attainment	1	1.000	0.950				
Literacy rate, %	1	1.000	0.897	92.7	83.4	1.11	
Enrolment in primary education, %	1	1.000	0.755	81.3	80.8	1.01	
Enrolment in secondary education, %	1	1.000	0.950	76.3	71.7	1.06	
Enrolment in tertiary education, %	1	1.000	0.927	34.7	19.9	1.74	
Health and survival	101	0.968	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	112	1.021	1.029	67.3	65.9	1.02	
Political empowerment	64	0.230	0.218				
Women in parliament, %	52	0.401	0.312	28.6	71.4	0.40	
Women in ministerial positions, %	94	0.200	0.235	16.7	83.3	0.20	
Years with female/male head of state (last 50)	26	0.126	0.144	5.6	44.4	0.13	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	14.23	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	9.67	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	1.49	1.46	2.95	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	0.54	0.48	0.44	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	50.37	49.63	1.02	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	598.6	682.4	0.47	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	10.23	6.08	1.68	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	12.98	9.53	1.36	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.45	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	4.64	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	38.20	61.80	0.62	Maternal mortality, deaths per 100,000 live births	–	–	80
Firms with female top managers, % firms	24.10	75.90	0.32	Prevalence of gender violence in lifetime, % women	–	–	19.7
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.70
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	85.60
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0- 1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1944				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	38.10	61.90	0.62				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.7				
Average number of children per woman	–	–	1.99				
Women's unmet demand for family planning, % women 15-49	–	–	10.00				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	3.80				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Japan

rank
out of 156 countries **120**
score
0.00 = imparity
1.00 = parity **0.656**



Japan score
average score

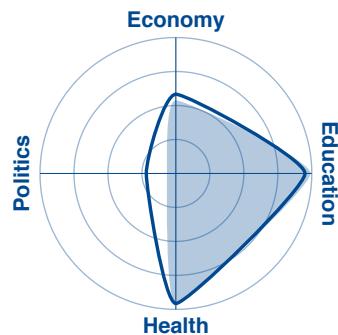
	2006 score	2021 score
Global Gender Gap Index	80	120
Economic participation and opportunity	0.645	0.604
Educational attainment	0.986	0.983
Health and survival	0.980	0.973
Political empowerment	0.067	0.061

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	117	0.604	0.583				
Labour force participation rate, %	68	0.840	0.655	72.8	86.7	0.84	
Wage equality for similar work, 1-7 (best)	83	0.651	0.628	—	—	4.56	
Estimated earned income, int'l \$ 1,000	101	0.563	0.494	30.0	53.4	0.56	
Legislators, senior officials and managers, %	139	0.173	0.349	14.7	85.3	0.17	
Professional and technical workers, %	105	0.699	0.755	41.2	58.9	0.70	
Educational attainment	92	0.983	0.950				
Literacy rate, %	1	1.000	0.897	—	—	—	
Enrolment in primary education, %	1	1.000	0.755	—	—	—	
Enrolment in secondary education, %	129	0.953	0.950	48.8	51.2	0.95	
Enrolment in tertiary education, %	110	0.952	0.927	—	—	—	
Health and survival	65	0.973	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	72	1.040	1.029	75.5	72.6	1.04	
Political empowerment	147	0.061	0.218				
Women in parliament, %	140	0.110	0.312	9.9	90.1	0.11	
Women in ministerial positions, %	126	0.111	0.235	10.0	90.0	0.11	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	4.91k	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	39.39	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	64.91	61.95	126.86	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	-0.26	-0.28	-0.27	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	51.17	48.83	1.05	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	26.93	32.86	0.45	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	2.30	2.60	0.88	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	50.80	22.18	2.29	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	–	–	23.48	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	–	–	4.76	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	3.99	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	3.65	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	8.40	91.60	0.09	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	5
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	15.4
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.90
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1945				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	22.90	77.10	0.30				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	31.3				
Average number of children per woman	–	–	1.37				
Women's unmet demand for family planning, % women 15-49	–	–	20.00				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	0.60				
Length of maternity/paternity leave (days), weeks	58.00	52.00	0.90				
Wages paid during maternity/paternity leave, % annual gross wage	67.00	0.00	0.00				
Public childcare expenditure, % GDP	–	–	0.44				



■ Jordan score
— average score

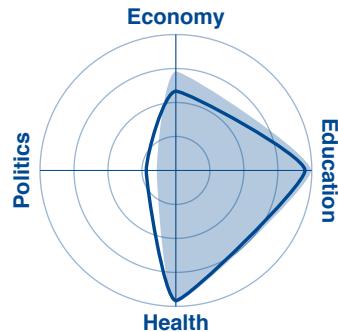
	2006 score	2021 score
Global Gender Gap Index	93	131
Economic participation and opportunity	0.611	0.538
Educational attainment	105	133
Health and survival	0.979	0.991
Political empowerment	62	145
	100	0.957
	0.048	144
		0.066

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	133	0.538	0.583				
Labour force participation rate, %	153	0.231	0.655	15.6	67.3	0.23	<div style="width: 76%;"><div style="width: 100%;">0.00</div><div style="width: 24%;">1.00</div></div>
Wage equality for similar work, 1-7 (best)	56	0.698	0.628	—	—	4.88	<div style="width: 100%;"><div style="width: 100%;">0.00</div><div style="width: 0%;">1.00</div></div>
Estimated earned income, int'l \$ 1,000	144	0.237	0.494	3.9	16.2	0.24	<div style="width: 76%;"><div style="width: 100%;">0.00</div><div style="width: 24%;">1.00</div></div>
Legislators, senior officials and managers, %	1	1.000	0.349	62.0	38.0	1.63	<div style="width: 100%;">2.00</div>
Professional and technical workers, %	113	0.617	0.755	38.2	61.8	0.62	<div style="width: 61%;"><div style="width: 100%;">0.00</div><div style="width: 39%;">1.00</div></div>
Educational attainment	84	0.991	0.950				
Literacy rate, %	67	0.992	0.897	97.8	98.6	0.99	<div style="width: 100%;">2.00</div>
Enrolment in primary education, %	120	0.983	0.755	80.2	81.5	0.98	<div style="width: 100%;">2.00</div>
Enrolment in secondary education, %	1	1.000	0.950	63.5	61.7	1.03	<div style="width: 100%;">2.00</div>
Enrolment in tertiary education, %	1	1.000	0.927	37.4	31.5	1.19	<div style="width: 100%;">2.00</div>
Health and survival	145	0.957	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	<div style="width: 100%;">2.00</div>
Healthy life expectancy, years	153	0.987	1.029	67.2	68.1	0.99	<div style="width: 100%;">2.00</div>
Political empowerment	144	0.066	0.218				
Women in parliament, %	135	0.130	0.312	11.5	88.5	0.13	<div style="width: 100%;">2.00</div>
Women in ministerial positions, %	130	0.104	0.235	9.4	90.6	0.10	<div style="width: 100%;">2.00</div>
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	<div style="width: 100%;">2.00</div>

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	42.61	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	9.47	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	4.99	5.11	10.10	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	1.34	1.39	1.37	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	49.38	50.62	0.98	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	431.2	2.31	0.16	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.78	Vocational training, attainment %	0.98	1.47	0.67
Gender parity in tech roles, 1-7 (best)	–	–	5.08	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	22.60	77.40	0.29	Maternal mortality, deaths per 100,000 live births	–	–	46
Firms with female top managers, % firms	3.10	96.90	0.03	Prevalence of gender violence in lifetime, % women	–	–	23.6
Share of workers in informal sector, % workers	29.90	56.40	1.89	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.70
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	91.50
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0- 1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1974				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	10.80	89.20	0.12				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	1.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.7				
Average number of children per woman	–	–	2.77				
Women's unmet demand for family planning, % women 15-49	–	–	11.70				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	11.30				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



■ Kazakhstan score

— average score

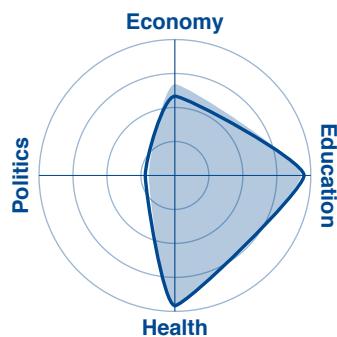
	2006 score	2021 score
Global Gender Gap Index	32	0.693
Economic participation and opportunity	16	0.713
Educational attainment	53	0.990
Health and survival	36	0.979
Political empowerment	69	0.089
	80	0.710
	106	0.141

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	47	0.728	0.583				
Labour force participation rate, %	55	0.879	0.655	71.8	81.7	0.88	
Wage equality for similar work, 1-7 (best)	61	0.689	0.628	—	—	4.82	
Estimated earned income, int'l \$ 1,000	86	0.591	0.494	18.5	31.3	0.59	
Legislators, senior officials and managers, %	50	0.586	0.349	37.0	63.0	0.59	
Professional and technical workers, %	1	1.000	0.755	66.9	33.1	2.02	
Educational attainment	65	0.995	0.950				
Literacy rate, %	54	0.999	0.897	99.7	99.8	1.00	
Enrolment in primary education, %	113	0.989	0.755	89.0	90.0	0.99	
Enrolment in secondary education, %	1	1.000	0.950	93.3	92.6	1.01	
Enrolment in tertiary education, %	1	1.000	0.927	60.0	48.2	1.25	
Health and survival	55	0.975	0.957				
Sex ratio at birth, %	141	0.938	0.925	—	—	0.94	
Healthy life expectancy, years	1	1.060	1.029	67.4	62.4	1.08	
Political empowerment	106	0.141	0.218				
Women in parliament, %	62	0.372	0.312	27.1	72.9	0.37	
Women in ministerial positions, %	129	0.105	0.235	9.5	90.5	0.10	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

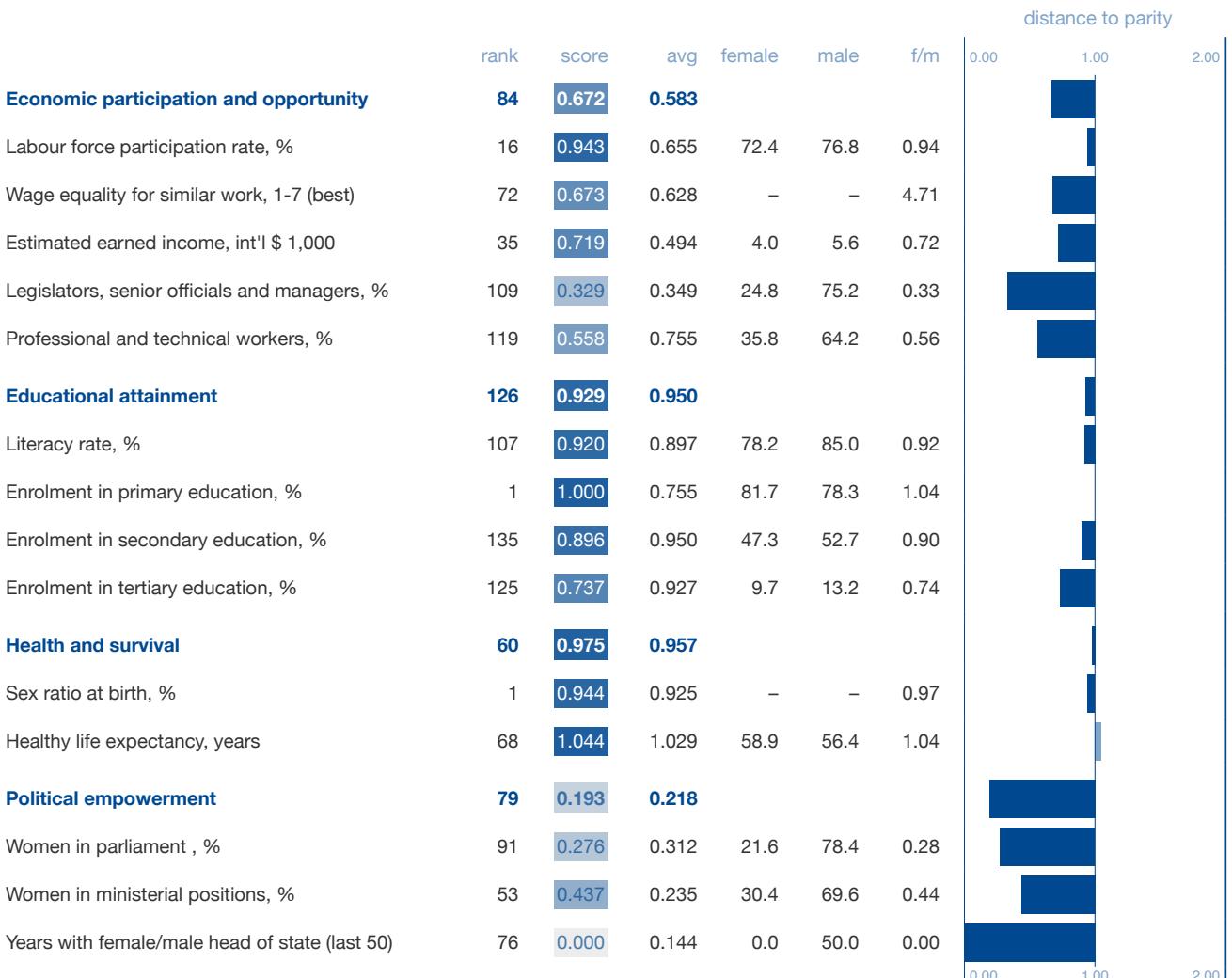
General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	165.7	STEMS, attainment %	14.76	37.32	0.40
GDP per capita, constant '17 intl. \$ 1000	–	–	25.16	Agri., Forestry, Fisheries & Veterinary, attainment %	2.17	4.56	0.48
Total population, million people	9.55	9.00	18.55	Arts & Humanities, attainment %	5.19	2.98	1.74
Population growth rate, %	1.22	1.32	1.26	Business, Admin. & Law, attainment %	18.83	21.84	0.86
Population sex ratio (female/male), female/male ratio	51.49	48.51	1.06	Education, attainment %	34.80	12.87	2.70
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	11.19	32.94	0.34
Labour force, million people	n/a	n/a	n/a	Health & Welfare, attainment %	16.69	6.04	2.76
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a	Information & Comm. Technologies, attainment %	1.25	2.94	0.42
Workers employed part-time, % of employed people	10.80	6.44	1.68	Natural Sci., Mathematics & Statistics, attainment %	2.32	1.44	1.61
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	3.77	11.08	0.34
Proportion of unpaid work per day, female/male ratio	–	–	2.19	Social Sci., Journalism & Information, attainment %	2.67	1.47	1.82
Advancement of women to leadership roles, 1-7 (best)	–	–	4.53	Vocational training, attainment %	17.07	19.20	0.89
Gender parity in tech roles, 1-7 (best)	–	–	4.55	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	30.50	69.50	0.44	Maternal mortality, deaths per 100,000 live births	–	–	10
Firms with female top managers, % firms	26.00	74.00	0.35	Prevalence of gender violence in lifetime, % women	–	–	16.5
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.90
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	95.30
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1924				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	18.80	81.20	0.23				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.3				
Average number of children per woman	–	–	2.76				
Women's unmet demand for family planning, % women 15-49	–	–	11.90				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	6.50				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



	2006 score	2021 score
Global Gender Gap Index	73	95
Economic participation and opportunity	0.649	0.692
Educational attainment	88	126
Health and survival	96	60
Political empowerment	93	79

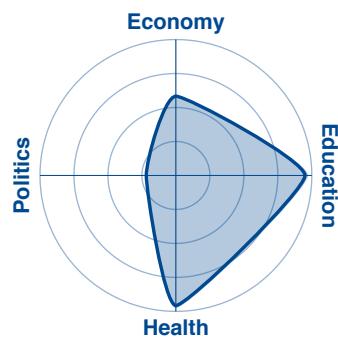
Kenya score
average score

COUNTRY SCORE CARD



SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	101.0	STEMS, attainment %	11.19	20.84	0.54
GDP per capita, constant '17 intl. \$ 1000	–	–	4.72	Agri., Forestry, Fisheries & Veterinary, attainment %	2.27	3.15	0.72
Total population, million people	26.45	26.12	52.57	Arts & Humanities, attainment %	8.72	7.88	1.11
Population growth rate, %	2.29	2.30	2.30	Business, Admin. & Law, attainment %	34.64	32.28	1.07
Population sex ratio (female/male), female/male ratio	50.31	49.69	1.01	Education, attainment %	25.98	22.20	1.17
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	1.82	6.21	0.29
Labour force, million people	9.16	9.51	0.49	Health & Welfare, attainment %	6.48	5.56	1.17
Unemployed adults, % of labour force (15-64)	3.13	2.73	1.15	Information & Comm. Technologies, attainment %	3.50	6.71	0.52
Workers employed part-time, % of employed people	44.24	28.90	1.53	Natural Sci., Mathematics & Statistics, attainment %	5.88	7.93	0.74
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	1.71	1.91	0.90
Proportion of unpaid work per day, female/male ratio	–	–	2.23	Social Sci., Journalism & Information, attainment %	7.41	4.78	1.55
Advancement of women to leadership roles, 1-7 (best)	–	–	4.21	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	4.86	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	47.50	52.50	0.90	Maternal mortality, deaths per 100,000 live births	–	–	342
Firms with female top managers, % firms	18.10	81.90	0.22	Prevalence of gender violence in lifetime, % women	–	–	39.4
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	61.80
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	57.60
Inheritance rights for daughters, 0-1 (worst)	–	–	0.75				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1919				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	30.90	69.10	0.45				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.7				
Average number of children per woman	–	–	3.52				
Women's unmet demand for family planning, % women 15-49	–	–	15.60				
Right to divorce, 0-1 (worst)	–	–	0.50				
Child marriage, % women 15-19	–	–	13.20				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



■ Korea, Rep. score

— average score

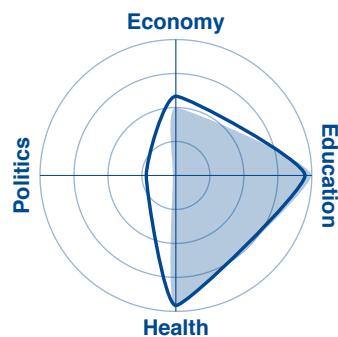
	2006 score	2021 score
Global Gender Gap Index	92	102
Economic participation and opportunity	0.616	0.586
Educational attainment	123	104
Health and survival	0.948	0.973
Political empowerment	54	54
	0.967	0.976
	0.067	0.214

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	123	0.586	0.583				
Labour force participation rate, %	92	0.774	0.655	60.1	77.6	0.77	
Wage equality for similar work, 1-7 (best)	116	0.574	0.628	—	—	4.02	
Estimated earned income, int'l \$ 1,000	119	0.492	0.494	28.2	57.3	0.49	
Legislators, senior officials and managers, %	134	0.185	0.349	15.7	84.4	0.19	
Professional and technical workers, %	80	0.968	0.755	49.2	50.8	0.97	
Educational attainment	104	0.973	0.950				
Literacy rate, %	1	1.000	0.897	—	—	—	
Enrolment in primary education, %	85	0.998	0.755	97.2	97.4	1.00	
Enrolment in secondary education, %	108	0.996	0.950	97.8	98.2	1.00	
Enrolment in tertiary education, %	121	0.791	0.927	82.8	104.8	0.79	
Health and survival	54	0.976	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	62	1.048	1.029	74.7	71.3	1.05	
Political empowerment	68	0.214	0.218				
Women in parliament, %	107	0.235	0.312	19.0	81.0	0.23	
Women in ministerial positions, %	60	0.385	0.235	27.8	72.2	0.39	
Years with female/male head of state (last 50)	33	0.104	0.144	4.7	45.3	0.10	

SELECTED CONTEXTUAL DATA

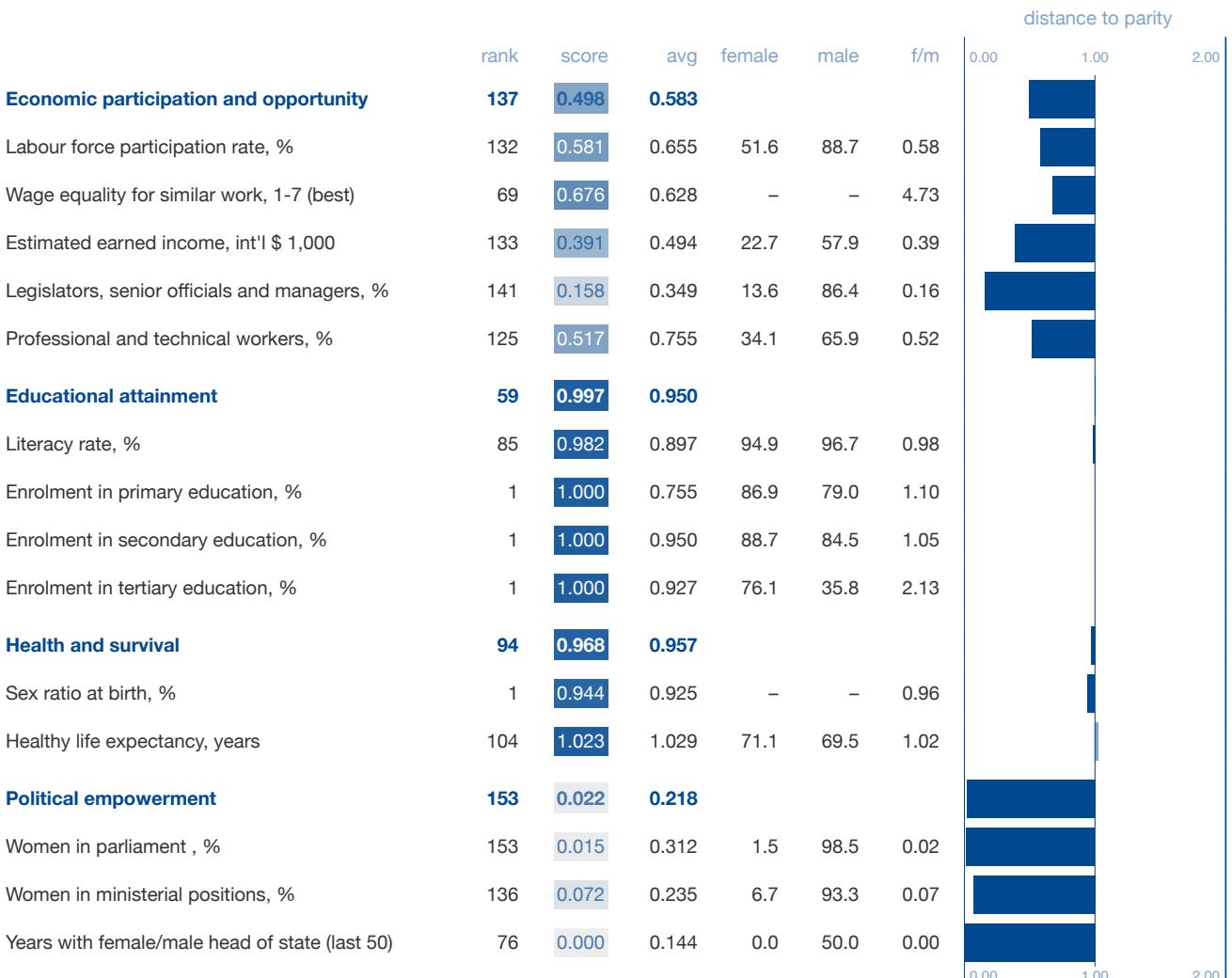
General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	1.59k	STEMS, attainment %	14.43	45.03	0.32
GDP per capita, constant '17 intl. \$ 1000	–	–	41.90	Agri., Forestry, Fisheries & Veterinary, attainment %	1.16	1.50	0.77
Total population, million people	25.58	25.65	51.23	Arts & Humanities, attainment %	20.58	11.13	1.85
Population growth rate, %	0.13	0.08	0.10	Business, Admin. & Law, attainment %	14.42	15.76	0.91
Population sex ratio (female/male), female/male ratio	49.93	50.07	1.00	Education, attainment %	10.91	3.37	3.23
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	7.95	33.33	0.24
Labour force, million people	10.69	14.31	0.43	Health & Welfare, attainment %	21.60	9.07	2.38
Unemployed adults, % of labour force (15-64)	4.02	3.93	1.02	Information & Comm. Technologies, attainment %	2.13	6.97	0.31
Workers employed part-time, % of employed people	33.55	17.64	1.90	Natural Sci., Mathematics & Statistics, attainment %	4.36	4.73	0.92
Gender pay gap (OECD only), %	–	–	32.48	Services, attainment %	10.35	9.56	1.08
Proportion of unpaid work per day, female/male ratio	–	–	4.43	Social Sci., Journalism & Information, attainment %	6.53	4.55	1.44
Advancement of women to leadership roles, 1-7 (best)	–	–	4.16	Vocational training, attainment %	12.19	16.65	0.73
Gender parity in tech roles, 1-7 (best)	–	–	4.36	PhD graduates, attainment %	0.39	1.17	0.33
Boards of listed companies,% board members	3.30	96.70	0.03	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	11
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	16.5
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	100.0
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	96.80
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1948				
Number of female heads of state to date	–	–	3				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	32.3				
Average number of children per woman	–	–	1.11				
Women's unmet demand for family planning, % women 15-49	–	–	6.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	0.20				
Length of maternity/paternity leave (days), weeks	64.86	52.60	0.81				
Wages paid during maternity/paternity leave, % annual gross wage	80.18	100.0	0.80				
Public childcare expenditure, % GDP	–	–	0.96				



— Kuwait score
— average score

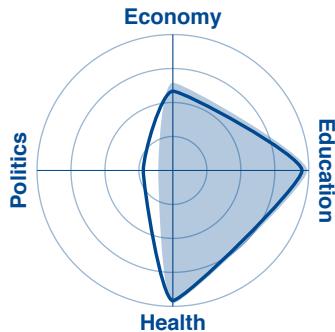
	2006 score	2021 score
Global Gender Gap Index	86	143
Economic participation and opportunity	0.634	0.498
Educational attainment	0.993	0.997
Health and survival	0.961	0.968
Political empowerment	0.005	0.022

COUNTRY SCORE CARD



SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	108.7	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	39.48	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	1.64	2.56	4.21	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	0.49	2.48	1.69	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	39.08	60.92	0.64	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	659.1	2.01	0.25	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	5.84	0.96	6.08	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.69	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	4.67	PhD graduates, attainment %	0.25	0.47	0.53
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	12
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.90
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.50	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0- 1 (worst)	–	–	1.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	1.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	2005				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.50				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.2				
Average number of children per woman	–	–	2.10				
Women's unmet demand for family planning, % women 15-49	–	–	16.00				
Right to divorce, 0-1 (worst)	–	–	0.75				
Child marriage, % women 15-19	–	–	5.60				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



■ Kyrgyz Republic score

— average score

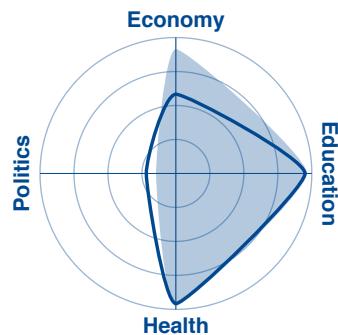
	2006 score	2021 score
Global Gender Gap Index	52	108
Economic participation and opportunity	0.674	0.646
Educational attainment	100	0.646
Health and survival	85	0.990
Political empowerment	1	0.980
	127	0.108

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	100	0.646	0.583				
Labour force participation rate, %	126	0.609	0.655	47.3	77.7	0.61	
Wage equality for similar work, 1-7 (best)	70	0.676	0.628	—	—	4.73	
Estimated earned income, int'l \$ 1,000	122	0.471	0.494	3.4	7.2	0.47	
Legislators, senior officials and managers, %	47	0.607	0.349	37.8	62.2	0.61	
Professional and technical workers, %	1	1.000	0.755	62.5	37.5	1.67	
Educational attainment	85	0.990	0.950				
Literacy rate, %	60	0.998	0.897	99.5	99.7	1.00	
Enrolment in primary education, %	122	0.983	0.755	88.8	90.4	0.98	
Enrolment in secondary education, %	109	0.994	0.950	84.1	84.6	0.99	
Enrolment in tertiary education, %	1	1.000	0.927	46.7	36.0	1.30	
Health and survival	1	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	1	1.060	1.029	67.7	63.6	1.06	
Political empowerment	127	0.108	0.218				
Women in parliament, %	115	0.206	0.312	17.1	82.9	0.21	
Women in ministerial positions, %	120	0.117	0.235	10.5	89.5	0.12	
Years with female/male head of state (last 50)	57	0.034	0.144	1.7	48.4	0.03	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	7.48	STEMS, attainment %	11.29	33.73	0.33
GDP per capita, constant '17 intl. \$ 1000	–	–	4.56	Agri., Forestry, Fisheries & Veterinary, attainment %	0.80	3.11	0.26
Total population, million people	3.24	3.17	6.42	Arts & Humanities, attainment %	6.29	3.06	2.05
Population growth rate, %	1.79	1.76	1.78	Business, Admin. & Law, attainment %	29.15	35.69	0.82
Population sex ratio (female/male), female/male ratio	50.53	49.47	1.02	Education, attainment %	26.90	5.35	5.02
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	4.45	26.86	0.17
Labour force, million people	944.2	1.52	0.38	Health & Welfare, attainment %	18.01	8.62	2.09
Unemployed adults, % of labour force (15-64)	5.07	4.30	1.18	Information & Comm. Technologies, attainment %	3.41	5.14	0.66
Workers employed part-time, % of employed people	27.69	14.47	1.91	Natural Sci., Mathematics & Statistics, attainment %	3.43	1.73	1.98
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	0.87	0.83	1.05
Proportion of unpaid work per day, female/male ratio	–	–	1.69	Social Sci., Journalism & Information, attainment %	5.33	7.38	0.72
Advancement of women to leadership roles, 1-7 (best)	–	–	4.46	Vocational training, attainment %	4.81	6.79	0.71
Gender parity in tech roles, 1-7 (best)	–	–	4.51	PhD graduates, attainment %	0.03	0.04	0.67
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	45.00	55.00	0.82	Maternal mortality, deaths per 100,000 live births	–	–	60
Firms with female top managers, % firms	32.90	67.10	0.49	Prevalence of gender violence in lifetime, % women	–	–	25.4
Share of workers in informal sector, % workers	61.50	77.80	1.27	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.80
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	94.30
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1918				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.1				
Average number of children per woman	–	–	3.00				
Women's unmet demand for family planning, % women 15-49	–	–	18.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	13.90				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

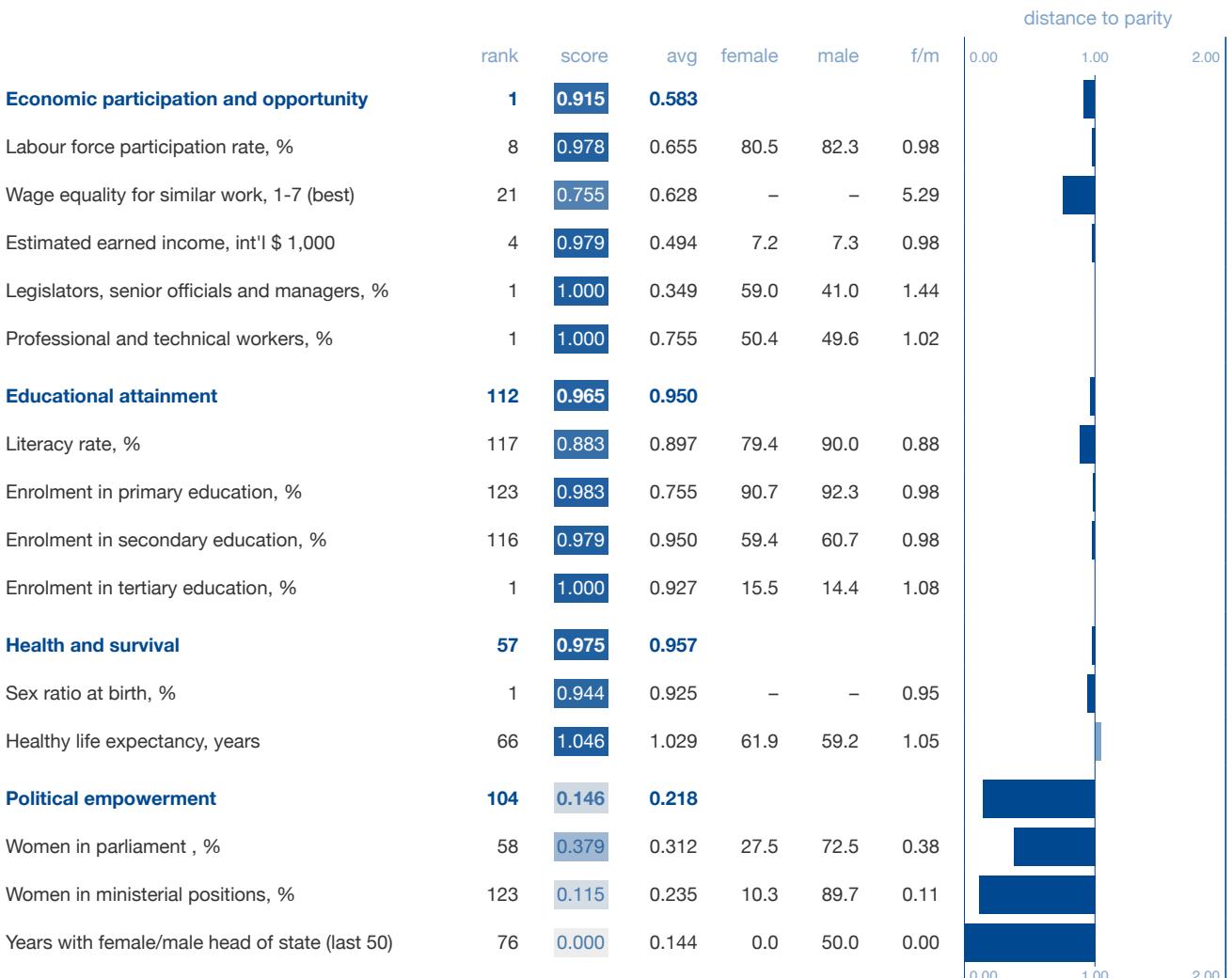


■ Lao PDR score

— average score

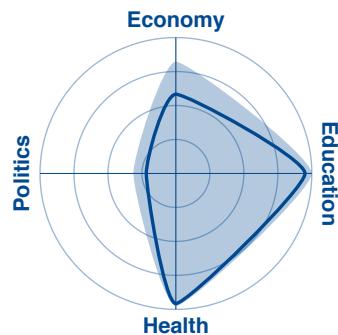
Global Gender Gap Index	2006 score	2021 score
Economic participation and opportunity	n/a	-
Educational attainment	n/a	1 0.915
Health and survival	n/a	112 0.965
Political empowerment	n/a	57 0.975
	-	104 0.146

COUNTRY SCORE CARD



SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	18.65	STEMS, attainment %	12.79	32.47	0.39
GDP per capita, constant '17 intl. \$ 1000	–	–	7.78	Agri., Forestry, Fisheries & Veterinary, attainment %	7.50	9.59	0.78
Total population, million people	3.57	3.60	7.17	Arts & Humanities, attainment %	7.79	6.19	1.26
Population growth rate, %	1.54	1.49	1.53	Business, Admin. & Law, attainment %	40.57	31.22	1.30
Population sex ratio (female/male), female/male ratio	49.80	50.20	0.99	Education, attainment %	20.43	13.68	1.49
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	4.47	21.15	0.21
Labour force, million people	876.3	1.03	0.46	Health & Welfare, attainment %	6.15	3.11	1.97
Unemployed adults, % of labour force (15-64)	7.92	10.94	0.72	Information & Comm. Technologies, attainment %	6.55	9.83	0.67
Workers employed part-time, % of employed people	28.16	23.82	1.18	Natural Sci., Mathematics & Statistics, attainment %	1.76	1.49	1.18
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	3.11	1.88	1.65
Proportion of unpaid work per day, female/male ratio	–	–	4.17	Social Sci., Journalism & Information, attainment %	1.66	1.86	0.89
Advancement of women to leadership roles, 1-7 (best)	–	–	4.82	Vocational training, attainment %	0.39	0.44	0.90
Gender parity in tech roles, 1-7 (best)	–	–	4.99	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	36.50	63.50	0.57	Maternal mortality, deaths per 100,000 live births	–	–	185
Firms with female top managers, % firms	43.10	56.90	0.76	Prevalence of gender violence in lifetime, % women	–	–	15.3
Share of workers in informal sector, % workers	86.00	80.10	0.93	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	64.40
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	62.20
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1958				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.2				
Average number of children per woman	–	–	2.70				
Women's unmet demand for family planning, % women 15-49	–	–	19.90				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	19.80				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Latvia score
average score

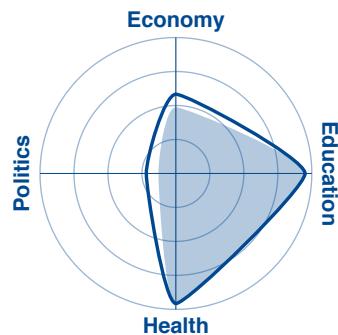
	2006 score	2021 score
Global Gender Gap Index	19 0.709	20 0.778
Economic participation and opportunity	20	8
Educational attainment	85	1
Health and survival	1	52
Political empowerment	21	42

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	8	0.822	0.583				
Labour force participation rate, %	17	0.939	0.655	75.4	80.2	0.94	
Wage equality for similar work, 1-7 (best)	28	0.741	0.628	—	—	5.18	
Estimated earned income, int'l \$ 1,000	37	0.718	0.494	26.0	36.2	0.72	
Legislators, senior officials and managers, %	19	0.846	0.349	45.8	54.2	0.85	
Professional and technical workers, %	1	1.000	0.755	66.0	34.0	1.94	
Educational attainment	1	1.000	0.950				
Literacy rate, %	1	1.000	0.897	99.9	99.9	1.00	
Enrolment in primary education, %	1	1.000	0.755	96.8	95.8	1.01	
Enrolment in secondary education, %	1	1.000	0.950	94.9	92.7	1.02	
Enrolment in tertiary education, %	1	1.000	0.927	105.1	72.0	1.46	
Health and survival	52	0.976	0.957				
Sex ratio at birth, %	136	0.939	0.925	—	—	0.94	
Healthy life expectancy, years	1	1.060	1.029	69.3	62.9	1.10	
Political empowerment	42	0.313	0.218				
Women in parliament, %	51	0.408	0.312	29.0	71.0	0.41	
Women in ministerial positions, %	71	0.300	0.235	23.1	76.9	0.30	
Years with female/male head of state (last 50)	15	0.254	0.144	10.1	39.9	0.25	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	33.02	STEMS, attainment %	10.24	39.34	0.26
GDP per capita, constant '17 intl. \$ 1000	–	–	28.93	Agri., Forestry, Fisheries & Veterinary, attainment %	1.22	2.44	0.50
Total population, million people	1.03	878.0	1.91	Arts & Humanities, attainment %	9.29	5.05	1.84
Population growth rate, %	-1.25	-1.01	-1.09	Business, Admin. & Law, attainment %	32.82	26.52	1.24
Population sex ratio (female/male), female/male ratio	53.96	46.04	1.17	Education, attainment %	5.88	1.13	5.22
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	5.36	25.68	0.21
Labour force, million people	462.7	468.2	0.50	Health & Welfare, attainment %	22.58	7.50	3.01
Unemployed adults, % of labour force (15-64)	5.69	7.31	0.78	Information & Comm. Technologies, attainment %	1.77	10.49	0.17
Workers employed part-time, % of employed people	25.94	15.71	1.65	Natural Sci., Mathematics & Statistics, attainment %	3.11	3.17	0.98
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	7.18	11.80	0.61
Proportion of unpaid work per day, female/male ratio	–	–	2.15	Social Sci., Journalism & Information, attainment %	10.78	6.23	1.73
Advancement of women to leadership roles, 1-7 (best)	–	–	5.41	Vocational training, attainment %	15.57	17.68	0.88
Gender parity in tech roles, 1-7 (best)	–	–	4.70	PhD graduates, attainment %	0.95	1.29	0.74
Boards of listed companies,% board members	31.70	68.30	0.46	Health	female	male	value
Firms with female majority ownership, % firms	46.60	53.40	0.87	Maternal mortality, deaths per 100,000 live births	–	–	19
Firms with female top managers, % firms	32.60	67.40	0.48	Prevalence of gender violence in lifetime, % women	–	–	32.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.90
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1918				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.6				
Average number of children per woman	–	–	1.72				
Women's unmet demand for family planning, % women 15-49	–	–	16.80				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	0.70				
Length of maternity/paternity leave (days), weeks	94.00	1.43	0.02				
Wages paid during maternity/paternity leave, % annual gross wage	80.00	80.00	1.00				
Public childcare expenditure, % GDP	–	–	0.76				



Lebanon score
 average score

	2006 score	2021 score
Global Gender Gap Index	n/a	-
Economic participation and opportunity	n/a	-
Educational attainment	n/a	-
Health and survival	n/a	-
Political empowerment	n/a	-

COUNTRY SCORE CARD

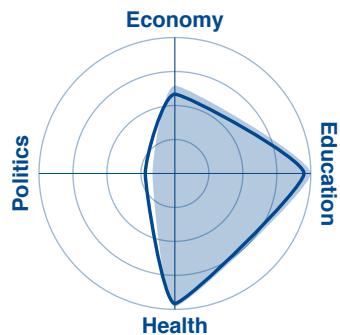
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	139	0.487	0.583				
Labour force participation rate, %	144	0.336	0.655	25.6	76.3	0.34	
Wage equality for similar work, 1-7 (best)	93	0.618	0.628	-	-	4.32	
Estimated earned income, int'l \$ 1,000	137	0.343	0.494	7.4	21.6	0.34	
Legislators, senior officials and managers, %	122	0.269	0.349	21.2	78.8	0.27	
Professional and technical workers, %	84	0.933	0.755	48.3	51.7	0.93	
Educational attainment	113	0.964	0.950				
Literacy rate, %	96	0.963	0.897	93.3	96.9	0.96	
Enrolment in primary education, %	134	0.938	0.755	-	-	-	
Enrolment in secondary education, %	1	1.000	0.950	51.2	48.8	1.05	
Enrolment in tertiary education, %	1	1.000	0.927	-	-	-	
Health and survival	82	0.970	0.957				
Sex ratio at birth, %	1	0.944	0.925	-	-	0.95	
Healthy life expectancy, years	95	1.029	1.029	67.0	65.1	1.03	
Political empowerment	112	0.129	0.218				
Women in parliament , %	150	0.049	0.312	4.7	95.3	0.05	
Women in ministerial positions, %	43	0.462	0.235	31.6	68.4	0.46	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	18.73	STEMS, attainment %	18.03	30.34	0.59
GDP per capita, constant '17 intl. \$ 1000	–	–	10.94	Agri., Forestry, Fisheries & Veterinary, attainment %	0.52	0.46	1.12
Total population, million people	3.41	3.45	6.86	Arts & Humanities, attainment %	16.10	8.16	1.97
Population growth rate, %	-0.12	-0.03	-0.04	Business, Admin. & Law, attainment %	30.81	44.82	0.69
Population sex ratio (female/male), female/male ratio	49.68	50.32	0.99	Education, attainment %	7.59	1.71	4.45
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	5.99	20.68	0.29
Labour force, million people	554.6	1.16	0.32	Health & Welfare, attainment %	14.31	7.19	1.99
Unemployed adults, % of labour force (15-64)	14.63	10.34	1.41	Information & Comm. Technologies, attainment %	1.12	3.25	0.34
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	10.92	6.41	1.70
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	0.86	0.60	1.44
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	11.77	6.69	1.76
Advancement of women to leadership roles, 1-7 (best)	–	–	4.12	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	4.70	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	9.90	90.10	0.11	Maternal mortality, deaths per 100,000 live births	–	–	29
Firms with female top managers, % firms	5.90	94.10	0.06	Prevalence of gender violence in lifetime, % women	–	–	10.4
Share of workers in informal sector, % workers	55.50	55.30	1.00	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	98.20
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.75				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1952				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.8				
Average number of children per woman	–	–	2.09				
Women's unmet demand for family planning, % women 15-49	–	–	13.00				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	3.40				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Lesotho

rank
out of 156 countries **92**
score
0.00 = imparity
1.00 = parity **0.698**



Lesotho score
average score

	2006 score	2021 score
Global Gender Gap Index	43	92
Economic participation and opportunity	61	98
Educational attainment	1	1
Health and survival	1	1
Political empowerment	41	91
	0.681	0.698

COUNTRY SCORE CARD

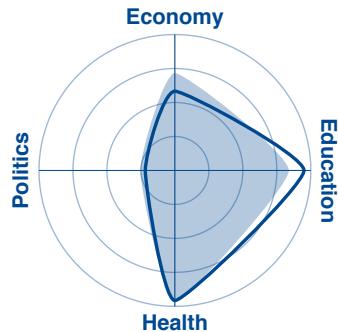
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	98	0.647	0.583				
Labour force participation rate, %	77	0.823	0.655	63.1	76.7	0.82	
Wage equality for similar work, 1-7 (best)	138	0.464	0.628	—	—	3.25	
Estimated earned income, int'l \$ 1,000	81	0.606	0.494	2.2	3.6	0.61	
Legislators, senior officials and managers, %	56	0.565	0.349	36.1	63.9	0.56	
Professional and technical workers, %	1	1.000	0.755	62.0	38.0	1.63	
Educational attainment	1	1.000	0.950				
Literacy rate, %	1	1.000	0.897	84.9	67.8	1.25	
Enrolment in primary education, %	1	1.000	0.755	93.4	93.2	1.00	
Enrolment in secondary education, %	1	1.000	0.950	50.0	32.7	1.53	
Enrolment in tertiary education, %	1	1.000	0.927	12.4	8.0	1.55	
Health and survival	1	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.97	
Healthy life expectancy, years	1	1.060	1.029	46.4	42.3	1.10	
Political empowerment	91	0.165	0.218				
Women in parliament , %	81	0.304	0.312	23.3	76.7	0.30	
Women in ministerial positions, %	74	0.285	0.235	22.2	77.8	0.29	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	1.91	STEMS, attainment %	6.44	28.31	0.23
GDP per capita, constant '17 intl. \$ 1000	–	–	2.73	Agri., Forestry, Fisheries & Veterinary, attainment %	3.66	5.58	0.66
Total population, million people	1.08	1.05	2.13	Arts & Humanities, attainment %	4.50	4.99	0.90
Population growth rate, %	0.75	0.87	0.81	Business, Admin. & Law, attainment %	29.24	26.18	1.12
Population sex ratio (female/male), female/male ratio	50.68	49.32	1.03	Education, attainment %	33.99	22.52	1.51
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	2.85	18.32	0.16
Labour force, million people	348.8	409.5	0.46	Health & Welfare, attainment %	12.62	6.85	1.84
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a	Information & Comm. Technologies, attainment %	2.56	8.18	0.31
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	1.02	1.81	0.57
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	5.01	3.66	1.37
Proportion of unpaid work per day, female/male ratio	–	–	2.52	Social Sci., Journalism & Information, attainment %	4.54	1.91	2.37
Advancement of women to leadership roles, 1-7 (best)	–	–	3.21	Vocational training, attainment %	1.94	0.87	2.23
Gender parity in tech roles, 1-7 (best)	–	–	3.33	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	39.10	60.90	0.64	Maternal mortality, deaths per 100,000 live births	–	–	544
Firms with female top managers, % firms	36.20	63.80	0.57	Prevalence of gender violence in lifetime, % women	–	–	62.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	86.60
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.50	Antenatal care, at least four visits, % women 15-49	–	–	76.60
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1965				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	21.90	78.10	0.28				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.9				
Average number of children per woman	–	–	3.16				
Women's unmet demand for family planning, % women 15-49	–	–	18.40				
Right to divorce, 0-1 (worst)	–	–	0.50				
Child marriage, % women 15-19	–	–	18.30				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Liberia

rank
out of 156 countries **94**
score
0.00 = imparity
1.00 = parity **0.693**



■ Liberia score
— average score

Global Gender Gap Index

Economic participation and opportunity
Educational attainment
Health and survival
Political empowerment

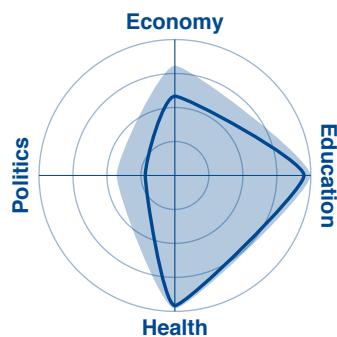
	2006 score	2021 score	
n/a	-	94	0.693
n/a	-	53	0.717
n/a	-	142	0.839
n/a	-	136	0.962
n/a	-	55	0.255

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	53	0.717	0.583				
Labour force participation rate, %	33	0.909	0.655	73.4	80.7	0.91	
Wage equality for similar work, 1-7 (best)	19	0.760	0.628	—	—	5.32	
Estimated earned income, int'l \$ 1,000	1	1.000	0.494	1.9	1.6	1.17	
Legislators, senior officials and managers, %	125	0.251	0.349	20.0	80.0	0.25	
Professional and technical workers, %	139	0.347	0.755	25.8	74.2	0.35	
Educational attainment	142	0.839	0.950				
Literacy rate, %	150	0.544	0.897	34.1	62.7	0.54	
Enrolment in primary education, %	1	1.000	0.755	44.4	44.1	1.01	
Enrolment in secondary education, %	137	0.873	0.950	14.6	16.8	0.87	
Enrolment in tertiary education, %	133	0.625	0.927	9.2	14.7	0.62	
Health and survival	136	0.962	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	144	1.002	1.029	55.0	54.9	1.00	
Political empowerment	55	0.255	0.218				
Women in parliament , %	138	0.124	0.312	11.0	89.0	0.12	
Women in ministerial positions, %	74	0.285	0.235	22.2	77.8	0.29	
Years with female/male head of state (last 50)	11	0.329	0.144	12.4	37.6	0.33	

SELECTED CONTEXTUAL DATA

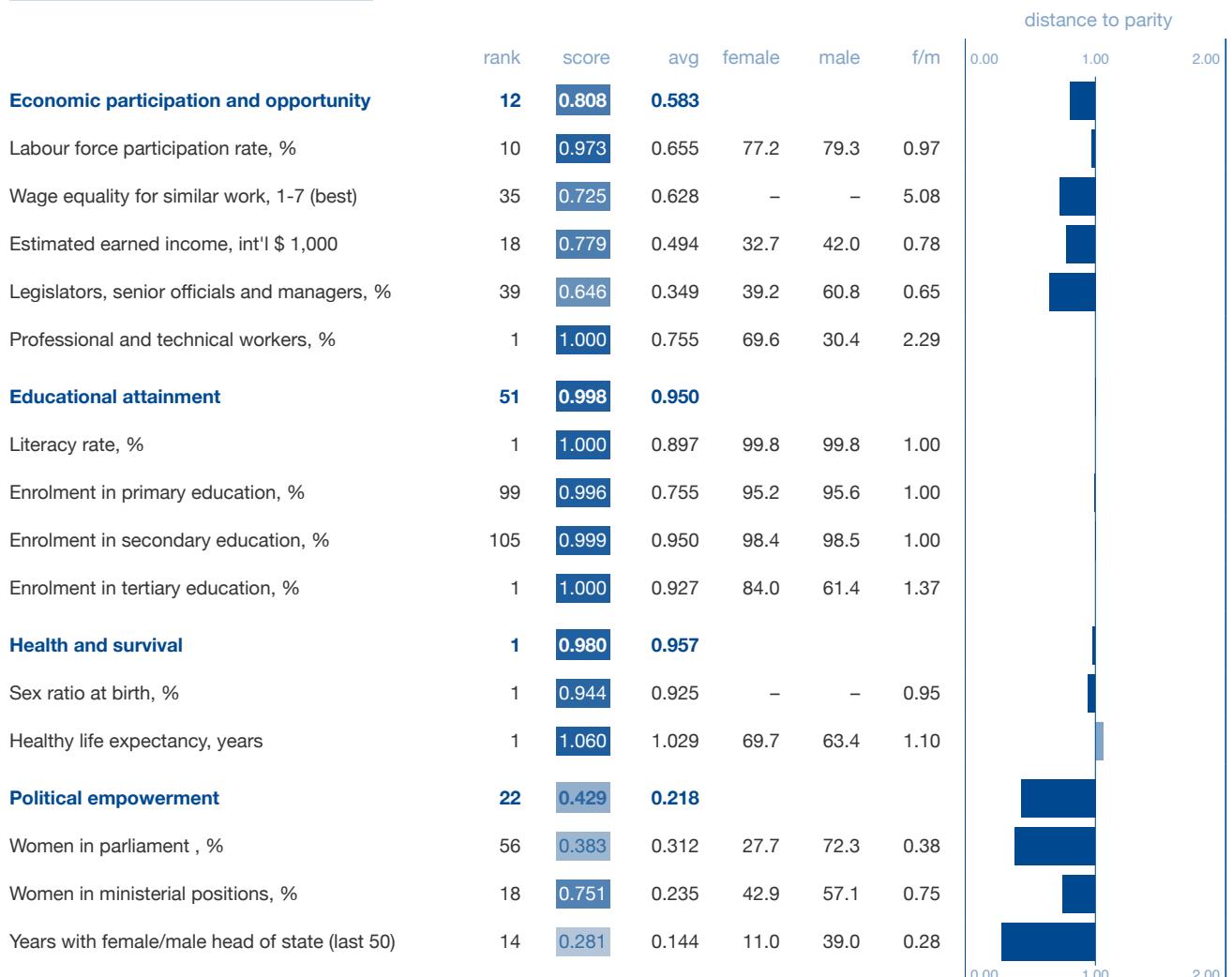
General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	3.07	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	1.45	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	2.46	2.48	4.94	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	2.42	2.48	2.45	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	49.75	50.25	0.99	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	864.4	874.8	0.50	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	2.45	3.83	0.64	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	93.93	76.96	1.22	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.97	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	3.90	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	37.40	62.60	0.60	Maternal mortality, deaths per 100,000 live births	–	–	661
Firms with female top managers, % firms	20.40	79.60	0.26	Prevalence of gender violence in lifetime, % women	–	–	38.5
Share of workers in informal sector, % workers	96.70	90.30	0.93	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	61.10
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	87.30
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50				
Women's access to land use, control & ownership, 0- 1 (worst)	–	–	0.50				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1946				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	3.30	96.70	0.03				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.4				
Average number of children per woman	–	–	4.35				
Women's unmet demand for family planning, % women 15-49	–	–	31.10				
Right to divorce, 0-1 (worst)	–	–	0.75				
Child marriage, % women 15-19	–	–	15.70				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Lithuania score
average score

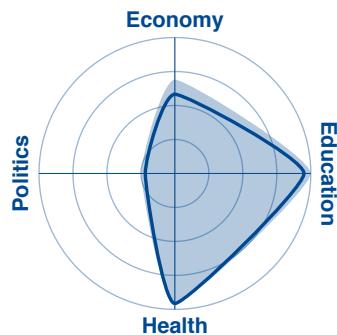
	2006 score	2021 score
Global Gender Gap Index	21 0.708	8 0.804
Economic participation and opportunity	15	0.713
Educational attainment	24	0.998
Health and survival	36	0.979
Political empowerment	39	0.140
	22	0.429

COUNTRY SCORE CARD



SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	55.06	STEMS, attainment %	12.30	47.23	0.26
GDP per capita, constant '17 intl. \$ 1000	–	–	36.52	Agri., Forestry, Fisheries & Veterinary, attainment %	2.14	3.01	0.71
Total population, million people	1.48	1.28	2.76	Arts & Humanities, attainment %	10.34	5.75	1.80
Population growth rate, %	-1.59	-1.39	-1.46	Business, Admin. & Law, attainment %	30.29	22.46	1.35
Population sex ratio (female/male), female/male ratio	53.73	46.27	1.16	Education, attainment %	7.97	3.27	2.44
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	7.80	36.84	0.21
Labour force, million people	709.0	707.0	0.50	Health & Welfare, attainment %	22.81	7.56	3.02
Unemployed adults, % of labour force (15-64)	5.70	7.25	0.79	Information & Comm. Technologies, attainment %	0.75	5.97	0.13
Workers employed part-time, % of employed people	27.74	17.01	1.63	Natural Sci., Mathematics & Statistics, attainment %	3.75	4.43	0.85
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	1.91	3.74	0.51
Proportion of unpaid work per day, female/male ratio	–	–	1.95	Social Sci., Journalism & Information, attainment %	12.20	6.92	1.76
Advancement of women to leadership roles, 1-7 (best)	–	–	5.43	Vocational training, attainment %	7.55	10.96	0.69
Gender parity in tech roles, 1-7 (best)	–	–	4.93	PhD graduates, attainment %	0.61	0.65	0.93
Boards of listed companies,% board members	12.00	88.00	0.14	Health	female	male	value
Firms with female majority ownership, % firms	43.10	56.90	0.76	Maternal mortality, deaths per 100,000 live births	–	–	8
Firms with female top managers, % firms	30.70	69.30	0.44	Prevalence of gender violence in lifetime, % women	–	–	24.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	100.0
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1918				
Number of female heads of state to date	–	–	5				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.9				
Average number of children per woman	–	–	1.67				
Women's unmet demand for family planning, % women 15-49	–	–	13.00				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	0.00				
Length of maternity/paternity leave (days), weeks	62.00	4.00	0.06				
Wages paid during maternity/paternity leave, % annual gross wage	100.0	100.0	1.00				
Public childcare expenditure, % GDP	–	–	0.79				



■ Luxembourg score

— average score

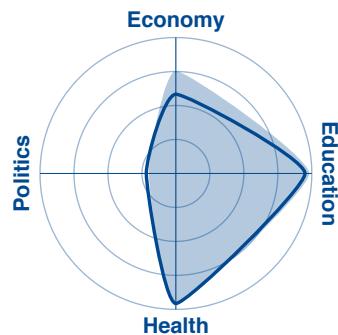
	2006 score	2021 score
Global Gender Gap Index	56	55
Economic participation and opportunity	0.667	0.691
Educational attainment	1	1.000
Health and survival	0.973	0.965
Political empowerment	0.135	0.247

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	75	0.691	0.583				
Labour force participation rate, %	56	0.878	0.655	66.9	76.2	0.88	
Wage equality for similar work, 1-7 (best)	62	0.688	0.628	—	—	4.82	
Estimated earned income, int'l \$ 1,000	50	0.678	0.494	92.9	137.1	0.68	
Legislators, senior officials and managers, %	108	0.347	0.349	25.8	74.2	0.35	
Professional and technical workers, %	93	0.838	0.755	45.6	54.4	0.84	
Educational attainment	1	1.000	0.950				
Literacy rate, %	1	1.000	0.897	—	—	—	
Enrolment in primary education, %	1	1.000	0.755	95.1	94.8	1.00	
Enrolment in secondary education, %	1	1.000	0.950	85.2	82.0	1.04	
Enrolment in tertiary education, %	1	1.000	0.927	20.2	18.2	1.11	
Health and survival	117	0.965	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.96	
Healthy life expectancy, years	126	1.013	1.029	72.0	71.1	1.01	
Political empowerment	58	0.247	0.218				
Women in parliament, %	42	0.464	0.312	31.7	68.3	0.46	
Women in ministerial positions, %	56	0.416	0.235	29.4	70.6	0.42	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	68.61	STEMS, attainment %	9.53	26.88	0.35
GDP per capita, constant '17 intl. \$ 1000	–	–	106.79	Agri., Forestry, Fisheries & Veterinary, attainment %	0.92	3.33	0.28
Total population, million people	305.0	311.0	616.0	Arts & Humanities, attainment %	13.66	9.00	1.52
Population growth rate, %	2.01	1.97	1.99	Business, Admin. & Law, attainment %	38.81	41.43	0.94
Population sex ratio (female/male), female/male ratio	49.51	50.49	0.98	Education, attainment %	11.71	5.67	2.06
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	2.53	10.97	0.23
Labour force, million people	139.7	164.6	0.46	Health & Welfare, attainment %	8.73	3.95	2.21
Unemployed adults, % of labour force (15-64)	5.55	5.68	0.98	Information & Comm. Technologies, attainment %	2.18	9.62	0.23
Workers employed part-time, % of employed people	42.77	20.20	2.12	Natural Sci., Mathematics & Statistics, attainment %	4.82	6.29	0.77
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	1.49	1.97	0.76
Proportion of unpaid work per day, female/male ratio	–	–	1.98	Social Sci., Journalism & Information, attainment %	15.16	7.77	1.95
Advancement of women to leadership roles, 1-7 (best)	–	–	5.37	Vocational training, attainment %	22.27	22.48	0.99
Gender parity in tech roles, 1-7 (best)	–	–	4.60	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	13.10	86.90	0.15	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	5
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	22.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.90
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	97.30
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1919				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	31.7				
Average number of children per woman	–	–	1.45				
Women's unmet demand for family planning, % women 15-49	n/a	n/a	n/a				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	1.10				
Length of maternity/paternity leave (days), weeks	37.33	19.33	0.52				
Wages paid during maternity/paternity leave, % annual gross wage	100.0	100.0	1.00				
Public childcare expenditure, % GDP	–	–	0.74				



■ Madagascar score

— average score

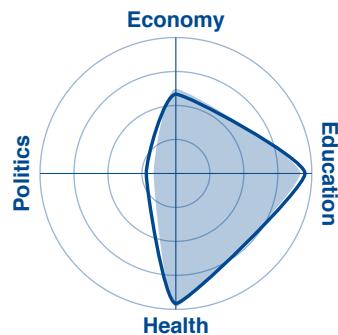
	2006 score	2021 score
Global Gender Gap Index	84	57
Economic participation and opportunity	0.639	0.754
Educational attainment	71	32
Health and survival	0.960	0.754
Political empowerment	49	93
	104	0.982
	0.038	111
	76	0.965
	0.200	76

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	32	0.754	0.583				
Labour force participation rate, %	15	0.945	0.655	84.7	89.6	0.95	
Wage equality for similar work, 1-7 (best)	46	0.707	0.628	—	—	4.95	
Estimated earned income, int'l \$ 1,000	8	0.830	0.494	1.4	1.7	0.83	
Legislators, senior officials and managers, %	82	0.466	0.349	31.8	68.2	0.47	
Professional and technical workers, %	100	0.774	0.755	43.6	56.4	0.77	
Educational attainment	93	0.982	0.950				
Literacy rate, %	105	0.937	0.897	72.4	77.3	0.94	
Enrolment in primary education, %	1	1.000	0.755	77.8	77.7	1.00	
Enrolment in secondary education, %	1	1.000	0.950	31.0	28.7	1.08	
Enrolment in tertiary education, %	111	0.950	0.927	5.2	5.5	0.95	
Health and survival	111	0.965	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.97	
Healthy life expectancy, years	123	1.014	1.029	57.7	56.9	1.01	
Political empowerment	76	0.200	0.218				
Women in parliament, %	112	0.218	0.312	17.9	82.1	0.22	
Women in ministerial positions, %	35	0.534	0.235	34.8	65.2	0.53	
Years with female/male head of state (last 50)	73	0.000	0.144	0.0	50.0	0.00	
				0.00	1.00	2.00	
				0.00	1.00	2.00	
				0.00	1.00	2.00	

SELECTED CONTEXTUAL DATA

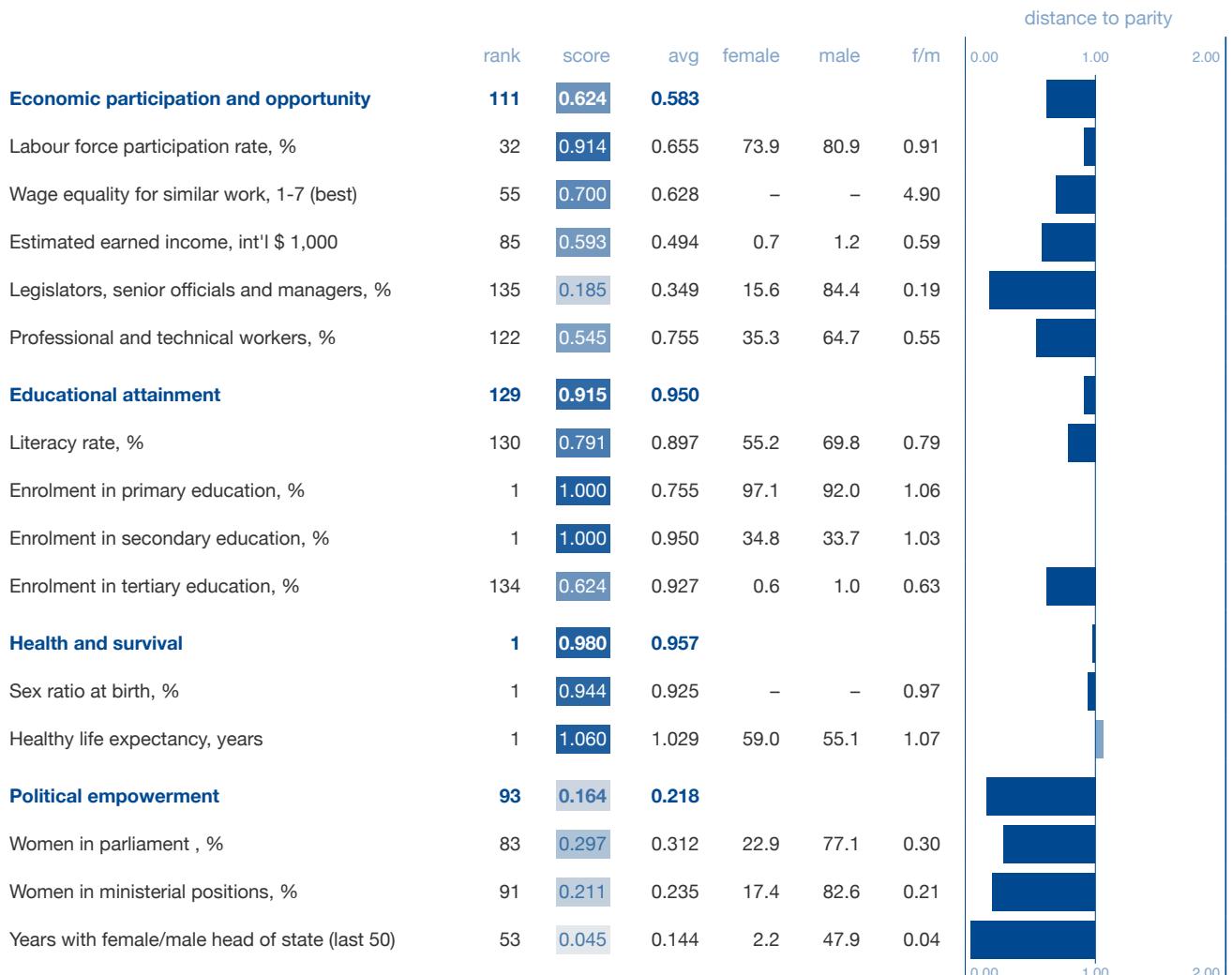
General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	14.20	STEMS, attainment %	14.93	32.58	0.46
GDP per capita, constant '17 intl. \$ 1000	–	–	1.56	Agri., Forestry, Fisheries & Veterinary, attainment %	1.97	2.76	0.71
Total population, million people	13.52	13.45	26.97	Arts & Humanities, attainment %	6.51	6.16	1.06
Population growth rate, %	2.67	2.70	2.69	Business, Admin. & Law, attainment %	41.63	35.07	1.19
Population sex ratio (female/male), female/male ratio	50.12	49.88	1.00	Education, attainment %	2.56	2.42	1.06
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	2.27	9.81	0.23
Labour force, million people	5.25	5.52	0.49	Health & Welfare, attainment %	22.44	10.42	2.15
Unemployed adults, % of labour force (15-64)	1.88	n/a	n/a	Information & Comm. Technologies, attainment %	6.53	12.63	0.52
Workers employed part-time, % of employed people	39.74	25.91	1.53	Natural Sci., Mathematics & Statistics, attainment %	6.13	10.14	0.61
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	1.65	1.03	1.60
Proportion of unpaid work per day, female/male ratio	–	–	4.85	Social Sci., Journalism & Information, attainment %	8.31	9.56	0.87
Advancement of women to leadership roles, 1-7 (best)	–	–	4.42	Vocational training, attainment %	0.50	0.96	0.52
Gender parity in tech roles, 1-7 (best)	–	–	4.29	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	41.60	58.40	0.71	Maternal mortality, deaths per 100,000 live births	–	–	335
Firms with female top managers, % firms	28.20	71.80	0.39	Prevalence of gender violence in lifetime, % women	–	–	30.0
Share of workers in informal sector, % workers	96.70	93.80	0.97	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	1.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	46.00
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	50.60
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1959				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	19.40	80.60	0.24				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.0				
Average number of children per woman	–	–	4.11				
Women's unmet demand for family planning, % women 15-49	–	–	19.00				
Right to divorce, 0-1 (worst)	–	–	0.75				
Child marriage, % women 15-19	–	–	39.90				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Malawi score
average score

	2006 score	2021 score
Global Gender Gap Index	81	115
Economic participation and opportunity	0.644	0.624
Educational attainment	111	0.624
Health and survival	129	0.915
Political empowerment	1	0.980
	93	0.164

COUNTRY SCORE CARD

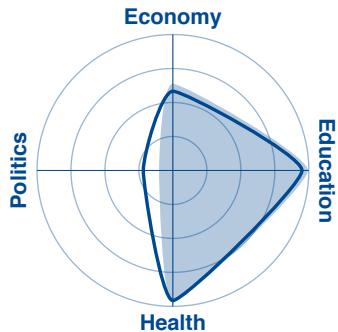


SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	8.33	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	941.6	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	9.44	9.19	18.63	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	2.65	2.69	2.68	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	50.69	49.31	1.03	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	2.32	2.40	0.49	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	36.60	20.84	1.76	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	59.66	45.34	1.32	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	–	–	6.94	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.20	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	4.10	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	28.10	71.90	0.39	Maternal mortality, deaths per 100,000 live births	–	–	349
Firms with female top managers, % firms	14.20	85.80	0.17	Prevalence of gender violence in lifetime, % women	–	–	37.5
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	89.80
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	50.60
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1961				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.0				
Average number of children per woman	–	–	4.25				
Women's unmet demand for family planning, % women 15-49	–	–	18.70				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	26.90				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Malaysia

rank
out of 156 countries **112**
score
0.00 = imparity
1.00 = parity **0.676**



Malaysia score
average score

Global Gender Gap Index

	2006 score	2021 score
Economic participation and opportunity	72	0.651
Educational attainment	68	0.592
Health and survival	63	0.985
Political empowerment	80	0.970
	90	0.056
	104	0.638
	74	0.972
	128	0.102
	112	0.676

COUNTRY SCORE CARD

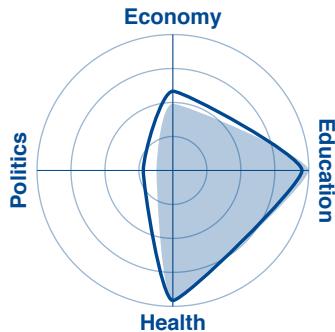
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	104	0.638	0.583				
Labour force participation rate, %	113	0.686	0.655	55.5	80.9	0.69	
Wage equality for similar work, 1-7 (best)	22	0.754	0.628	—	—	5.28	
Estimated earned income, int'l \$ 1,000	72	0.619	0.494	20.4	32.9	0.62	
Legislators, senior officials and managers, %	114	0.303	0.349	23.3	76.7	0.30	
Professional and technical workers, %	104	0.708	0.755	41.5	58.5	0.71	
Educational attainment	70	0.994	0.950				
Literacy rate, %	89	0.973	0.897	93.5	96.1	0.97	
Enrolment in primary education, %	82	0.998	0.755	99.8	100.0	1.00	
Enrolment in secondary education, %	1	1.000	0.950	75.4	69.2	1.09	
Enrolment in tertiary education, %	1	1.000	0.927	49.9	40.7	1.23	
Health and survival	74	0.972	0.957				
Sex ratio at birth, %	116	0.943	0.925	—	—	0.94	
Healthy life expectancy, years	81	1.037	1.029	66.9	64.5	1.04	
Political empowerment	128	0.102	0.218				
Women in parliament, %	125	0.175	0.312	14.9	85.1	0.18	
Women in ministerial positions, %	95	0.192	0.235	16.1	83.9	0.19	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	336.3	STEMS, attainment %	26.20	57.33	0.46
GDP per capita, constant '17 intl. \$ 1000	–	–	25.82	Agri., Forestry, Fisheries & Veterinary, attainment %	1.96	2.44	0.80
Total population, million people	15.53	16.42	31.95	Arts & Humanities, attainment %	7.33	4.80	1.53
Population growth rate, %	1.38	1.30	1.34	Business, Admin. & Law, attainment %	30.62	16.85	1.82
Population sex ratio (female/male), female/male ratio	48.60	51.40	0.95	Education, attainment %	8.68	4.28	2.03
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	15.31	46.88	0.33
Labour force, million people	6.08	9.50	0.39	Health & Welfare, attainment %	9.00	3.89	2.31
Unemployed adults, % of labour force (15-64)	3.40	3.17	1.07	Information & Comm. Technologies, attainment %	6.17	8.23	0.75
Workers employed part-time, % of employed people	10.19	9.06	1.12	Natural Sci., Mathematics & Statistics, attainment %	4.72	2.22	2.13
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	10.97	7.46	1.47
Proportion of unpaid work per day, female/male ratio	–	–	3.20	Social Sci., Journalism & Information, attainment %	4.95	2.50	1.98
Advancement of women to leadership roles, 1-7 (best)	–	–	5.32	Vocational training, attainment %	4.52	5.42	0.83
Gender parity in tech roles, 1-7 (best)	–	–	5.38	PhD graduates, attainment %	0.21	0.30	0.71
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	25.40	74.60	0.34	Maternal mortality, deaths per 100,000 live births	–	–	29
Firms with female top managers, % firms	26.30	73.70	0.36	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.60
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	97.40
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1957				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	19.10	80.90	0.24				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.9				
Average number of children per woman	–	–	2.01				
Women's unmet demand for family planning, % women 15-49	–	–	18.00				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	6.10				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Maldives

rank
out of 156 countries **128**
score
0.00 = imparity
1.00 = parity **0.642**



Maldives score

average score

Global Gender Gap Index

Economic participation and opportunity
Educational attainment
Health and survival
Political empowerment

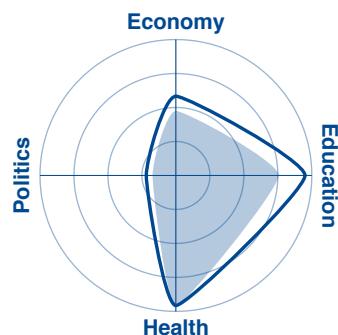
	2006 score	2021 score
n/a	-	128
n/a	-	0.642
n/a	-	138
n/a	-	0.491
n/a	-	1
n/a	-	1.000
n/a	-	148
n/a	-	0.955
n/a	-	117
n/a	-	0.121

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	138	0.491	0.583				
Labour force participation rate, %	136	0.497	0.655	43.1	86.6	0.50	
Wage equality for similar work, 1-7 (best)	n/a	-	0.628	-	-	-	
Estimated earned income, int'l \$ 1,000	135	0.373	0.494	11.7	31.4	0.37	
Legislators, senior officials and managers, %	127	0.243	0.349	19.6	80.4	0.24	
Professional and technical workers, %	1	1.000	0.755	52.2	47.8	1.09	
Educational attainment	1	1.000	0.950				
Literacy rate, %	1	1.000	0.897	98.1	97.3	1.01	
Enrolment in primary education, %	1	1.000	0.755	96.4	94.5	1.02	
Enrolment in secondary education, %	1	1.000	0.950	51.9	48.1	1.08	
Enrolment in tertiary education, %	1	1.000	0.927	59.8	16.6	3.60	
Health and survival	148	0.955	0.957				
Sex ratio at birth, %	145	0.934	0.925	-	-	0.93	
Healthy life expectancy, years	141	1.004	1.029	70.0	69.7	1.00	
Political empowerment	117	0.121	0.218				
Women in parliament, %	151	0.048	0.312	4.6	95.4	0.05	
Women in ministerial positions, %	55	0.429	0.235	30.0	70.0	0.43	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

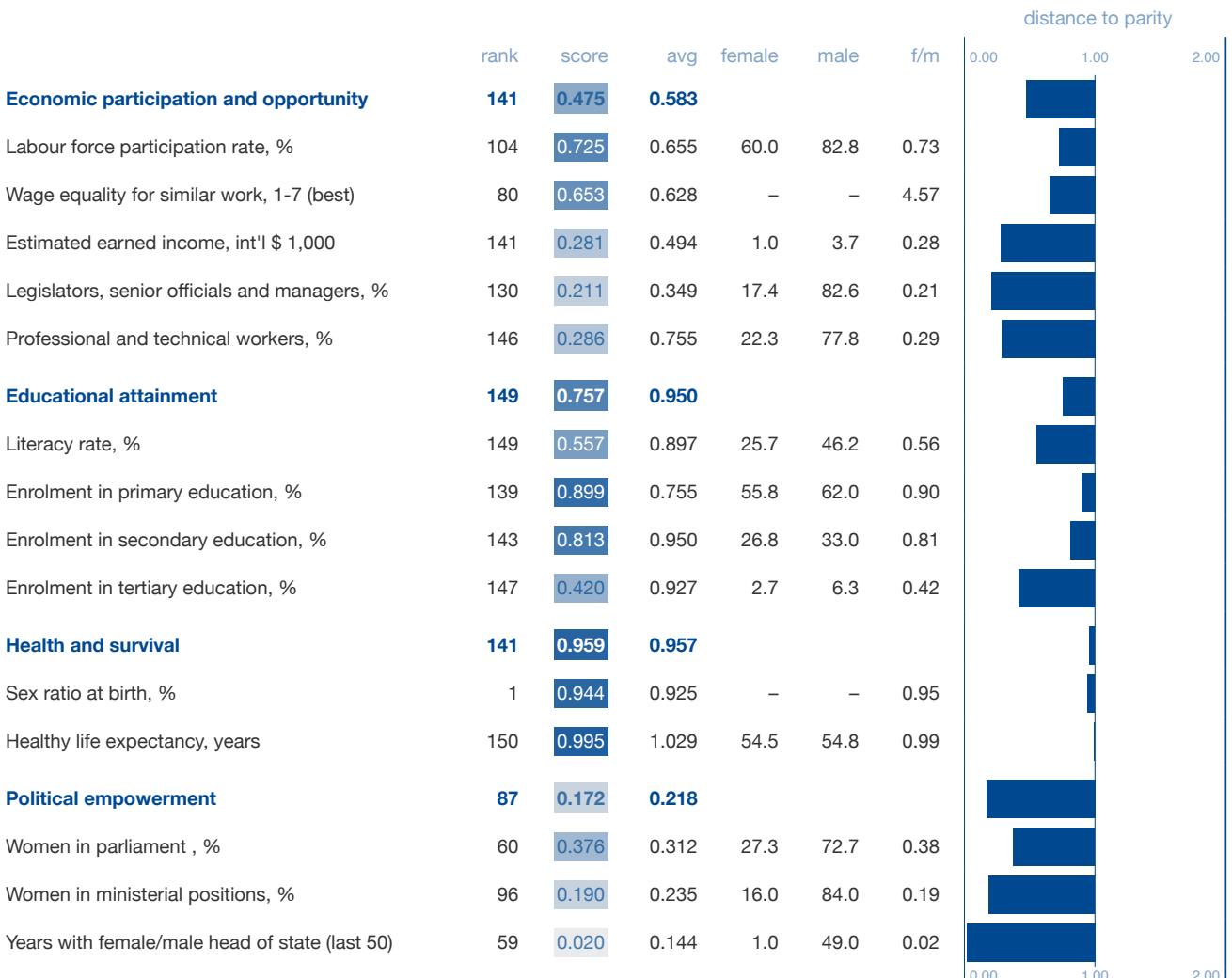
General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	4.71	STEMS, attainment %	0.78	14.68	0.05
GDP per capita, constant '17 intl. \$ 1000	–	–	21.73	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	195.0	336.0	531.0	Arts & Humanities, attainment %	9.83	7.51	1.31
Population growth rate, %	1.56	3.70	2.91	Business, Admin. & Law, attainment %	33.66	50.17	0.67
Population sex ratio (female/male), female/male ratio	36.72	63.28	0.58	Education, attainment %	43.49	21.39	2.03
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	0.26	4.97	0.05
Labour force, million people	57.36	88.89	0.39	Health & Welfare, attainment %	9.93	1.16	8.59
Unemployed adults, % of labour force (15-64)	5.74	6.49	0.88	Information & Comm. Technologies, attainment %	0.47	9.71	0.05
Workers employed part-time, % of employed people	32.53	10.83	3.00	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	1.10	3.93	0.28
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	1.20	1.16	1.04
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	53
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	19.5
Share of workers in informal sector, % workers	51.50	51.80	1.01	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.50
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	81.60
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1932				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.0				
Average number of children per woman	–	–	1.88				
Women's unmet demand for family planning, % women 15-49	–	–	28.60				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	5.40				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



■ Mali score
— average score

	2006 score	2021 score
Global Gender Gap Index	99	149
Economic participation and opportunity	35	0.665
Educational attainment	111	0.674
Health and survival	91	0.968
Political empowerment	67	0.091
		0.591
		0.172

COUNTRY SCORE CARD

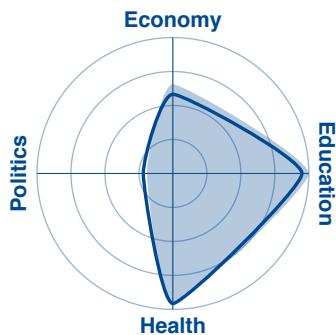


SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	17.69	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	2.29	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	9.81	9.85	19.66	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	2.99	3.09	3.04	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	49.92	50.08	1.00	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	2.54	3.30	0.44	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	1.59	1.75	0.91	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	25.80	8.84	2.92	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	–	–	11.01	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	3.97	Vocational training, attainment %	2.92	4.16	0.70
Gender parity in tech roles, 1-7 (best)	–	–	4.11	PhD graduates, attainment %	0.01	0.22	0.04
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	15.30	84.70	0.18	Maternal mortality, deaths per 100,000 live births	–	–	562
Firms with female top managers, % firms	11.60	88.40	0.13	Prevalence of gender violence in lifetime, % women	–	–	34.6
Share of workers in informal sector, % workers	96.60	90.90	0.94	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	67.30
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	43.30
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1956				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.0				
Average number of children per woman	–	–	5.92				
Women's unmet demand for family planning, % women 15-49	–	–	17.20				
Right to divorce, 0-1 (worst)	–	–	0.50				
Child marriage, % women 15-19	–	–	44.00				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Malta

rank
out of 156 countries **84**
score
0.00 = imparity
1.00 = parity **0.703**



Malta score
average score

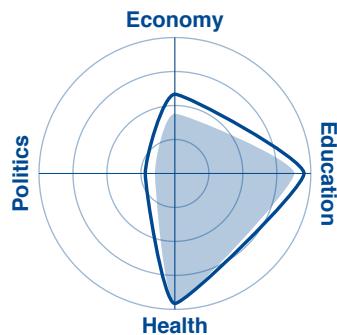
	2006 score	2021 score
Global Gender Gap Index	71	84
Economic participation and opportunity	0.652	0.656
Educational attainment	94	94
Health and survival	0.998	0.656
Political empowerment	1	1.000
	65	116
	48	80
	0.974	0.965
	0.126	0.192

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	94	0.656	0.583				
Labour force participation rate, %	95	0.770	0.655	64.5	83.8	0.77	
Wage equality for similar work, 1-7 (best)	49	0.706	0.628	—	—	4.94	
Estimated earned income, int'l \$ 1,000	112	0.536	0.494	26.6	49.6	0.54	
Legislators, senior officials and managers, %	85	0.448	0.349	30.9	69.1	0.45	
Professional and technical workers, %	97	0.812	0.755	44.8	55.2	0.81	
Educational attainment	1	1.000	0.950				
Literacy rate, %	1	1.000	0.897	96.0	93.0	1.03	
Enrolment in primary education, %	1	1.000	0.755	—	—	—	
Enrolment in secondary education, %	1	1.000	0.950	94.5	91.5	1.03	
Enrolment in tertiary education, %	1	1.000	0.927	63.2	46.0	1.37	
Health and survival	116	0.965	0.957				
Sex ratio at birth, %	116	0.943	0.925	—	—	0.94	
Healthy life expectancy, years	122	1.014	1.029	71.9	70.9	1.01	
Political empowerment	80	0.192	0.218				
Women in parliament, %	129	0.155	0.312	13.4	86.6	0.15	
Women in ministerial positions, %	102	0.176	0.235	15.0	85.0	0.18	
Years with female/male head of state (last 50)	17	0.227	0.144	9.2	40.8	0.23	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	14.29	STEMS, attainment %	10.31	32.46	0.32
GDP per capita, constant '17 intl. \$ 1000	–	–	40.76	Agri., Forestry, Fisheries & Veterinary, attainment %	0.60	0.73	0.82
Total population, million people	220.0	221.0	440.0	Arts & Humanities, attainment %	12.06	11.27	1.07
Population growth rate, %	0.46	0.45	0.23	Business, Admin. & Law, attainment %	32.15	31.16	1.03
Population sex ratio (female/male), female/male ratio	50.00	50.00	1.00	Education, attainment %	9.47	2.76	3.43
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	4.50	13.93	0.32
Labour force, million people	105.8	150.4	0.41	Health & Welfare, attainment %	22.20	10.55	2.11
Unemployed adults, % of labour force (15-64)	3.67	3.32	1.11	Information & Comm. Technologies, attainment %	2.31	14.76	0.16
Workers employed part-time, % of employed people	38.55	22.37	1.72	Natural Sci., Mathematics & Statistics, attainment %	3.50	3.77	0.93
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	2.31	3.24	0.71
Proportion of unpaid work per day, female/male ratio	–	–	2.45	Social Sci., Journalism & Information, attainment %	10.86	7.84	1.39
Advancement of women to leadership roles, 1-7 (best)	–	–	4.81	Vocational training, attainment %	8.82	10.54	0.84
Gender parity in tech roles, 1-7 (best)	–	–	4.80	PhD graduates, attainment %	0.27	0.71	0.37
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	46.00	54.00	0.85	Maternal mortality, deaths per 100,000 live births	–	–	6
Firms with female top managers, % firms	11.30	88.70	0.13	Prevalence of gender violence in lifetime, % women	–	–	15.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	1.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.70
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1947				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.4				
Average number of children per woman	–	–	1.45				
Women's unmet demand for family planning, % women 15-49	–	–	5.00				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	0.50				
Length of maternity/paternity leave (days), weeks	18.00	0.20	0.01				
Wages paid during maternity/paternity leave, % annual gross wage	86.32	100.0	0.86				
Public childcare expenditure, % GDP	–	–	0.50				



■ Mauritania score
— average score

	2006 score	2021 score
Global Gender Gap Index	106	146
Economic participation and opportunity	0.583	0.440
Educational attainment	103	145
Health and survival	1	0.440
Political empowerment	106	0.879
	0.037	0.957
	101	0.957
	0.147	0.957

COUNTRY SCORE CARD

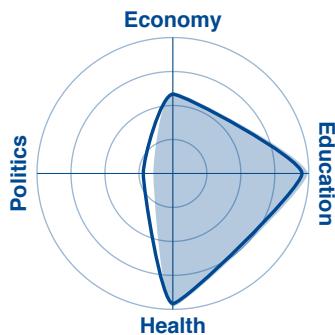
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	145	0.440	0.583				
Labour force participation rate, %	141	0.455	0.655	29.1	63.9	0.46	
Wage equality for similar work, 1-7 (best)	133	0.500	0.628	—	—	3.50	
Estimated earned income, int'l \$ 1,000	138	0.341	0.494	2.9	8.6	0.34	
Legislators, senior officials and managers, %	n/a	—	0.349	—	—	—	
Professional and technical workers, %	n/a	—	0.755	—	—	—	
Educational attainment	138	0.879	0.950				
Literacy rate, %	139	0.680	0.897	43.4	63.8	0.68	
Enrolment in primary education, %	1	1.000	0.755	80.9	78.3	1.03	
Enrolment in secondary education, %	1	1.000	0.950	31.7	30.3	1.05	
Enrolment in tertiary education, %	141	0.503	0.927	3.3	6.6	0.50	
Health and survival	146	0.957	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	154	0.987	1.029	59.4	60.2	0.99	
Political empowerment	101	0.147	0.218				
Women in parliament, %	101	0.255	0.312	20.3	79.7	0.25	
Women in ministerial positions, %	78	0.277	0.235	21.7	78.3	0.28	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	7.43	STEMS, attainment %	29.41	30.51	0.96
GDP per capita, constant '17 intl. \$ 1000	–	–	5.48	Agri., Forestry, Fisheries & Veterinary, attainment %	0.51	0.64	0.80
Total population, million people	2.25	2.27	4.53	Arts & Humanities, attainment %	21.13	27.12	0.78
Population growth rate, %	2.73	2.85	2.79	Business, Admin. & Law, attainment %	21.49	9.55	2.25
Population sex ratio (female/male), female/male ratio	49.80	50.20	0.99	Education, attainment %	3.36	14.75	0.23
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	2.04	6.46	0.32
Labour force, million people	314.6	499.2	0.39	Health & Welfare, attainment %	1.80	0.56	3.24
Unemployed adults, % of labour force (15-64)	11.73	9.98	1.18	Information & Comm. Technologies, attainment %	8.28	4.95	1.67
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	19.09	19.09	1.00
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	1.56	0.81	1.93
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	21.25	14.85	1.43
Advancement of women to leadership roles, 1-7 (best)	–	–	3.27	Vocational training, attainment %	0.11	0.16	0.72
Gender parity in tech roles, 1-7 (best)	–	–	3.28	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	15.00	85.00	0.18	Maternal mortality, deaths per 100,000 live births	–	–	766
Firms with female top managers, % firms	4.50	95.50	0.05	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	91.20	90.80	1.00	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	1.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	69.30
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	63.00
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.75				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.75				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1961				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.5				
Average number of children per woman	–	–	4.59				
Women's unmet demand for family planning, % women 15-49	–	–	33.60				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	29.30				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Mauritius

rank
out of 156 countries **110**
score
0.00 = imparity
1.00 = parity **0.679**



■ Mauritius score
— average score

Global Gender Gap Index

	2006 score	2021 score
Economic participation and opportunity	88	0.633
Educational attainment	95	0.483
Health and survival	65	0.983
Political empowerment	1	0.980
	73	0.085
	110	0.679
	105	0.144

COUNTRY SCORE CARD

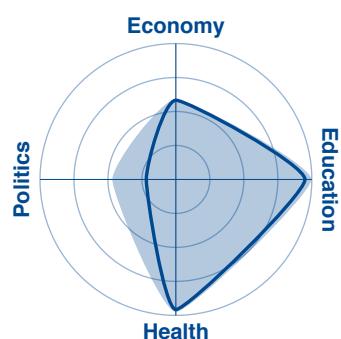
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	118	0.600	0.583				
Labour force participation rate, %	116	0.664	0.655	52.8	79.5	0.66	
Wage equality for similar work, 1-7 (best)	90	0.626	0.628	—	—	4.38	
Estimated earned income, int'l \$ 1,000	118	0.495	0.494	15.2	30.7	0.50	
Legislators, senior officials and managers, %	88	0.433	0.349	30.2	69.8	0.43	
Professional and technical workers, %	94	0.826	0.755	45.2	54.8	0.83	
Educational attainment	78	0.992	0.950				
Literacy rate, %	99	0.957	0.897	89.4	93.4	0.96	
Enrolment in primary education, %	1	1.000	0.755	97.2	94.9	1.02	
Enrolment in secondary education, %	1	1.000	0.950	87.1	81.7	1.07	
Enrolment in tertiary education, %	1	1.000	0.927	47.5	33.9	1.40	
Health and survival	1	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.96	
Healthy life expectancy, years	1	1.060	1.029	65.9	62.0	1.06	
Political empowerment	105	0.144	0.218				
Women in parliament, %	103	0.250	0.312	20.0	80.0	0.25	
Women in ministerial positions, %	113	0.149	0.235	13.0	87.0	0.15	
Years with female/male head of state (last 50)	42	0.066	0.144	3.1	46.9	0.07	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	11.34	STEMS, attainment %	14.82	34.41	0.43
GDP per capita, constant '17 intl. \$ 1000	–	–	19.60	Agri., Forestry, Fisheries & Veterinary, attainment %	0.73	2.31	0.31
Total population, million people	643.0	627.0	1.27	Arts & Humanities, attainment %	7.70	2.98	2.58
Population growth rate, %	0.31	0.16	0.24	Business, Admin. & Law, attainment %	51.40	46.29	1.11
Population sex ratio (female/male), female/male ratio	50.63	49.37	1.03	Education, attainment %	12.73	5.80	2.20
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	3.73	14.45	0.26
Labour force, million people	231.0	344.7	0.40	Health & Welfare, attainment %	5.18	3.71	1.40
Unemployed adults, % of labour force (15-64)	9.84	4.21	2.34	Information & Comm. Technologies, attainment %	5.80	16.43	0.35
Workers employed part-time, % of employed people	42.03	29.64	1.42	Natural Sci., Mathematics & Statistics, attainment %	5.29	3.54	1.49
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	0.75	1.34	0.56
Proportion of unpaid work per day, female/male ratio	–	–	3.79	Social Sci., Journalism & Information, attainment %	6.70	3.15	2.13
Advancement of women to leadership roles, 1-7 (best)	–	–	4.19	Vocational training, attainment %	0.68	2.31	0.29
Gender parity in tech roles, 1-7 (best)	–	–	4.70	PhD graduates, attainment %	0.08	0.17	0.48
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	16.90	83.10	0.20	Maternal mortality, deaths per 100,000 live births	–	–	61
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	49.50	56.00	1.13	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.80
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1956				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.1				
Average number of children per woman	–	–	1.39				
Women's unmet demand for family planning, % women 15-49	–	–	12.50				
Right to divorce, 0-1 (worst)	–	–	0.75				
Child marriage, % women 15-19	–	–	7.30				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



	2006 score	2021 score
Global Gender Gap Index	75	34
Economic participation and opportunity	0.646	0.590
Educational attainment	45	56
Health and survival	1	58
Political empowerment	45	18



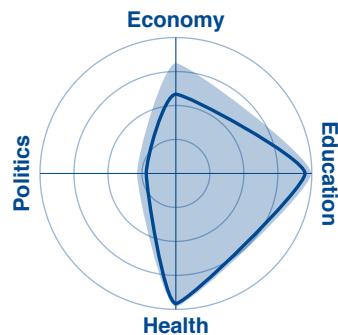
Mexico score
average score

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	122	0.590	0.583				
Labour force participation rate, %	129	0.596	0.655	49.1	82.4	0.60	
Wage equality for similar work, 1-7 (best)	132	0.502	0.628	—	—	3.52	
Estimated earned income, int'l \$ 1,000	116	0.506	0.494	13.4	26.4	0.51	
Legislators, senior officials and managers, %	57	0.562	0.349	36.0	64.0	0.56	
Professional and technical workers, %	77	0.991	0.755	49.8	50.2	0.99	
Educational attainment	56	0.997	0.950				
Literacy rate, %	81	0.983	0.897	94.6	96.2	0.98	
Enrolment in primary education, %	1	1.000	0.755	98.6	98.1	1.01	
Enrolment in secondary education, %	1	1.000	0.950	82.5	79.9	1.03	
Enrolment in tertiary education, %	1	1.000	0.927	40.6	39.8	1.02	
Health and survival	58	0.975	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	67	1.045	1.029	67.2	64.3	1.05	
Political empowerment	18	0.468	0.218				
Women in parliament, %	6	0.931	0.312	48.2	51.8	0.93	
Women in ministerial positions, %	20	0.727	0.235	42.1	57.9	0.73	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	1.04k	STEMS, attainment %	14.46	37.63	0.38
GDP per capita, constant '17 intl. \$ 1000	–	–	17.79	Agri., Forestry, Fisheries & Veterinary, attainment %	1.32	2.62	0.51
Total population, million people	65.17	62.40	127.58	Arts & Humanities, attainment %	3.72	3.10	1.20
Population growth rate, %	1.09	1.10	1.10	Business, Admin. & Law, attainment %	34.23	32.00	1.07
Population sex ratio (female/male), female/male ratio	51.08	48.92	1.04	Education, attainment %	17.44	8.03	2.17
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	9.29	26.82	0.35
Labour force, million people	21.30	32.61	0.40	Health & Welfare, attainment %	13.97	7.50	1.86
Unemployed adults, % of labour force (15-64)	3.65	3.61	1.01	Information & Comm. Technologies, attainment %	2.86	8.28	0.35
Workers employed part-time, % of employed people	36.71	19.26	1.91	Natural Sci., Mathematics & Statistics, attainment %	2.31	2.53	0.91
Gender pay gap (OECD only), %	–	–	18.75	Services, attainment %	2.89	3.33	0.87
Proportion of unpaid work per day, female/male ratio	–	–	2.74	Social Sci., Journalism & Information, attainment %	11.93	5.77	2.07
Advancement of women to leadership roles, 1-7 (best)	–	–	3.59	Vocational training, attainment %	12.27	12.62	0.97
Gender parity in tech roles, 1-7 (best)	–	–	4.08	PhD graduates, attainment %	0.06	0.11	0.52
Boards of listed companies,% board members	8.10	91.90	0.09	Health	female	male	value
Firms with female majority ownership, % firms	25.70	74.30	0.35	Maternal mortality, deaths per 100,000 live births	–	–	33
Firms with female top managers, % firms	14.60	85.40	0.17	Prevalence of gender violence in lifetime, % women	–	–	14.1
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	96.40
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	94.30
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1947				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	49.20	50.80	0.97				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	26.9				
Average number of children per woman	–	–	2.14				
Women's unmet demand for family planning, % women 15-49	–	–	13.00				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	19.00				
Length of maternity/paternity leave (days), weeks	12.00	1.00	0.08				
Wages paid during maternity/paternity leave, % annual gross wage	100.0	100.0	1.00				
Public childcare expenditure, % GDP	–	–	0.56				

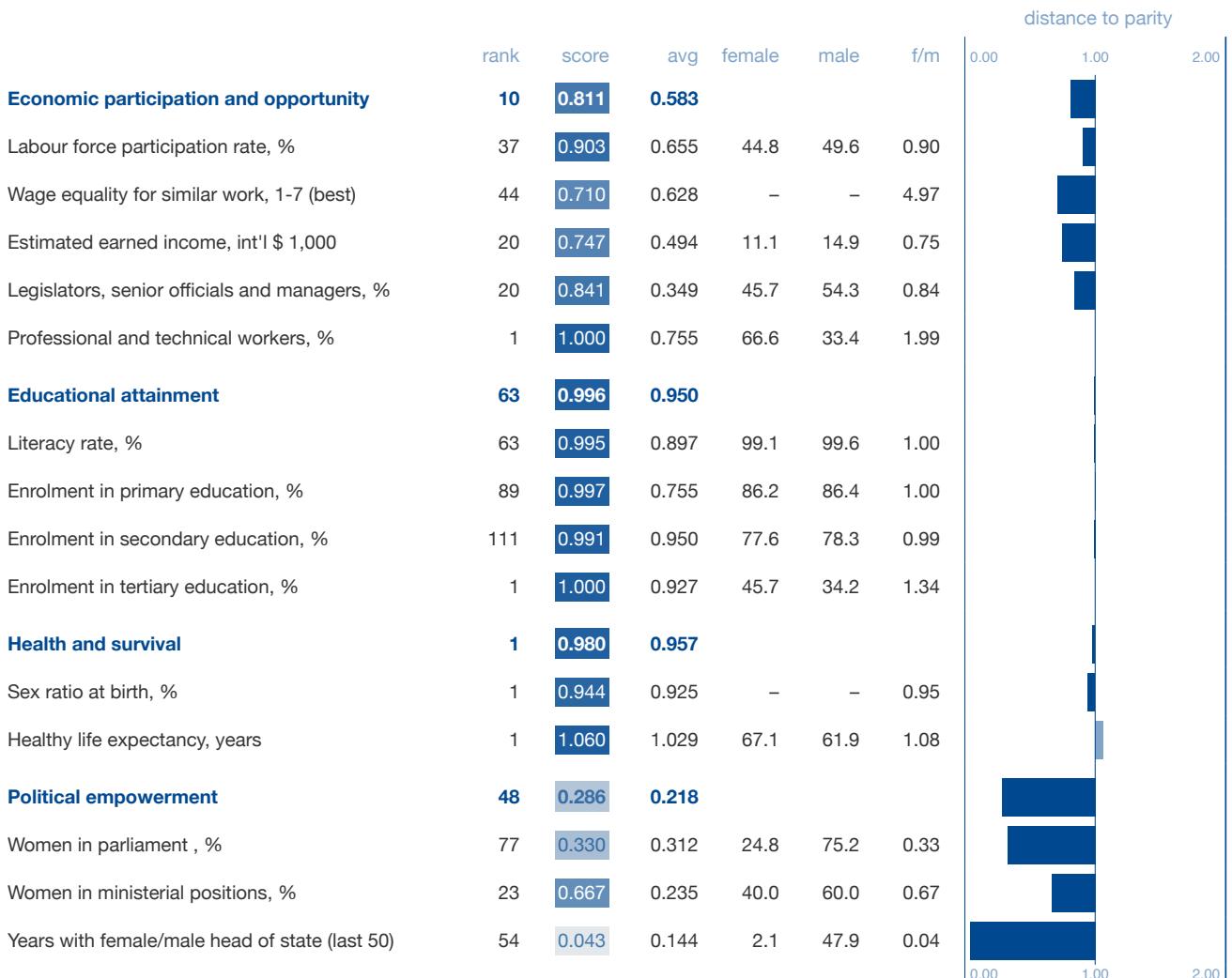


Moldova score

average score

	2006 score	2021 score
Global Gender Gap Index	17 0.713	28 0.768
Economic participation and opportunity	2	10
Educational attainment	37	63
Health and survival	1	1
Political empowerment	50	48

COUNTRY SCORE CARD

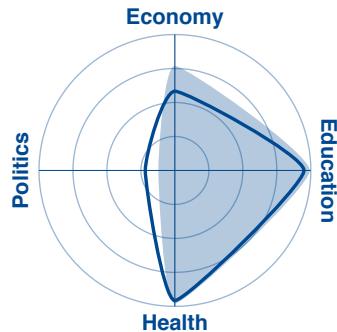


SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	11.24	STEMS, attainment %	12.29	39.11	0.31
GDP per capita, constant '17 intl. \$ 1000	–	–	12.54	Agri., Forestry, Fisheries & Veterinary, attainment %	0.76	3.60	0.21
Total population, million people	2.11	1.94	4.04	Arts & Humanities, attainment %	6.77	3.49	1.94
Population growth rate, %	-0.14	-0.26	-0.22	Business, Admin. & Law, attainment %	37.89	34.25	1.11
Population sex ratio (female/male), female/male ratio	52.07	47.93	1.09	Education, attainment %	20.02	3.82	5.24
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	8.66	28.61	0.30
Labour force, million people	430.8	460.5	0.48	Health & Welfare, attainment %	9.41	5.97	1.58
Unemployed adults, % of labour force (15-64)	4.49	5.97	0.75	Information & Comm. Technologies, attainment %	1.78	8.36	0.21
Workers employed part-time, % of employed people	29.97	21.62	1.39	Natural Sci., Mathematics & Statistics, attainment %	1.85	2.14	0.87
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	5.56	6.61	0.84
Proportion of unpaid work per day, female/male ratio	–	–	1.78	Social Sci., Journalism & Information, attainment %	7.28	3.16	2.30
Advancement of women to leadership roles, 1-7 (best)	–	–	4.65	Vocational training, attainment %	9.24	11.28	0.82
Gender parity in tech roles, 1-7 (best)	–	–	4.84	PhD graduates, attainment %	0.17	0.11	1.54
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	39.90	60.10	0.66	Maternal mortality, deaths per 100,000 live births	–	–	19
Firms with female top managers, % firms	18.60	81.40	0.23	Prevalence of gender violence in lifetime, % women	–	–	45.5
Share of workers in informal sector, % workers	21.70	28.50	1.31	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.70
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	95.40
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.75				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1924				
Number of female heads of state to date	–	–	4				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.3				
Average number of children per woman	–	–	1.26				
Women's unmet demand for family planning, % women 15-49	–	–	9.50				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	11.50				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Mongolia

rank
out of 156 countries **69**
score
0.00 = imparity
1.00 = parity **0.716**



Mongolia score
average score

	2006 score	2021 score
Global Gender Gap Index	42	69
Economic participation and opportunity	0.682	0.769
Educational attainment	21	23
Health and survival	0.999	0.769
Political empowerment	1	73
	0.980	0.993
	0.046	1
		0.980
		116
		0.122

COUNTRY SCORE CARD

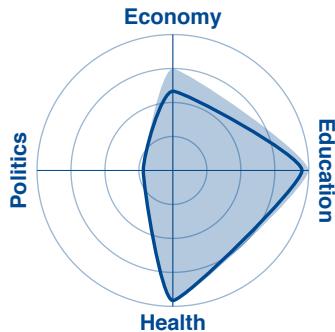
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	23	0.769	0.583				
Labour force participation rate, %	85	0.795	0.655	58.9	74.1	0.79	
Wage equality for similar work, 1-7 (best)	32	0.733	0.628	—	—	5.13	
Estimated earned income, int'l \$ 1,000	54	0.666	0.494	9.7	14.5	0.67	
Legislators, senior officials and managers, %	24	0.775	0.349	43.7	56.3	0.78	
Professional and technical workers, %	1	1.000	0.755	54.1	46.0	1.18	
Educational attainment	73	0.993	0.950				
Literacy rate, %	1	1.000	0.897	98.7	98.2	1.00	
Enrolment in primary education, %	119	0.984	0.755	95.2	96.8	0.98	
Enrolment in secondary education, %	1	1.000	0.950	51.3	48.7	1.05	
Enrolment in tertiary education, %	1	1.000	0.927	76.7	54.7	1.40	
Health and survival	1	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.97	
Healthy life expectancy, years	1	1.060	1.029	63.8	57.1	1.12	
Political empowerment	116	0.122	0.218				
Women in parliament, %	113	0.209	0.312	17.3	82.7	0.21	
Women in ministerial positions, %	85	0.232	0.235	18.8	81.2	0.23	
Years with female/male head of state (last 50)	72	0.000	0.144	0.0	50.0	0.00	
				0.00	1.00	2.00	
				0.00	1.00	2.00	
				0.00	1.00	2.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	13.39	STEMS, attainment %	14.41	41.68	0.35
GDP per capita, constant '17 intl. \$ 1000	–	–	11.60	Agri., Forestry, Fisheries & Veterinary, attainment %	1.10	1.52	0.72
Total population, million people	1.64	1.59	3.23	Arts & Humanities, attainment %	6.43	5.54	1.16
Population growth rate, %	1.81	1.66	1.74	Business, Admin. & Law, attainment %	31.98	25.97	1.23
Population sex ratio (female/male), female/male ratio	50.70	49.30	1.03	Education, attainment %	22.76	6.47	3.52
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	9.84	33.12	0.30
Labour force, million people	583.5	670.7	0.47	Health & Welfare, attainment %	15.44	4.89	3.16
Unemployed adults, % of labour force (15-64)	8.99	11.22	0.80	Information & Comm. Technologies, attainment %	2.05	5.07	0.40
Workers employed part-time, % of employed people	9.23	6.46	1.43	Natural Sci., Mathematics & Statistics, attainment %	2.52	3.49	0.72
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	1.37	9.40	0.15
Proportion of unpaid work per day, female/male ratio	–	–	2.09	Social Sci., Journalism & Information, attainment %	4.61	3.08	1.50
Advancement of women to leadership roles, 1-7 (best)	–	–	4.90	Vocational training, attainment %	4.31	7.47	0.58
Gender parity in tech roles, 1-7 (best)	–	–	5.20	PhD graduates, attainment %	0.21	0.32	0.66
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	43.70	56.30	0.78	Maternal mortality, deaths per 100,000 live births	–	–	45
Firms with female top managers, % firms	38.90	61.10	0.64	Prevalence of gender violence in lifetime, % women	–	–	31.2
Share of workers in informal sector, % workers	38.00	44.60	1.17	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.30
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	88.50
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1924				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.8				
Average number of children per woman	–	–	2.90				
Women's unmet demand for family planning, % women 15-49	–	–	16.00				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	5.30				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Montenegro

rank
out of 156 countries **48**
score
0.00 = imparity
1.00 = parity **0.732**



Montenegro score
average score

Global Gender Gap Index

Economic participation and opportunity
Educational attainment
Health and survival
Political empowerment

	2006 score	2021 score
n/a	-	48 0.732
n/a	-	37 0.748
n/a	-	50 0.998
n/a	-	84 0.970
n/a	-	70 0.212

COUNTRY SCORE CARD

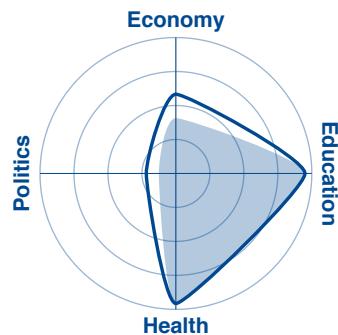
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	37	0.748	0.583				
Labour force participation rate, %	83	0.804	0.655	59.1	73.5	0.80	
Wage equality for similar work, 1-7 (best)	36	0.725	0.628	—	—	5.08	
Estimated earned income, int'l \$ 1,000	36	0.718	0.494	14.8	20.6	0.72	
Legislators, senior officials and managers, %	59	0.557	0.349	35.8	64.2	0.56	
Professional and technical workers, %	1	1.000	0.755	54.3	45.7	1.19	
Educational attainment	50	0.998	0.950				
Literacy rate, %	77	0.988	0.897	98.3	99.5	0.99	
Enrolment in primary education, %	1	1.000	0.755	96.1	95.4	1.01	
Enrolment in secondary education, %	1	1.000	0.950	89.8	88.5	1.01	
Enrolment in tertiary education, %	1	1.000	0.927	64.9	48.0	1.35	
Health and survival	84	0.970	0.957				
Sex ratio at birth, %	146	0.933	0.925	—	—	0.93	
Healthy life expectancy, years	54	1.054	1.029	68.7	65.2	1.05	
Political empowerment	70	0.212	0.218				
Women in parliament, %	78	0.328	0.312	24.7	75.3	0.33	
Women in ministerial positions, %	50	0.445	0.235	30.8	69.2	0.45	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	4.94	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	18.86	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	317.0	311.0	628.0	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	0.00	0.32	0.00	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	50.48	49.52	1.02	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	125.0	155.5	0.45	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	15.94	14.96	1.07	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	8.14	8.37	0.97	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.68	Vocational training, attainment %	21.10	24.20	0.87
Gender parity in tech roles, 1-7 (best)	–	–	4.54	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	24.00	76.00	0.32	Maternal mortality, deaths per 100,000 live births	–	–	6
Firms with female top managers, % firms	15.00	85.00	0.18	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	98.80
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	94.20
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1946				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.8				
Average number of children per woman	–	–	1.75				
Women's unmet demand for family planning, % women 15-49	–	–	21.80				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	2.40				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

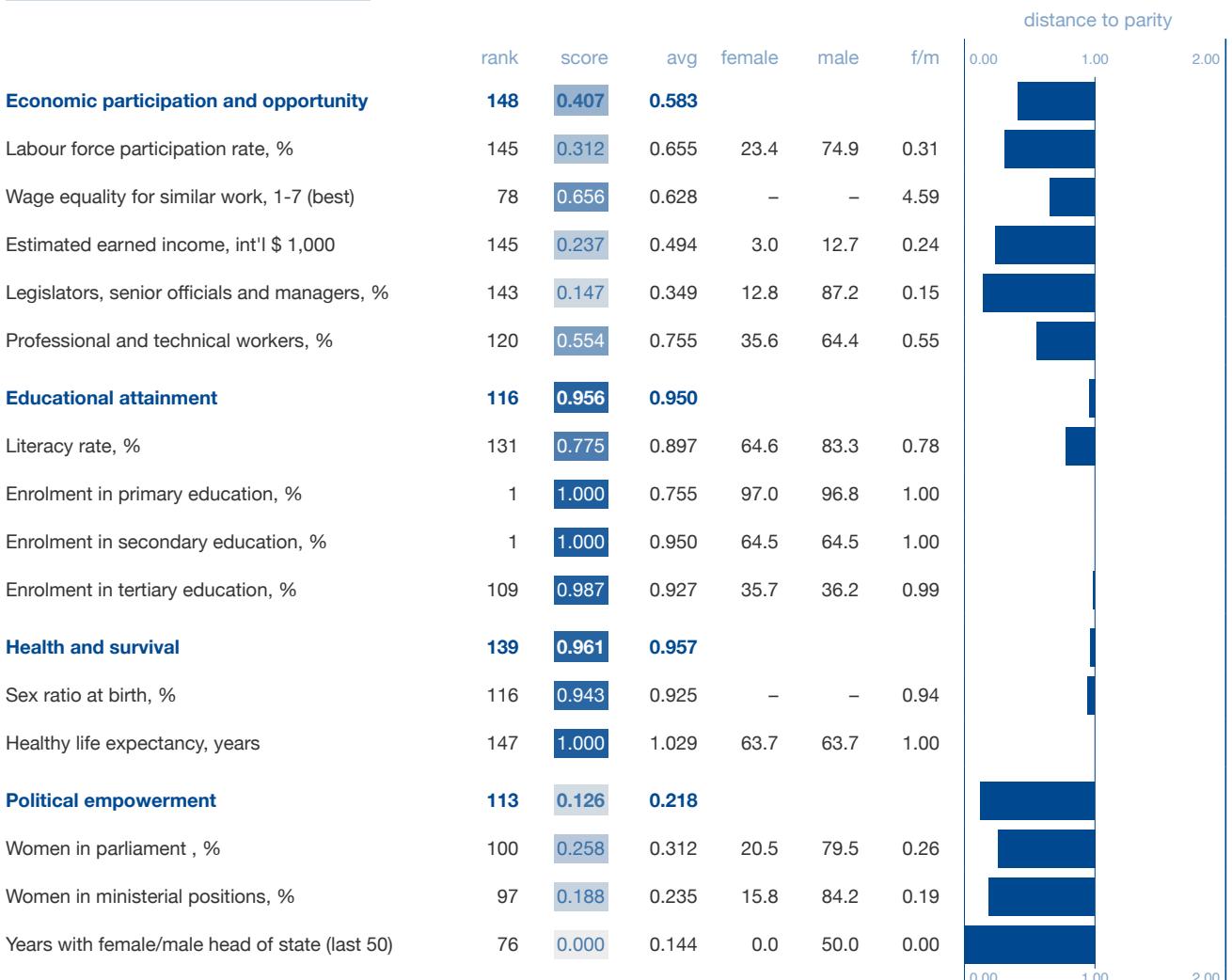


	2006 score	2021 score
Global Gender Gap Index	107	144
Economic participation and opportunity	102	0.461
Educational attainment	99	0.848
Health and survival	90	0.968
Political empowerment	92	0.053
		0.612
	116	113
	0.956	0.961
	139	139
	0.961	0.961
	113	113
	0.126	0.126



■ Morocco score
— average score

COUNTRY SCORE CARD

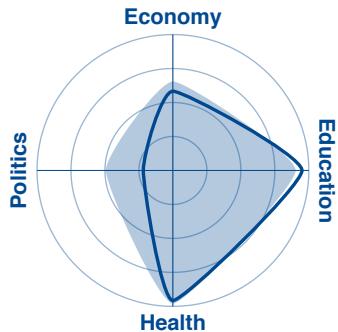


SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	112.2	STEMS, attainment %	17.75	20.28	0.88
GDP per capita, constant '17 intl. \$ 1000	–	–	7.20	Agri., Forestry, Fisheries & Veterinary, attainment %	0.30	0.36	0.84
Total population, million people	18.38	18.09	36.47	Arts & Humanities, attainment %	14.53	13.99	1.04
Population growth rate, %	1.21	1.25	1.23	Business, Admin. & Law, attainment %	20.89	20.83	1.00
Population sex ratio (female/male), female/male ratio	50.39	49.61	1.02	Education, attainment %	1.46	2.59	0.56
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	5.08	6.58	0.77
Labour force, million people	n/a	n/a	n/a	Health & Welfare, attainment %	5.07	1.84	2.75
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a	Information & Comm. Technologies, attainment %	2.99	4.02	0.74
Workers employed part-time, % of employed people	47.14	11.85	3.98	Natural Sci., Mathematics & Statistics, attainment %	9.68	9.67	1.00
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	0.67	0.54	1.25
Proportion of unpaid work per day, female/male ratio	–	–	6.97	Social Sci., Journalism & Information, attainment %	10.85	8.15	1.33
Advancement of women to leadership roles, 1-7 (best)	–	–	4.41	Vocational training, attainment %	4.43	7.06	0.63
Gender parity in tech roles, 1-7 (best)	–	–	4.69	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	16.10	83.90	0.19	Maternal mortality, deaths per 100,000 live births	–	–	70
Firms with female top managers, % firms	5.40	94.60	0.06	Prevalence of gender violence in lifetime, % women	–	–	30.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	86.60
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	53.50
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1959				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	11.70	88.30	0.13				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.25				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.3				
Average number of children per woman	–	–	2.42				
Women's unmet demand for family planning, % women 15-49	–	–	8.00				
Right to divorce, 0-1 (worst)	–	–	0.75				
Child marriage, % women 15-19	–	–	11.30				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Mozambique

rank
out of 156 countries **32**
score
0.00 = imparity
1.00 = parity **0.758**



Mozambique score
average score

Global Gender Gap Index

Economic participation and opportunity
Educational attainment
Health and survival
Political empowerment

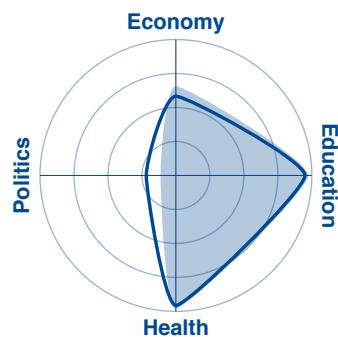
	2006 score	2021 score
n/a	-	32 0.758
n/a	-	95 0.655
n/a	-	130 0.904
n/a	-	1 0.980
n/a	-	13 0.494

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	95	0.655	0.583				
Labour force participation rate, %	6	0.989	0.655	77.9	78.8	0.99	
Wage equality for similar work, 1-7 (best)	121	0.560	0.628	—	—	3.92	
Estimated earned income, int'l \$ 1,000	19	0.775	0.494	1.1	1.4	0.77	
Legislators, senior officials and managers, %	111	0.322	0.349	24.3	75.7	0.32	
Professional and technical workers, %	123	0.539	0.755	35.0	65.0	0.54	
Educational attainment	130	0.904	0.950				
Literacy rate, %	138	0.693	0.897	50.3	72.6	0.69	
Enrolment in primary education, %	131	0.970	0.755	92.5	95.4	0.97	
Enrolment in secondary education, %	1	1.000	0.950	19.3	19.2	1.00	
Enrolment in tertiary education, %	120	0.806	0.927	6.5	8.1	0.81	
Health and survival	1	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.98	
Healthy life expectancy, years	1	1.060	1.029	52.8	47.9	1.10	
Political empowerment	13	0.494	0.218				
Women in parliament , %	16	0.736	0.312	42.4	57.6	0.74	
Women in ministerial positions, %	15	0.835	0.235	45.5	54.5	0.83	
Years with female/male head of state (last 50)	24	0.134	0.144	5.9	44.1	0.13	

SELECTED CONTEXTUAL DATA

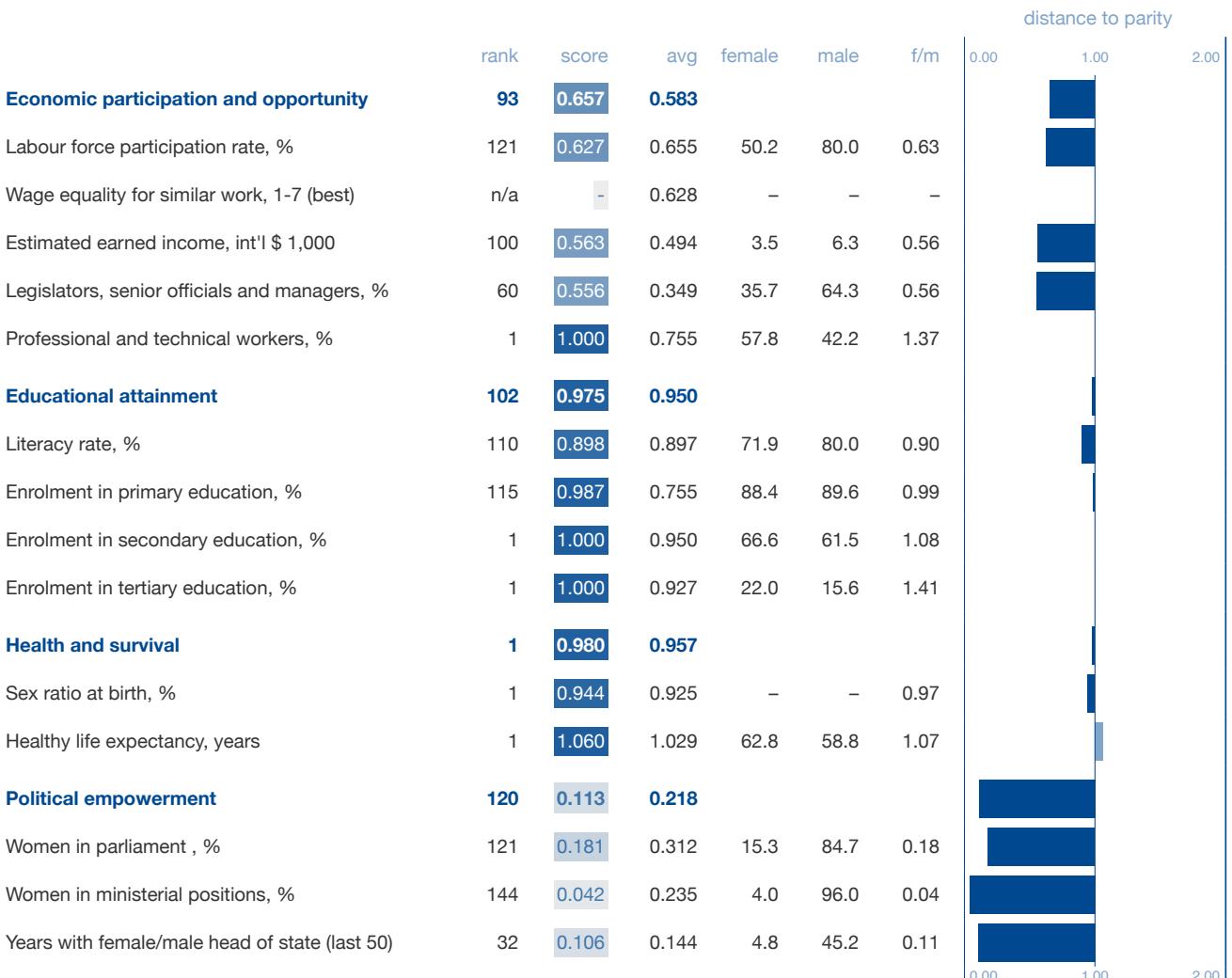
General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	14.56	STEMS, attainment %	5.62	13.47	0.42
GDP per capita, constant '17 intl. \$ 1000	–	–	1.21	Agri., Forestry, Fisheries & Veterinary, attainment %	1.24	2.24	0.55
Total population, million people	15.62	14.75	30.37	Arts & Humanities, attainment %	1.26	1.20	1.05
Population growth rate, %	2.88	3.03	2.95	Business, Admin. & Law, attainment %	36.83	29.72	1.24
Population sex ratio (female/male), female/male ratio	51.44	48.56	1.06	Education, attainment %	27.24	36.54	0.75
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	4.17	10.31	0.40
Labour force, million people	5.06	4.52	0.53	Health & Welfare, attainment %	16.45	5.39	3.05
Unemployed adults, % of labour force (15-64)	3.89	3.31	1.18	Information & Comm. Technologies, attainment %	0.56	2.11	0.27
Workers employed part-time, % of employed people	58.14	43.79	1.33	Natural Sci., Mathematics & Statistics, attainment %	0.88	1.05	0.83
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	1.58	4.11	0.39
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	9.78	7.33	1.33
Advancement of women to leadership roles, 1-7 (best)	–	–	3.84	Vocational training, attainment %	0.46	0.91	0.50
Gender parity in tech roles, 1-7 (best)	–	–	3.94	PhD graduates, attainment %	0.02	0.06	0.37
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	28.30	71.70	0.39	Maternal mortality, deaths per 100,000 live births	–	–	289
Firms with female top managers, % firms	15.60	84.40	0.18	Prevalence of gender violence in lifetime, % women	–	–	21.7
Share of workers in informal sector, % workers	98.40	92.70	0.94	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	73.00
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	51.70
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1975				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.6				
Average number of children per woman	–	–	4.89				
Women's unmet demand for family planning, % women 15-49	–	–	23.10				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	41.00				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Myanmar score
average score

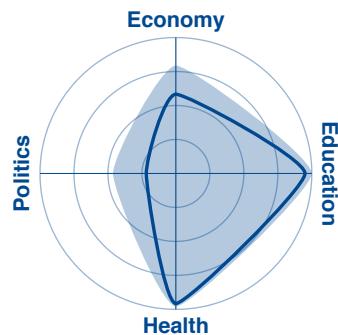
	2006 score	2021 score
Global Gender Gap Index	n/a	-
Economic participation and opportunity	n/a	-
Educational attainment	n/a	-
Health and survival	n/a	-
Political empowerment	n/a	-

COUNTRY SCORE CARD



SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	70.89	STEMS, attainment %	31.01	38.82	0.80
GDP per capita, constant '17 intl. \$ 1000	–	–	4.90	Agri., Forestry, Fisheries & Veterinary, attainment %	0.49	0.81	0.60
Total population, million people	28.00	26.05	54.05	Arts & Humanities, attainment %	47.80	41.74	1.15
Population growth rate, %	0.63	0.63	0.63	Business, Admin. & Law, attainment %	12.62	10.09	1.25
Population sex ratio (female/male), female/male ratio	51.81	48.19	1.08	Education, attainment %	4.52	2.80	1.61
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	5.10	13.47	0.38
Labour force, million people	9.18	12.51	0.42	Health & Welfare, attainment %	1.97	2.86	0.69
Unemployed adults, % of labour force (15-64)	0.60	0.45	1.33	Information & Comm. Technologies, attainment %	2.20	2.06	1.06
Workers employed part-time, % of employed people	15.66	12.75	1.23	Natural Sci., Mathematics & Statistics, attainment %	23.72	23.29	1.02
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	1.54	2.77	0.55
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	0.05	0.10	0.54
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a	Vocational training, attainment %	0.26	0.39	0.68
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	35.10	64.90	0.54	Maternal mortality, deaths per 100,000 live births	–	–	250
Firms with female top managers, % firms	41.10	58.90	0.70	Prevalence of gender violence in lifetime, % women	–	–	33.0
Share of workers in informal sector, % workers	86.40	75.10	0.87	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	60.20
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	58.60
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1935				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	12.10	87.90	0.14				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.6				
Average number of children per woman	–	–	2.17				
Women's unmet demand for family planning, % women 15-49	–	–	16.20				
Right to divorce, 0-1 (worst)	–	–	0.75				
Child marriage, % women 15-19	–	–	12.90				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Namibia score
average score

	2006 score	2021 score
Global Gender Gap Index	38	6
Economic participation and opportunity	0.686	0.794
Educational attainment	43	34
Health and survival	93	1
Political empowerment	29	0.980
	0.172	0.463

COUNTRY SCORE CARD

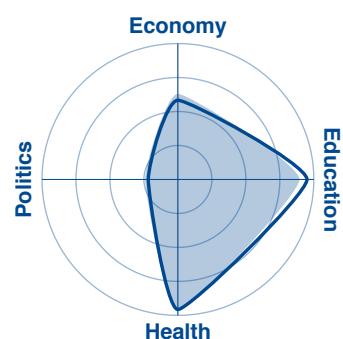
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	19	0.794	0.583				
Labour force participation rate, %	45	0.891	0.655	57.2	64.2	0.89	
Wage equality for similar work, 1-7 (best)	86	0.642	0.628	—	—	4.50	
Estimated earned income, int'l \$ 1,000	10	0.821	0.494	9.2	11.2	0.82	
Legislators, senior officials and managers, %	25	0.772	0.349	43.6	56.4	0.77	
Professional and technical workers, %	1	1.000	0.755	56.0	44.0	1.27	
Educational attainment	34	1.000	0.950				
Literacy rate, %	61	0.998	0.897	91.4	91.6	1.00	
Enrolment in primary education, %	1	1.000	0.755	96.2	94.3	1.02	
Enrolment in secondary education, %	1	1.000	0.950	53.9	46.1	1.17	
Enrolment in tertiary education, %	1	1.000	0.927	30.3	15.3	1.98	
Health and survival	1	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.99	
Healthy life expectancy, years	1	1.060	1.029	58.6	53.4	1.10	
Political empowerment	19	0.463	0.218				
Women in parliament, %	13	0.792	0.312	44.2	55.8	0.79	
Women in ministerial positions, %	28	0.642	0.235	39.1	60.9	0.64	
Years with female/male head of state (last 50)	25	0.132	0.144	5.8	44.2	0.13	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	10.25	STEMS, attainment %	7.71	21.00	0.37
GDP per capita, constant '17 intl. \$ 1000	–	–	9.02	Agri., Forestry, Fisheries & Veterinary, attainment %	1.45	2.59	0.56
Total population, million people	1.29	1.21	2.50	Arts & Humanities, attainment %	1.90	2.31	0.82
Population growth rate, %	1.90	1.94	1.92	Business, Admin. & Law, attainment %	39.75	41.19	0.96
Population sex ratio (female/male), female/male ratio	51.54	48.46	1.06	Education, attainment %	34.06	21.12	1.61
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	2.06	8.10	0.26
Labour force, million people	422.6	438.5	0.49	Health & Welfare, attainment %	8.37	4.34	1.93
Unemployed adults, % of labour force (15-64)	19.56	21.97	0.89	Information & Comm. Technologies, attainment %	2.78	9.08	0.31
Workers employed part-time, % of employed people	30.91	20.28	1.52	Natural Sci., Mathematics & Statistics, attainment %	2.86	3.82	0.75
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	1.80	3.45	0.52
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	4.96	4.00	1.24
Advancement of women to leadership roles, 1-7 (best)	–	–	4.51	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	4.39	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	41.00	59.00	0.69	Maternal mortality, deaths per 100,000 live births	–	–	195
Firms with female top managers, % firms	27.40	72.60	0.38	Prevalence of gender violence in lifetime, % women	–	–	25.0
Share of workers in informal sector, % workers	58.40	53.20	0.91	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	88.20
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	62.50
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1989				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	19.10	80.90	0.24				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.0				
Average number of children per woman	–	–	3.42				
Women's unmet demand for family planning, % women 15-49	–	–	17.50				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	5.90				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

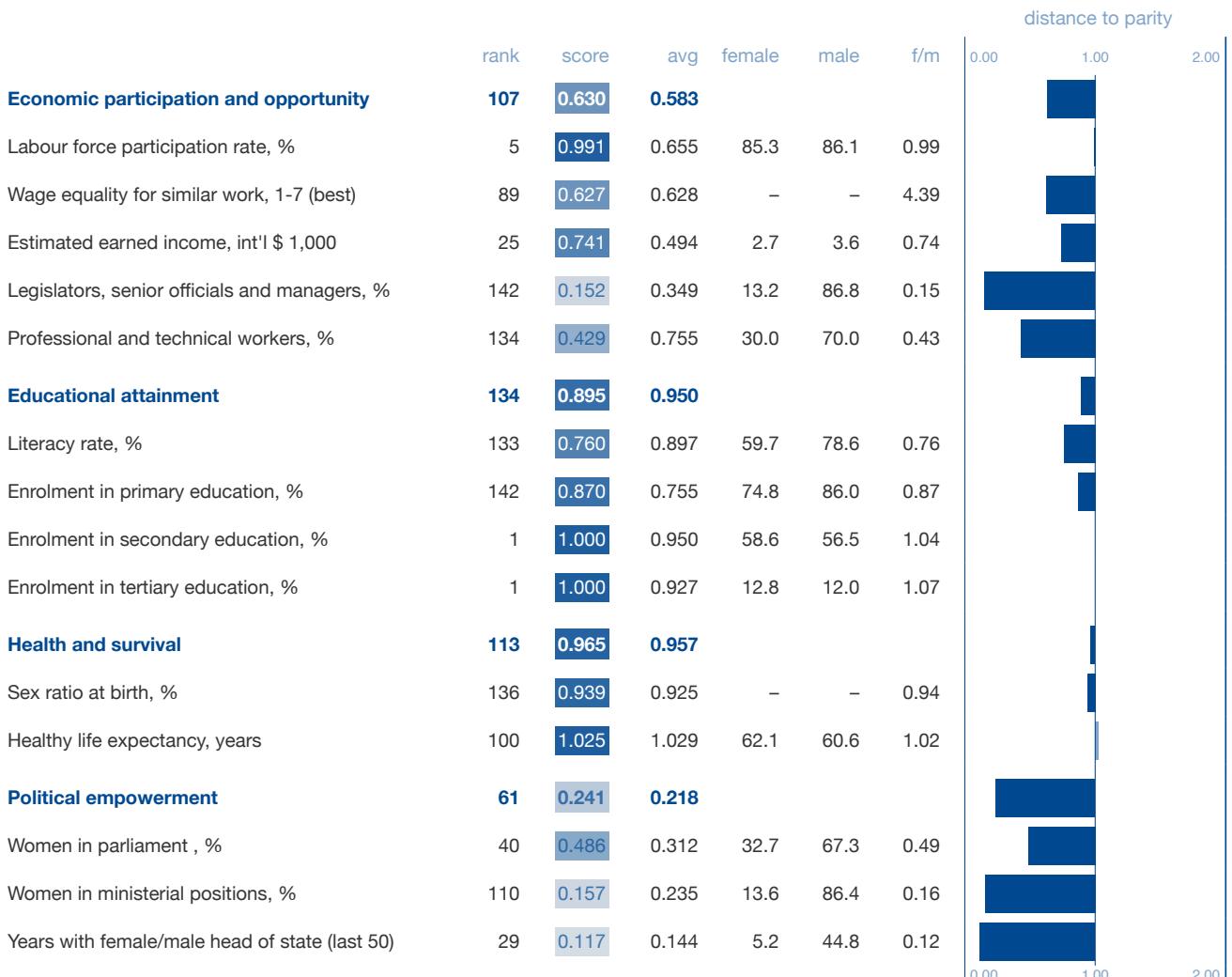


	2006 score	2021 score
Global Gender Gap Index	111	106
Economic participation and opportunity	0.548	0.630
Educational attainment	100	107
Health and survival	0.734	0.630
Political empowerment	111	134
	0.953	0.895
	102	113
	0.039	0.965
	61	61
	0.241	0.241



■ Nepal score
— average score

COUNTRY SCORE CARD

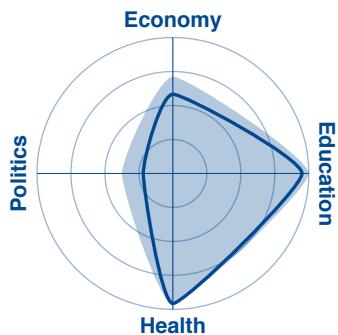


SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	32.16	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	3.39	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	15.56	13.05	28.61	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	1.57	2.14	1.83	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	54.40	45.60	1.19	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	2.96	4.74	0.38	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	13.39	10.62	1.26	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	43.20	24.08	1.79	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	–	–	3.13	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.12	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	3.96	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	21.80	78.20	0.28	Maternal mortality, deaths per 100,000 live births	–	–	186
Firms with female top managers, % firms	17.20	82.80	0.21	Prevalence of gender violence in lifetime, % women	–	–	25.0
Share of workers in informal sector, % workers	86.50	77.50	0.90	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	58.00
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	69.40
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1951				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	37.90	62.10	0.61				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	25.2				
Average number of children per woman	–	–	1.93				
Women's unmet demand for family planning, % women 15-49	–	–	23.70				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	24.50				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Netherlands

rank
out of 156 countries **31**
score
0.00 = imparity
1.00 = parity **0.762**



■ Netherlands score
— average score

Global Gender Gap Index

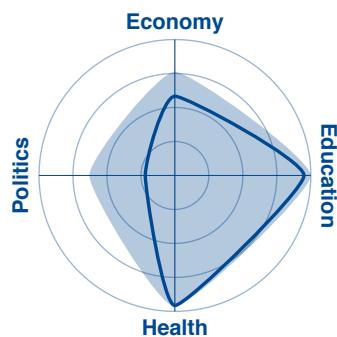
	2006 score	2021 score
Economic participation and opportunity	12 0.725	31 0.762
Educational attainment	51	57
Health and survival	73	1
Political empowerment	67	135
	10	31
	0.319	0.375

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	57	0.713	0.583				
Labour force participation rate, %	40	0.899	0.655	76.6	85.2	0.90	
Wage equality for similar work, 1-7 (best)	64	0.683	0.628	—	—	4.78	
Estimated earned income, int'l \$ 1,000	58	0.659	0.494	41.8	63.4	0.66	
Legislators, senior officials and managers, %	99	0.371	0.349	27.1	72.9	0.37	
Professional and technical workers, %	74	0.997	0.755	49.9	50.1	1.00	
Educational attainment	1	1.000	0.950				
Literacy rate, %	1	1.000	0.897	—	—	—	
Enrolment in primary education, %	1	1.000	0.755	99.1	98.2	1.01	
Enrolment in secondary education, %	1	1.000	0.950	93.7	92.6	1.01	
Enrolment in tertiary education, %	1	1.000	0.927	90.9	79.3	1.15	
Health and survival	135	0.962	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	143	1.003	1.029	71.5	71.3	1.00	
Political empowerment	31	0.375	0.218				
Women in parliament, %	38	0.499	0.312	33.3	66.7	0.50	
Women in ministerial positions, %	13	0.890	0.235	47.1	52.9	0.89	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	886.3	STEMS, attainment %	8.68	26.74	0.32
GDP per capita, constant '17 intl. \$ 1000	–	–	54.02	Agri., Forestry, Fisheries & Veterinary, attainment %	1.28	1.32	0.97
Total population, million people	8.58	8.52	17.10	Arts & Humanities, attainment %	8.49	9.08	0.94
Population growth rate, %	0.18	0.27	0.22	Business, Admin. & Law, attainment %	23.20	32.93	0.70
Population sex ratio (female/male), female/male ratio	50.20	49.80	1.01	Education, attainment %	13.58	5.03	2.70
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	3.32	14.12	0.23
Labour force, million people	4.25	4.75	0.47	Health & Welfare, attainment %	23.19	9.38	2.47
Unemployed adults, % of labour force (15-64)	3.37	3.38	1.00	Information & Comm. Technologies, attainment %	0.65	4.88	0.13
Workers employed part-time, % of employed people	75.20	39.44	1.91	Natural Sci., Mathematics & Statistics, attainment %	4.72	7.74	0.61
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	4.54	5.35	0.85
Proportion of unpaid work per day, female/male ratio	–	–	1.48	Social Sci., Journalism & Information, attainment %	16.98	10.12	1.68
Advancement of women to leadership roles, 1-7 (best)	–	–	5.25	Vocational training, attainment %	22.45	23.80	0.94
Gender parity in tech roles, 1-7 (best)	–	–	4.55	PhD graduates, attainment %	0.44	0.82	0.53
Boards of listed companies,% board members	34.20	65.80	0.52	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	5
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	25.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	n/a	n/a	n/a
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1919				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	38.70	61.30	0.63				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.9				
Average number of children per woman	–	–	1.66				
Women's unmet demand for family planning, % women 15-49	–	–	8.00				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	0.10				
Length of maternity/paternity leave (days), weeks	16.00	0.40	0.03				
Wages paid during maternity/paternity leave, % annual gross wage	100.0	100.0	1.00				
Public childcare expenditure, % GDP	–	–	0.60				



■ New Zealand score
— average score

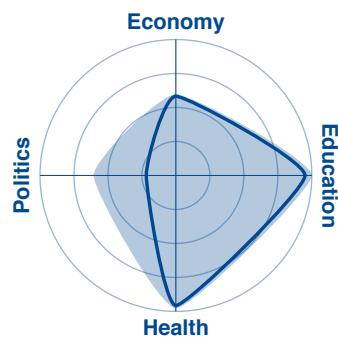
	2006 score	2021 score
Global Gender Gap Index	7 0.751	4 0.840
Economic participation and opportunity	14 0.714	27 0.763
Educational attainment	17 0.999	1 1.000
Health and survival	69 0.973	106 0.966
Political empowerment	11 0.317	4 0.630

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	0.00	1.00	2.00
Economic participation and opportunity	27	0.763	0.583						
Labour force participation rate, %	39	0.901	0.655	76.8	85.2	0.90			
Wage equality for similar work, 1-7 (best)	41	0.719	0.628	—	—	5.03			
Estimated earned income, int'l \$ 1,000	66	0.637	0.494	32.8	51.5	0.64			
Legislators, senior officials and managers, %	37	0.665	0.349	40.0	60.1	0.67			
Professional and technical workers, %	1	1.000	0.755	55.5	44.5	1.25			
Educational attainment	1	1.000	0.950						
Literacy rate, %	1	1.000	0.897	—	—	—			
Enrolment in primary education, %	1	1.000	0.755	98.9	98.1	1.01			
Enrolment in secondary education, %	1	1.000	0.950	97.7	96.0	1.02			
Enrolment in tertiary education, %	1	1.000	0.927	97.2	67.9	1.43			
Health and survival	106	0.966	0.957						
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95			
Healthy life expectancy, years	117	1.017	1.029	70.8	69.6	1.02			
Political empowerment	4	0.630	0.218						
Women in parliament, %	5	0.934	0.312	48.3	51.7	0.93			
Women in ministerial positions, %	23	0.667	0.235	40.0	60.0	0.67			
Years with female/male head of state (last 50)	9	0.396	0.144	14.2	35.8	0.40			

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	193.5	STEMS, attainment %	12.93	32.22	0.40
GDP per capita, constant '17 intl. \$ 1000	–	–	38.86	Agri., Forestry, Fisheries & Veterinary, attainment %	2.30	1.69	1.36
Total population, million people	2.43	2.35	4.78	Arts & Humanities, attainment %	11.48	10.15	1.13
Population growth rate, %	0.87	0.81	0.84	Business, Admin. & Law, attainment %	22.27	25.28	0.88
Population sex ratio (female/male), female/male ratio	50.85	49.15	1.03	Education, attainment %	13.88	4.46	3.11
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	4.07	13.60	0.30
Labour force, million people	1.26	1.38	0.48	Health & Welfare, attainment %	20.29	6.83	2.97
Unemployed adults, % of labour force (15-64)	4.61	3.99	1.16	Information & Comm. Technologies, attainment %	2.71	12.06	0.22
Workers employed part-time, % of employed people	51.43	27.82	1.85	Natural Sci., Mathematics & Statistics, attainment %	6.15	6.56	0.94
Gender pay gap (OECD only), %	–	–	6.51	Services, attainment %	4.49	5.84	0.77
Proportion of unpaid work per day, female/male ratio	–	–	1.71	Social Sci., Journalism & Information, attainment %	9.80	6.10	1.61
Advancement of women to leadership roles, 1-7 (best)	–	–	5.39	Vocational training, attainment %	4.77	4.76	1.00
Gender parity in tech roles, 1-7 (best)	–	–	4.82	PhD graduates, attainment %	0.80	1.10	0.72
Boards of listed companies,% board members	38.20	61.80	0.62	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	9
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	35.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.25
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	96.60
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1893				
Number of female heads of state to date	–	–	3				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.1				
Average number of children per woman	–	–	1.90				
Women's unmet demand for family planning, % women 15-49	–	–	9.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	0.80				
Length of maternity/paternity leave (days), weeks	18.00	0.00	0.00				
Wages paid during maternity/paternity leave, % annual gross wage	46.83	0.00	0.00				
Public childcare expenditure, % GDP	–	–	0.93				



	2006 score	2021 score
Global Gender Gap Index	62	12
Economic participation and opportunity	101	120
Educational attainment	40	1
Health and survival	50	39
Political empowerment	25	5
	0.657	0.796
	0.463	0.598
	0.994	1.000
	0.978	0.978
	0.192	0.606

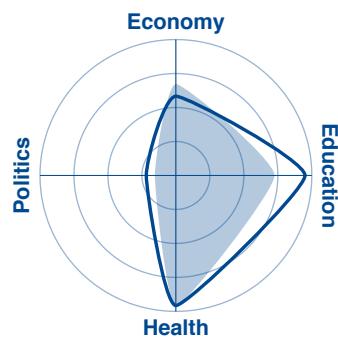
— Nicaragua score
— average score

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	120	0.598	0.583				
Labour force participation rate, %	127	0.608	0.655	52.9	86.9	0.61	
Wage equality for similar work, 1-7 (best)	119	0.561	0.628	—	—	3.93	
Estimated earned income, int'l \$ 1,000	126	0.456	0.494	3.4	7.5	0.46	
Legislators, senior officials and managers, %	63	0.543	0.349	35.2	64.8	0.54	
Professional and technical workers, %	1	1.000	0.755	54.4	45.7	1.19	
Educational attainment	1	1.000	0.950				
Literacy rate, %	1	1.000	0.897	82.8	82.4	1.00	
Enrolment in primary education, %	1	1.000	0.755	96.0	93.9	1.02	
Enrolment in secondary education, %	1	1.000	0.950	52.4	44.6	1.17	
Enrolment in tertiary education, %	1	1.000	0.927	18.4	16.5	1.11	
Health and survival	39	0.978	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	50	1.055	1.029	67.2	63.7	1.05	
Political empowerment	5	0.606	0.218				
Women in parliament , %	4	0.938	0.312	48.4	51.6	0.94	
Women in ministerial positions, %	1	1.000	0.235	58.8	41.2	1.43	
Years with female/male head of state (last 50)	23	0.155	0.144	6.7	43.3	0.16	
				0.00	1.00	2.00	
				0.00	1.00	2.00	
				0.00	1.00	2.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	11.91	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	5.15	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	3.32	3.23	6.55	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	1.25	1.22	1.24	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	50.72	49.28	1.03	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	1.04	1.63	0.39	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	51.38	26.57	1.93	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	–	–	2.95	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	3.94	Vocational training, attainment %	0.68	0.44	1.53
Gender parity in tech roles, 1-7 (best)	–	–	4.16	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	35.80	64.20	0.56	Maternal mortality, deaths per 100,000 live births	–	–	98
Firms with female top managers, % firms	27.00	73.00	0.37	Prevalence of gender violence in lifetime, % women	–	–	22.5
Share of workers in informal sector, % workers	82.40	81.30	0.99	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	1.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	96.00
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	87.80
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1950				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	26.9				
Average number of children per woman	–	–	2.42				
Women's unmet demand for family planning, % women 15-49	–	–	14.60				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	30.40				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



■ Niger score
— average score

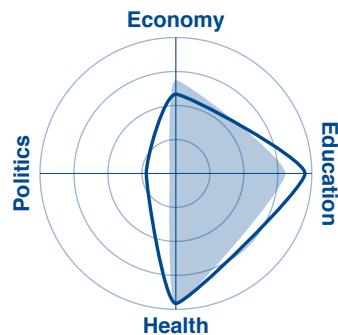
Global Gender Gap Index	2006 score	2021 score
Economic participation and opportunity	n/a	-
Educational attainment	n/a	82
Health and survival	n/a	151
Political empowerment	n/a	0.726
	n/a	124
	n/a	0.964
	-	97
	-	0.155

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	82	0.673	0.583				
Labour force participation rate, %	101	0.738	0.655	62.4	84.6	0.74	
Wage equality for similar work, 1-7 (best)	n/a	-	0.628	-	-	-	
Estimated earned income, int'l \$ 1,000	104	0.559	0.494	0.9	1.6	0.56	
Legislators, senior officials and managers, %	13	0.973	0.349	49.3	50.7	0.97	
Professional and technical workers, %	137	0.406	0.755	28.9	71.1	0.41	
Educational attainment	151	0.726	0.950				
Literacy rate, %	147	0.577	0.897	22.6	39.1	0.58	
Enrolment in primary education, %	144	0.861	0.755	60.2	69.9	0.86	
Enrolment in secondary education, %	147	0.743	0.950	17.1	23.0	0.74	
Enrolment in tertiary education, %	149	0.414	0.927	2.6	6.2	0.42	
Health and survival	124	0.964	0.957				
Sex ratio at birth, %	1	0.944	0.925	-	-	0.95	
Healthy life expectancy, years	132	1.009	1.029	55.8	55.3	1.01	
Political empowerment	97	0.155	0.218				
Women in parliament, %	75	0.350	0.312	25.9	74.1	0.35	
Women in ministerial positions, %	97	0.188	0.235	15.8	84.2	0.19	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	12.97	STEMS, attainment %	5.82	12.62	0.46
GDP per capita, constant '17 intl. \$ 1000	–	–	1.19	Agri., Forestry, Fisheries & Veterinary, attainment %	2.05	4.24	0.48
Total population, million people	11.60	11.71	23.31	Arts & Humanities, attainment %	16.32	7.00	2.33
Population growth rate, %	3.81	3.91	3.87	Business, Admin. & Law, attainment %	32.09	41.25	0.78
Population sex ratio (female/male), female/male ratio	49.74	50.26	0.99	Education, attainment %	8.59	3.79	2.27
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	0.58	3.46	0.17
Labour force, million people	2.80	3.14	0.47	Health & Welfare, attainment %	17.16	17.92	0.96
Unemployed adults, % of labour force (15-64)	n/a	0.63	n/a	Information & Comm. Technologies, attainment %	1.95	3.15	0.62
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	3.29	6.01	0.55
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	1.92	4.18	0.46
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	16.05	9.01	1.78
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a	Vocational training, attainment %	0.92	1.00	0.92
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a	PhD graduates, attainment %	0.13	0.34	0.38
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	14.50	85.50	0.17	Maternal mortality, deaths per 100,000 live births	–	–	509
Firms with female top managers, % firms	10.60	89.40	0.12	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	86.50	74.60	0.86	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	39.10
Right to hold a bank account & get credit, 0-1 (worst)	–	–	1.00	Antenatal care, at least four visits, % women 15-49	–	–	38.00
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.75				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1948				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.1				
Average number of children per woman	–	–	6.95				
Women's unmet demand for family planning, % women 15-49	–	–	21.00				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	61.90				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



■ Nigeria score
— average score

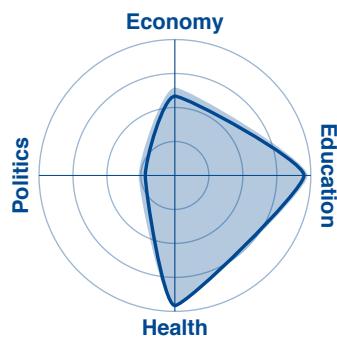
	2006 score	2021 score
Global Gender Gap Index	94	139
Economic participation and opportunity	0.610	0.687
Educational attainment	78	0.687
Health and survival	146	0.806
Political empowerment	104	0.967
	99	104
	0.049	0.047

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	78	0.687	0.583				0.00 1.00 2.00
Labour force participation rate, %	93	0.773	0.655	49.3	63.8	0.77	
Wage equality for similar work, 1-7 (best)	51	0.704	0.628	—	—	4.93	
Estimated earned income, int'l \$ 1,000	90	0.584	0.494	3.8	6.5	0.59	
Legislators, senior officials and managers, %	87	0.434	0.349	30.3	69.7	0.43	
Professional and technical workers, %	1	1.000	0.755	64.6	35.4	1.83	
Educational attainment	146	0.806	0.950				
Literacy rate, %	137	0.739	0.897	52.7	71.3	0.74	
Enrolment in primary education, %	146	0.831	0.755	58.1	70.0	0.83	
Enrolment in secondary education, %	138	0.872	0.950	46.6	53.4	0.87	
Enrolment in tertiary education, %	130	0.692	0.927	8.3	12.0	0.69	
Health and survival	104	0.967	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.94	
Healthy life expectancy, years	115	1.019	1.029	54.9	53.9	1.02	
Political empowerment	149	0.047	0.218				
Women in parliament, %	147	0.062	0.312	5.8	94.2	0.06	
Women in ministerial positions, %	123	0.115	0.235	10.3	89.7	0.11	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	443.0	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	4.79	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	99.13	101.83	200.96	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	2.58	2.61	2.60	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	49.33	50.67	0.97	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	19.90	22.92	0.46	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	7.80	9.99	0.78	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	46.86	36.40	1.29	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	–	–	1.51	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.16	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	4.46	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	16.20	83.80	0.19	Maternal mortality, deaths per 100,000 live births	–	–	917
Firms with female top managers, % firms	13.90	86.10	0.16	Prevalence of gender violence in lifetime, % women	–	–	16.2
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	43.30
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	56.80
Inheritance rights for daughters, 0-1 (worst)	–	–	0.75				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1958				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	7.30	92.70	0.08				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.8				
Average number of children per woman	–	–	5.42				
Women's unmet demand for family planning, % women 15-49	–	–	27.60				
Right to divorce, 0-1 (worst)	–	–	0.50				
Child marriage, % women 15-19	–	–	30.40				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



	2006 score	2021 score
Global Gender Gap Index	28 0.698	73 0.715
Economic participation and opportunity	31	97
Educational attainment	64	99
Health and survival	101	85
Political empowerment	28	53
	0.671	0.647
	0.985	0.977
	0.964	0.970
	0.173	0.267

— North Macedonia score
— average score

COUNTRY SCORE CARD

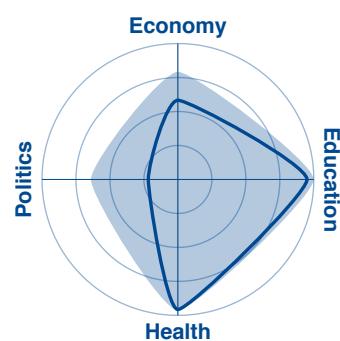
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	97	0.647	0.583				
Labour force participation rate, %	108	0.708	0.655	54.7	77.2	0.71	
Wage equality for similar work, 1-7 (best)	84	0.648	0.628	—	—	4.54	
Estimated earned income, int'l \$ 1,000	84	0.593	0.494	10.8	18.2	0.59	
Legislators, senior officials and managers, %	105	0.356	0.349	26.3	73.7	0.36	
Professional and technical workers, %	1	1.000	0.755	50.3	49.7	1.01	
Educational attainment	99	0.977	0.950				
Literacy rate, %	87	0.979	0.897	96.7	98.8	0.98	
Enrolment in primary education, %	76	0.999	0.755	94.9	94.9	1.00	
Enrolment in secondary education, %	133	0.917	0.950	47.9	52.2	0.92	
Enrolment in tertiary education, %	1	1.000	0.927	48.6	36.7	1.32	
Health and survival	85	0.970	0.957				
Sex ratio at birth, %	127	0.942	0.925	—	—	0.94	
Healthy life expectancy, years	87	1.034	1.029	67.3	65.1	1.03	
Political empowerment	53	0.267	0.218				
Women in parliament , %	27	0.645	0.312	39.2	60.8	0.64	
Women in ministerial positions, %	80	0.267	0.235	21.1	78.9	0.27	
Years with female/male head of state (last 50)	70	0.003	0.144	0.1	49.9	0.00	
	0.00	1.00	2.00				
	0.00	1.00	2.00				
	0.00	1.00	2.00				

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	12.51	STEMS, attainment %	18.01	27.16	0.66
GDP per capita, constant '17 intl. \$ 1000	–	–	15.71	Agri., Forestry, Fisheries & Veterinary, attainment %	1.25	2.59	0.48
Total population, million people	1.04	1.04	2.08	Arts & Humanities, attainment %	16.00	10.57	1.51
Population growth rate, %	0.00	0.00	0.00	Business, Admin. & Law, attainment %	28.10	30.73	0.91
Population sex ratio (female/male), female/male ratio	49.98	50.02	1.00	Education, attainment %	5.82	2.22	2.62
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	9.85	14.64	0.67
Labour force, million people	388.7	565.8	0.41	Health & Welfare, attainment %	12.43	5.89	2.11
Unemployed adults, % of labour force (15-64)	18.56	16.65	1.11	Information & Comm. Technologies, attainment %	4.00	10.04	0.40
Workers employed part-time, % of employed people	17.52	12.60	1.39	Natural Sci., Mathematics & Statistics, attainment %	4.16	2.48	1.67
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	4.76	9.21	0.52
Proportion of unpaid work per day, female/male ratio	–	–	3.01	Social Sci., Journalism & Information, attainment %	13.64	11.63	1.17
Advancement of women to leadership roles, 1-7 (best)	–	–	3.91	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	4.93	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	29.30	70.70	0.41	Maternal mortality, deaths per 100,000 live births	–	–	7
Firms with female top managers, % firms	21.30	78.70	0.27	Prevalence of gender violence in lifetime, % women	–	–	27.7
Share of workers in informal sector, % workers	11.00	15.70	1.43	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.90
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	95.70
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1946				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.0				
Average number of children per woman	–	–	1.50				
Women's unmet demand for family planning, % women 15-49	–	–	17.20				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	4.30				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



	2006 score		2021 score	
Global Gender Gap Index	2	0.799	3	0.849
Economic participation and opportunity	11	0.729	20	0.792
Educational attainment	15	1.000	33	1.000
Health and survival	61	0.975	126	0.964
Political empowerment	2	0.494	3	0.640



— Norway score
— average score

COUNTRY SCORE CARD

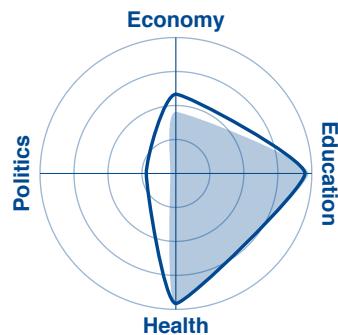
	rank	score	avg	female	male	f/m	0.00	1.00	2.00
Economic participation and opportunity	20	0.792	0.583						
Labour force participation rate, %	18	0.938	0.655	75.6	80.6	0.94			
Wage equality for similar work, 1-7 (best)	27	0.745	0.628	—	—	5.21			
Estimated earned income, int'l \$ 1,000	17	0.792	0.494	56.1	70.8	0.79			
Legislators, senior officials and managers, %	68	0.526	0.349	34.5	65.5	0.53			
Professional and technical workers, %	1	1.000	0.755	51.2	48.8	1.05			
Educational attainment	33	1.000	0.950						
Literacy rate, %	1	1.000	0.897	—	—	—			
Enrolment in primary education, %	77	0.999	0.755	99.8	99.9	1.00			
Enrolment in secondary education, %	1	1.000	0.950	95.6	95.6	1.00			
Enrolment in tertiary education, %	1	1.000	0.927	98.7	66.3	1.49			
Health and survival	126	0.964	0.957						
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95			
Healthy life expectancy, years	134	1.008	1.029	71.6	71.0	1.01			
Political empowerment	3	0.640	0.218						
Women in parliament , %	12	0.799	0.312	44.4	55.6	0.80			
Women in ministerial positions, %	29	0.637	0.235	38.9	61.1	0.64			
Years with female/male head of state (last 50)	4	0.532	0.144	17.4	32.6	0.53			

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	366.4	STEMS, attainment %	10.88	37.48	0.29
GDP per capita, constant '17 intl. \$ 1000	–	–	61.36	Agri., Forestry, Fisheries & Veterinary, attainment %	0.78	0.85	0.91
Total population, million people	2.66	2.72	5.38	Arts & Humanities, attainment %	7.77	7.52	1.03
Population growth rate, %	0.68	0.85	0.77	Business, Admin. & Law, attainment %	18.28	18.98	0.96
Population sex ratio (female/male), female/male ratio	49.49	50.51	0.98	Education, attainment %	19.68	10.50	1.87
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	5.61	24.50	0.23
Labour force, million people	1.28	1.43	0.47	Health & Welfare, attainment %	27.61	7.88	3.50
Unemployed adults, % of labour force (15-64)	3.49	4.05	0.86	Information & Comm. Technologies, attainment %	0.97	7.42	0.13
Workers employed part-time, % of employed people	58.37	41.24	1.42	Natural Sci., Mathematics & Statistics, attainment %	4.30	5.55	0.77
Gender pay gap (OECD only), %	–	–	4.99	Services, attainment %	3.43	7.48	0.46
Proportion of unpaid work per day, female/male ratio	–	–	1.39	Social Sci., Journalism & Information, attainment %	11.40	9.14	1.25
Advancement of women to leadership roles, 1-7 (best)	–	–	5.69	Vocational training, attainment %	13.49	21.78	0.62
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a	PhD graduates, attainment %	0.84	1.20	0.70
Boards of listed companies,% board members	40.20	59.80	0.67	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	2
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	27.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.20
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1913				
Number of female heads of state to date	–	–	5				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.7				
Average number of children per woman	–	–	1.68				
Women's unmet demand for family planning, % women 15-49	–	–	6.00				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	0.10				
Length of maternity/paternity leave (days), weeks	91.00	10.00	0.11				
Wages paid during maternity/paternity leave, % annual gross wage	94.19	0.00	0.00				
Public childcare expenditure, % GDP	–	–	1.33				

Oman

rank
out of 156 countries **145**
score
0.00 = imparity
1.00 = parity **0.608**



■ Oman score
— average score

Global Gender Gap Index

Economic participation and opportunity
Educational attainment
Health and survival
Political empowerment

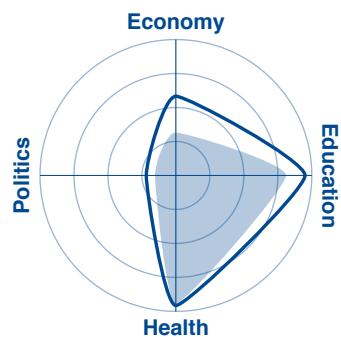
	2006 score	2021 score	
n/a	-	145	0.608
n/a	-	143	0.453
n/a	-	98	0.977
n/a	-	138	0.961
n/a	-	150	0.041

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	143	0.453	0.583				
Labour force participation rate, %	142	0.445	0.655	37.8	85.1	0.44	
Wage equality for similar work, 1-7 (best)	11	0.792	0.628	—	—	5.55	
Estimated earned income, int'l \$ 1,000	143	0.265	0.494	11.5	43.2	0.27	
Legislators, senior officials and managers, %	144	0.124	0.349	11.1	88.9	0.12	
Professional and technical workers, %	138	0.347	0.755	25.8	74.2	0.35	
Educational attainment	98	0.977	0.950				
Literacy rate, %	101	0.956	0.897	92.7	97.0	0.96	
Enrolment in primary education, %	1	1.000	0.755	96.2	94.7	1.02	
Enrolment in secondary education, %	132	0.938	0.950	93.2	99.3	0.94	
Enrolment in tertiary education, %	1	1.000	0.927	55.6	26.4	2.11	
Health and survival	138	0.961	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	147	1.000	1.029	64.5	64.5	1.00	
Political empowerment	150	0.041	0.218				
Women in parliament, %	152	0.024	0.312	2.3	97.7	0.02	
Women in ministerial positions, %	116	0.136	0.235	12.0	88.0	0.14	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	62.31	STEMS, attainment %	41.01	54.79	0.75
GDP per capita, constant '17 intl. \$ 1000	–	–	28.30	Agri., Forestry, Fisheries & Veterinary, attainment %	0.34	0.13	2.63
Total population, million people	1.69	3.28	4.98	Arts & Humanities, attainment %	11.12	2.61	4.27
Population growth rate, %	2.92	3.04	3.02	Business, Admin. & Law, attainment %	33.20	36.34	0.91
Population sex ratio (female/male), female/male ratio	33.99	66.01	0.51	Education, attainment %	5.56	2.04	2.73
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	19.42	43.03	0.45
Labour force, million people	390.5	2.01	0.16	Health & Welfare, attainment %	6.94	2.19	3.17
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a	Information & Comm. Technologies, attainment %	16.99	9.24	1.84
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	4.60	2.52	1.83
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	0.01	0.64	0.02
Proportion of unpaid work per day, female/male ratio	–	–	2.38	Social Sci., Journalism & Information, attainment %	1.63	1.08	1.52
Advancement of women to leadership roles, 1-7 (best)	–	–	5.25	Vocational training, attainment %	0.49	0.42	1.16
Gender parity in tech roles, 1-7 (best)	–	–	5.39	PhD graduates, attainment %	0.38	0.27	1.39
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	19
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	98.60
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	76.30
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0- 1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1994				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	17.40	82.60	0.21				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	31.1				
Average number of children per woman	–	–	2.93				
Women's unmet demand for family planning, % women 15-49	–	–	17.80				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	4.20				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



■ Pakistan score

— average score

	2006 score	2021 score
Global Gender Gap Index	112	0.543
Economic participation and opportunity	112	0.369
Educational attainment	110	0.706
Health and survival	112	0.951
Political empowerment	37	0.148
	153	0.556

COUNTRY SCORE CARD

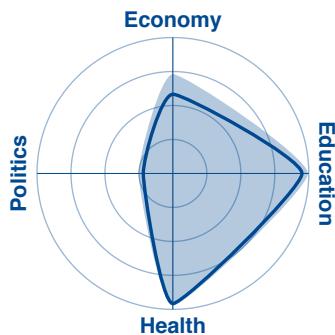
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	152	0.316	0.583				
Labour force participation rate, %	149	0.267	0.655	22.6	84.8	0.27	<div style="width: 27%;"></div>
Wage equality for similar work, 1-7 (best)	113	0.575	0.628	—	—	4.03	<div style="width: 13%;"></div>
Estimated earned income, int'l \$ 1,000	151	0.163	0.494	1.4	8.4	0.16	<div style="width: 16%;"></div>
Legislators, senior officials and managers, %	150	0.052	0.349	4.9	95.1	0.05	<div style="width: 95%;"></div>
Professional and technical workers, %	140	0.339	0.755	25.3	74.7	0.34	<div style="width: 34%;"></div>
Educational attainment	144	0.811	0.950				
Literacy rate, %	144	0.653	0.897	46.5	71.1	0.65	<div style="width: 65%;"></div>
Enrolment in primary education, %	145	0.841	0.755	61.6	73.2	0.84	<div style="width: 84%;"></div>
Enrolment in secondary education, %	139	0.847	0.950	34.2	40.4	0.85	<div style="width: 85%;"></div>
Enrolment in tertiary education, %	114	0.871	0.927	8.3	9.6	0.87	<div style="width: 87%;"></div>
Health and survival	153	0.944	0.957				
Sex ratio at birth, %	151	0.920	0.925	—	—	0.92	<div style="width: 92%;"></div>
Healthy life expectancy, years	149	0.998	1.029	56.8	56.9	1.00	<div style="width: 100%;"></div>
Political empowerment	98	0.154	0.218				
Women in parliament, %	102	0.253	0.312	20.2	79.8	0.25	<div style="width: 25%;"></div>
Women in ministerial positions, %	119	0.120	0.235	10.7	89.3	0.12	<div style="width: 12%;"></div>
Years with female/male head of state (last 50)	33	0.104	0.144	4.7	45.3	0.10	<div style="width: 10%;"></div>

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	276.1	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	4.88	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	105.12	111.45	216.57	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	2.04	2.04	2.04	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	48.54	51.46	0.94	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	13.17	47.36	0.22	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	4.51	4.01	1.12	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	38.42	5.35	7.18	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	–	–	10.24	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	3.89	Vocational training, attainment %	0.78	1.43	0.55
Gender parity in tech roles, 1-7 (best)	–	–	4.52	PhD graduates, attainment %	0.06	0.95	0.06
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	11.80	88.20	0.13	Maternal mortality, deaths per 100,000 live births	–	–	140
Firms with female top managers, % firms	6.00	94.00	0.06	Prevalence of gender violence in lifetime, % women	–	–	85.0
Share of workers in informal sector, % workers	90.60	79.40	0.88	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	69.30
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	51.40
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1956				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	19.20	80.80	0.24				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.6				
Average number of children per woman	–	–	3.55				
Women's unmet demand for family planning, % women 15-49	–	–	20.10				
Right to divorce, 0-1 (worst)	–	–	0.75				
Child marriage, % women 15-19	–	–	13.40				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Panama

rank
out of 156 countries **44**
score
0.00 = imparity
1.00 = parity **0.737**



Panama score
average score

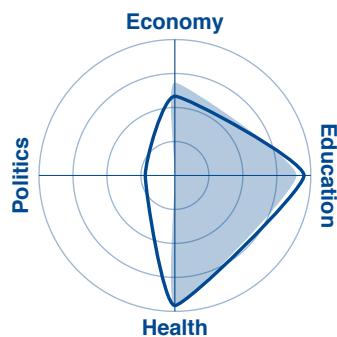
	2006 score	2021 score
Global Gender Gap Index	31	44
Economic participation and opportunity	0.693	0.737
Educational attainment	44	45
Health and survival	0.995	0.731
Political empowerment	47	66
	0.979	0.994
	35	69
	0.153	0.973
	57	57
	0.252	0.252

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	45	0.731	0.583				
Labour force participation rate, %	107	0.713	0.655	60.0	84.2	0.71	
Wage equality for similar work, 1-7 (best)	104	0.597	0.628	—	—	4.18	
Estimated earned income, int'l \$ 1,000	51	0.671	0.494	25.4	37.9	0.67	
Legislators, senior officials and managers, %	16	0.900	0.349	47.4	52.6	0.90	
Professional and technical workers, %	1	1.000	0.755	52.2	47.8	1.09	
Educational attainment	66	0.994	0.950				
Literacy rate, %	75	0.989	0.897	94.9	96.0	0.99	
Enrolment in primary education, %	109	0.992	0.755	85.9	86.6	0.99	
Enrolment in secondary education, %	1	1.000	0.950	65.9	61.7	1.07	
Enrolment in tertiary education, %	1	1.000	0.927	58.6	37.3	1.57	
Health and survival	69	0.973	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	76	1.039	1.029	70.0	67.4	1.04	
Political empowerment	57	0.252	0.218				
Women in parliament, %	87	0.290	0.312	22.5	77.5	0.29	
Women in ministerial positions, %	47	0.456	0.235	31.3	68.7	0.46	
Years with female/male head of state (last 50)	30	0.111	0.144	5.0	45.0	0.11	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	60.29	STEMS, attainment %	10.25	25.06	0.41
GDP per capita, constant '17 intl. \$ 1000	–	–	28.41	Agri., Forestry, Fisheries & Veterinary, attainment %	0.44	1.09	0.40
Total population, million people	2.12	2.13	4.25	Arts & Humanities, attainment %	6.47	6.58	0.98
Population growth rate, %	1.73	1.63	1.65	Business, Admin. & Law, attainment %	27.76	23.94	1.16
Population sex ratio (female/male), female/male ratio	49.93	50.07	1.00	Education, attainment %	26.06	16.82	1.55
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	5.52	15.41	0.36
Labour force, million people	810.5	1.08	0.43	Health & Welfare, attainment %	9.33	5.28	1.77
Unemployed adults, % of labour force (15-64)	6.03	4.21	1.43	Information & Comm. Technologies, attainment %	3.32	7.89	0.42
Workers employed part-time, % of employed people	33.74	25.19	1.34	Natural Sci., Mathematics & Statistics, attainment %	1.41	1.75	0.80
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	13.19	15.75	0.84
Proportion of unpaid work per day, female/male ratio	–	–	2.46	Social Sci., Journalism & Information, attainment %	6.50	5.48	1.19
Advancement of women to leadership roles, 1-7 (best)	–	–	4.41	Vocational training, attainment %	6.85	7.63	0.90
Gender parity in tech roles, 1-7 (best)	–	–	4.55	PhD graduates, attainment %	0.20	0.31	0.63
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	24.70	75.30	0.33	Maternal mortality, deaths per 100,000 live births	–	–	52
Firms with female top managers, % firms	23.50	76.50	0.31	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	50.90	54.20	1.06	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	92.90
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	87.90
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1941				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	26.7				
Average number of children per woman	–	–	2.47				
Women's unmet demand for family planning, % women 15-49	–	–	16.40				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	3.90				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

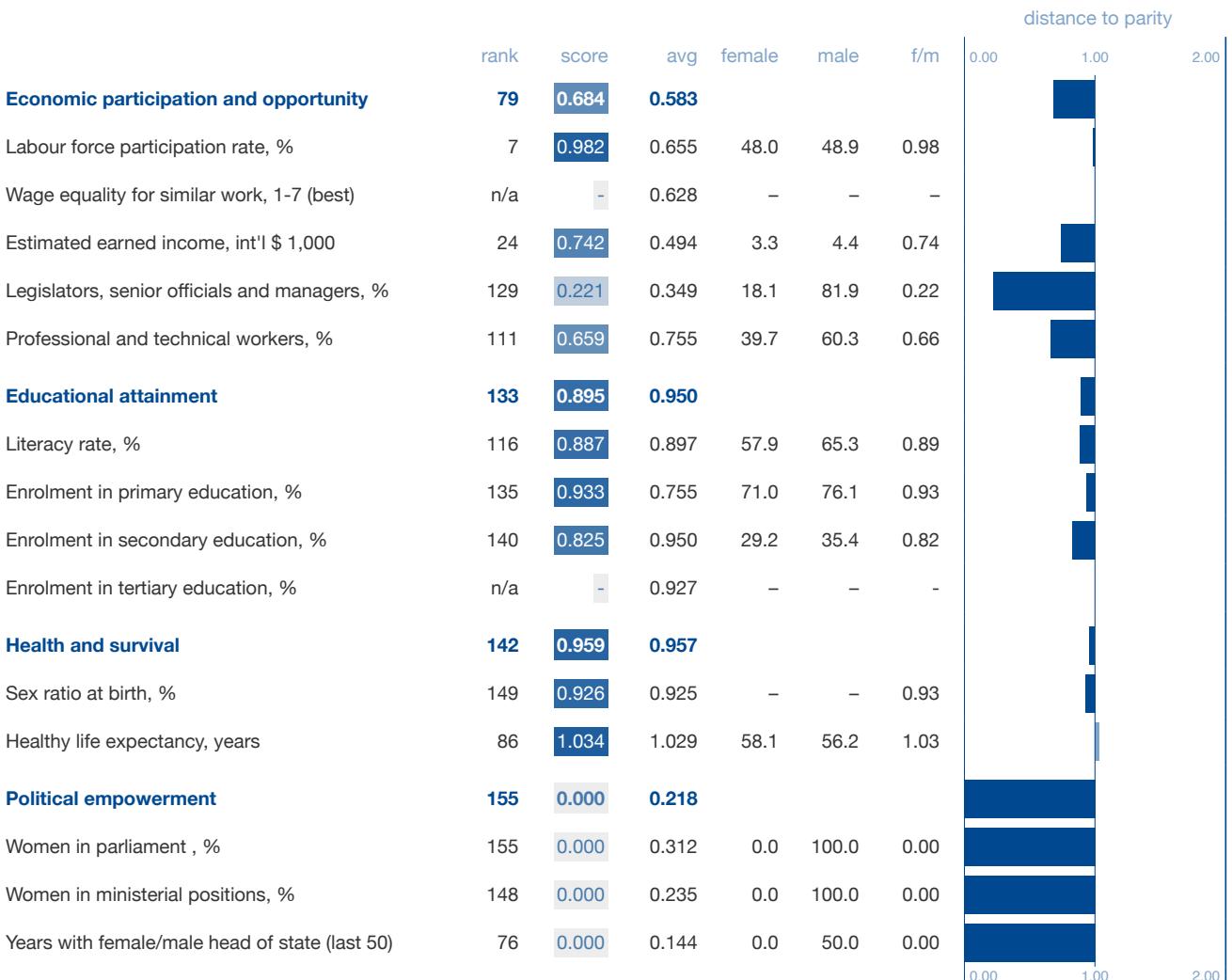


■ Papua New Guinea score

— average score

Global Gender Gap Index	2006 score	2021 score
Economic participation and opportunity	n/a	-
Educational attainment	n/a	79
Health and survival	n/a	133
Political empowerment	n/a	0.895
	n/a	142
	n/a	0.959
	n/a	155
	n/a	0.000

COUNTRY SCORE CARD

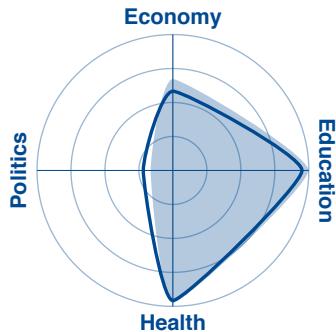


SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	23.28	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	3.65	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	4.30	4.48	8.78	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	1.95	2.00	1.98	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	48.95	51.05	0.96	Education, attainment %	n/a	n/a	n/a
				Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
				Health & Welfare, attainment %	n/a	n/a	n/a
				Information & Comm. Technologies, attainment %	n/a	n/a	n/a
				Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
				Services, attainment %	n/a	n/a	n/a
				Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
				Vocational training, attainment %	1.43	3.10	0.46
				PhD graduates, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Health	female	male	value
Labour force, million people	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	145
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Workers employed part-time, % of employed people	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Gender pay gap (OECD only), %	n/a	n/a	n/a	Births attended by skilled personnel, % live births	–	–	56.40
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Antenatal care, at least four visits, % women 15-49	–	–	49.00
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a				
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a				
Boards of listed companies,% board members	n/a	n/a	n/a				
Firms with female majority ownership, % firms	46.50	53.50	0.87				
Firms with female top managers, % firms	13.80	86.20	0.16				
Share of workers in informal sector, % workers	n/a	n/a	n/a				
Access to finance	female	male	value				
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.50				
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1964				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.8				
Average number of children per woman	–	–	3.59				
Women's unmet demand for family planning, % women 15-49	–	–	27.40				
Right to divorce, 0-1 (worst)	–	–	0.50				
Child marriage, % women 15-19	–	–	13.20				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Paraguay

rank
out of 156 countries **86**
score
0.00 = imparity
1.00 = parity **0.702**



Paraguay score
average score

Global Gender Gap Index

	2006 score	2021 score
Economic participation and opportunity	64	0.656
Educational attainment	80	0.554
Health and survival	83	0.944
Political empowerment	1	0.980
	38	0.144
	94	0.164

COUNTRY SCORE CARD

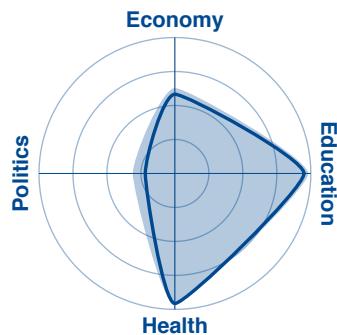
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	85	0.672	0.583				
Labour force participation rate, %	105	0.724	0.655	63.8	88.1	0.72	
Wage equality for similar work, 1-7 (best)	112	0.579	0.628	—	—	4.05	
Estimated earned income, int'l \$ 1,000	73	0.613	0.494	9.5	15.4	0.61	
Legislators, senior officials and managers, %	44	0.615	0.349	38.1	61.9	0.62	
Professional and technical workers, %	1	1.000	0.755	54.2	45.9	1.18	
Educational attainment	47	0.998	0.950				
Literacy rate, %	73	0.990	0.897	93.5	94.5	0.99	
Enrolment in primary education, %	1	1.000	0.755	87.3	87.1	1.00	
Enrolment in secondary education, %	1	1.000	0.950	66.0	65.8	1.00	
Enrolment in tertiary education, %	1	1.000	0.927	40.9	28.6	1.43	
Health and survival	62	0.974	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	69	1.043	1.029	67.3	64.5	1.04	
Political empowerment	94	0.164	0.218				
Women in parliament, %	123	0.176	0.312	15.0	85.0	0.18	
Women in ministerial positions, %	52	0.441	0.235	30.6	69.4	0.44	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	35.61	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	11.83	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	3.46	3.58	7.05	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	1.32	1.24	1.28	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	49.17	50.83	0.97	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	1.47	1.98	0.43	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	8.61	5.53	1.56	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	35.71	16.81	2.12	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	–	–	2.23	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	3.85	Vocational training, attainment %	5.08	5.04	1.01
Gender parity in tech roles, 1-7 (best)	–	–	4.25	PhD graduates, attainment %	0.05	0.06	0.75
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	66.20	33.80	1.96	Maternal mortality, deaths per 100,000 live births	–	–	84
Firms with female top managers, % firms	19.60	80.40	0.24	Prevalence of gender violence in lifetime, % women	–	–	17.9
Share of workers in informal sector, % workers	70.00	68.10	0.97	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	97.70
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	85.90
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1961				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	20.00	80.00	0.25				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.8				
Average number of children per woman	–	–	2.45				
Women's unmet demand for family planning, % women 15-49	–	–	12.10				
Right to divorce, 0-1 (worst)	–	–	0.50				
Child marriage, % women 15-19	–	–	13.20				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Peru

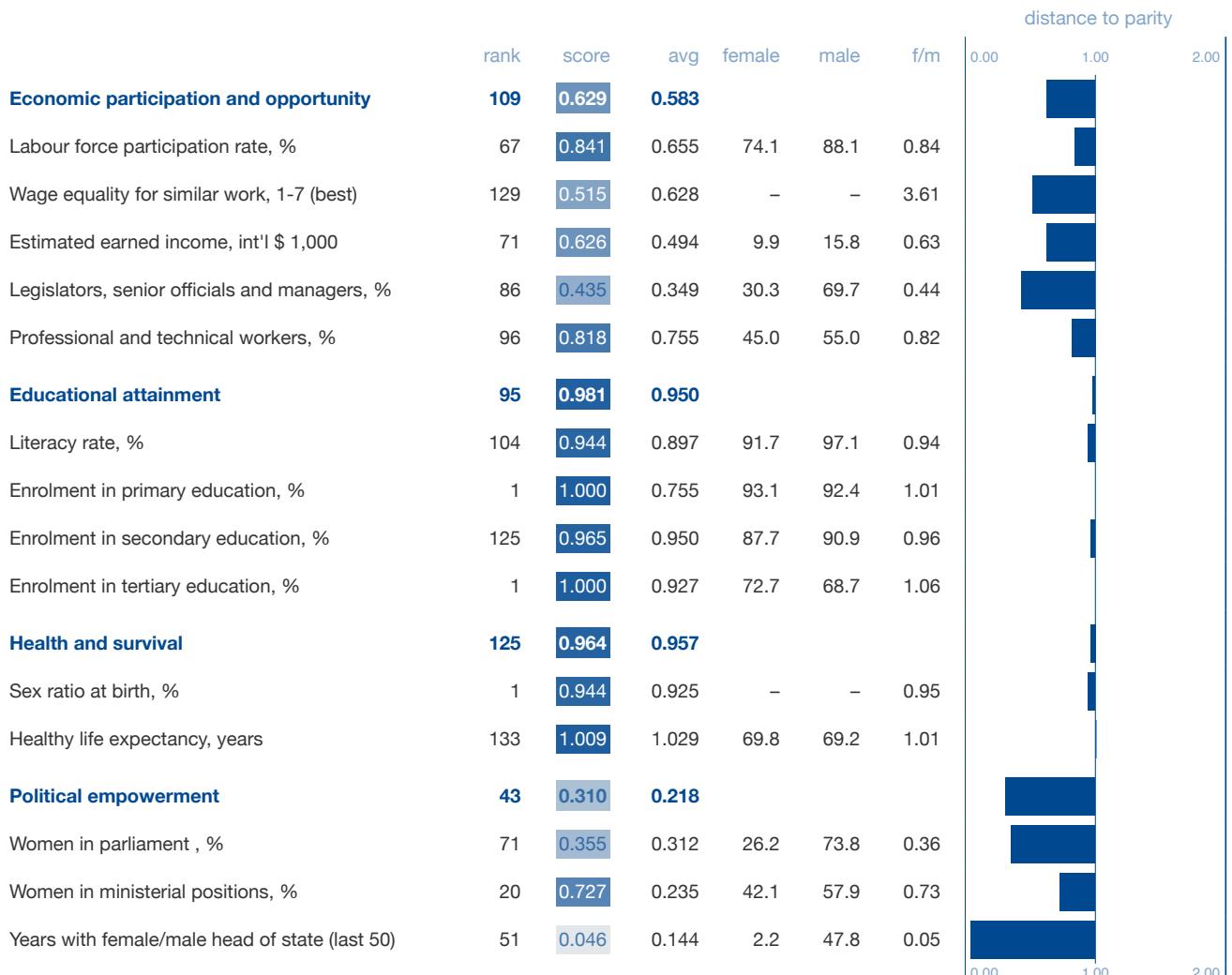
rank
out of 156 countries **62**
score
0.00 = imparity
1.00 = parity **0.721**



Peru score
average score

	2006 score	2021 score
Global Gender Gap Index	60	62
Economic participation and opportunity	0.662	0.629
Educational attainment	0.976	0.981
Health and survival	0.976	0.964
Political empowerment	0.165	0.310

COUNTRY SCORE CARD

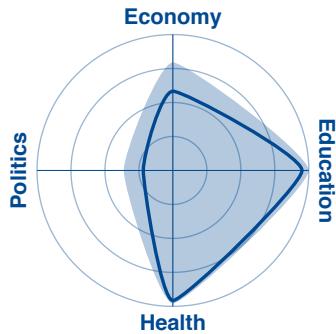


SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	195.8	STEMS, attainment %	24.44	36.82	0.66
GDP per capita, constant '17 intl. \$ 1000	–	–	10.90	Agri., Forestry, Fisheries & Veterinary, attainment %	1.74	3.51	0.50
Total population, million people	16.36	16.15	32.51	Arts & Humanities, attainment %	2.98	2.96	1.01
Population growth rate, %	1.61	1.64	1.63	Business, Admin. & Law, attainment %	30.98	30.93	1.00
Population sex ratio (female/male), female/male ratio	50.33	49.67	1.01	Education, attainment %	8.75	5.26	1.66
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	18.22	27.81	0.66
Labour force, million people	7.94	9.55	0.45	Health & Welfare, attainment %	22.70	8.41	2.70
Unemployed adults, % of labour force (15-64)	3.93	3.14	1.25	Information & Comm. Technologies, attainment %	4.95	6.95	0.71
Workers employed part-time, % of employed people	42.94	25.84	1.66	Natural Sci., Mathematics & Statistics, attainment %	1.27	2.06	0.62
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	1.44	3.01	0.48
Proportion of unpaid work per day, female/male ratio	–	–	2.60	Social Sci., Journalism & Information, attainment %	6.87	8.94	0.77
Advancement of women to leadership roles, 1-7 (best)	–	–	3.63	Vocational training, attainment %	0.78	0.73	1.07
Gender parity in tech roles, 1-7 (best)	–	–	3.99	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	56.60	43.40	1.30	Maternal mortality, deaths per 100,000 live births	–	–	88
Firms with female top managers, % firms	19.90	80.10	0.25	Prevalence of gender violence in lifetime, % women	–	–	33.2
Share of workers in informal sector, % workers	73.50	64.10	0.87	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	92.10
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	95.60
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1955				
Number of female heads of state to date	–	–	5				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.6				
Average number of children per woman	–	–	2.27				
Women's unmet demand for family planning, % women 15-49	–	–	6.00				
Right to divorce, 0-1 (worst)	–	–	0.75				
Child marriage, % women 15-19	–	–	12.90				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Philippines

rank
out of 156 countries **17**
score
0.00 = imparity
1.00 = parity **0.784**



■ Philippines score
— average score

Global Gender Gap Index

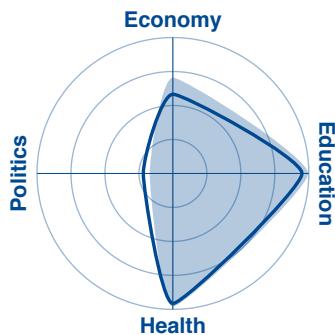
	2006 score	2021 score
Economic participation and opportunity	6 0.752	17 0.784
Educational attainment	4	18
Health and survival	1	0.795
Political empowerment	16	39
	0.999	0.979
	0.269	0.362

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	18	0.795	0.583				0.00 1.00 2.00
Labour force participation rate, %	118	0.653	0.655	49.1	75.2	0.65	
Wage equality for similar work, 1-7 (best)	15	0.781	0.628	—	—	5.46	
Estimated earned income, int'l \$ 1,000	47	0.693	0.494	7.4	10.6	0.69	
Legislators, senior officials and managers, %	1	1.000	0.349	50.5	49.5	1.02	
Professional and technical workers, %	1	1.000	0.755	61.5	38.5	1.60	
Educational attainment	39	0.999	0.950				
Literacy rate, %	1	1.000	0.897	98.2	98.1	1.00	
Enrolment in primary education, %	84	0.998	0.755	93.7	93.9	1.00	
Enrolment in secondary education, %	1	1.000	0.950	71.3	60.2	1.19	
Enrolment in tertiary education, %	1	1.000	0.927	40.4	30.8	1.31	
Health and survival	34	0.979	0.957				
Sex ratio at birth, %	116	0.943	0.925	—	—	0.94	
Healthy life expectancy, years	1	1.060	1.029	63.9	60.1	1.06	
Political empowerment	33	0.362	0.218				
Women in parliament, %	54	0.389	0.312	28.0	72.0	0.39	
Women in ministerial positions, %	113	0.149	0.235	13.0	87.0	0.15	
Years with female/male head of state (last 50)	5	0.462	0.144	15.8	34.2	0.46	

SELECTED CONTEXTUAL DATA

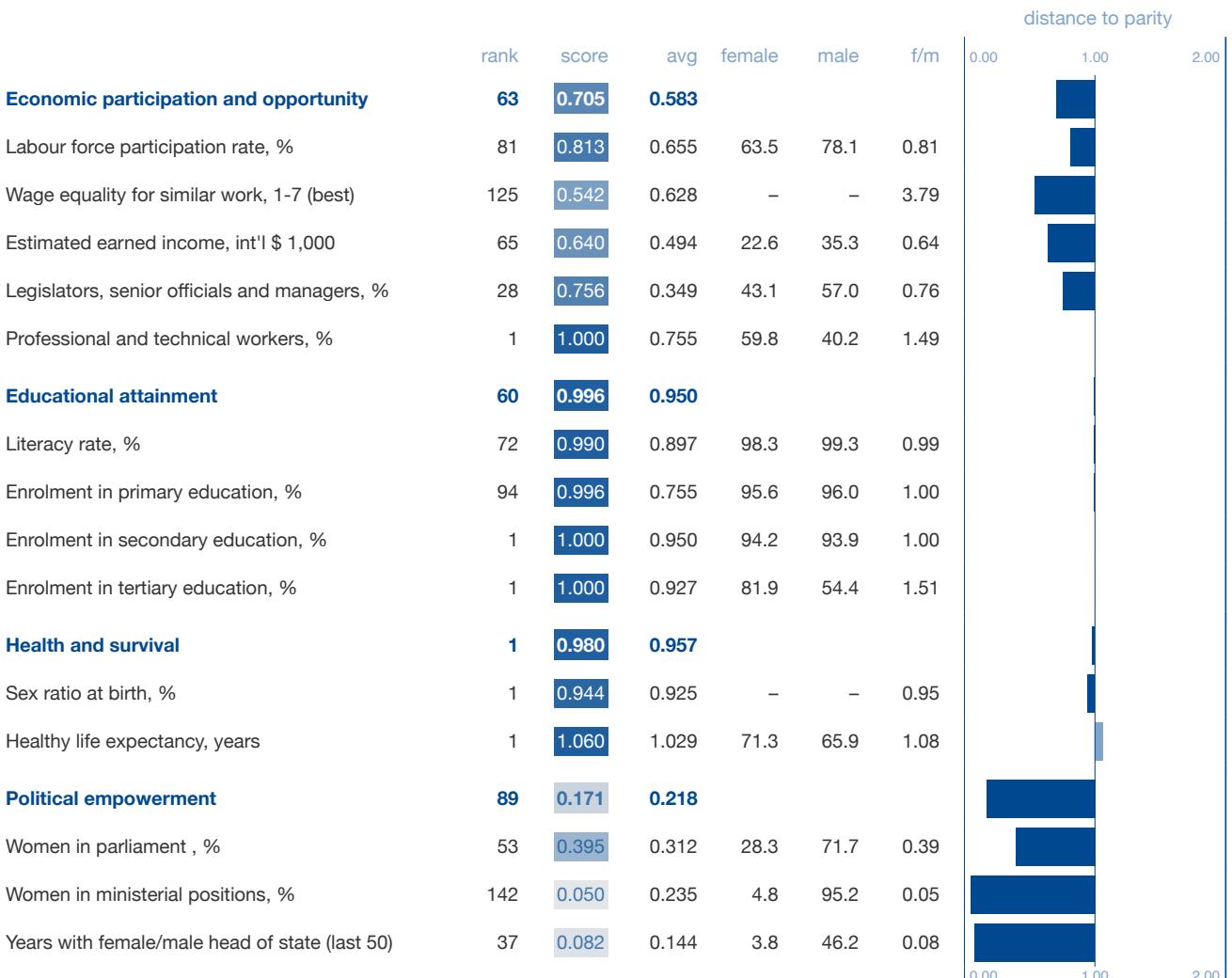
General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	367.4	STEMS, attainment %	17.78	44.26	0.40
GDP per capita, constant '17 intl. \$ 1000	–	–	8.11	Agri., Forestry, Fisheries & Veterinary, attainment %	2.99	3.70	0.81
Total population, million people	53.80	54.32	108.12	Arts & Humanities, attainment %	2.00	2.13	0.94
Population growth rate, %	1.42	1.33	1.37	Business, Admin. & Law, attainment %	33.13	22.61	1.47
Population sex ratio (female/male), female/male ratio	49.76	50.24	0.99	Education, attainment %	24.01	10.34	2.32
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	6.39	27.92	0.23
Labour force, million people	16.02	25.46	0.39	Health & Welfare, attainment %	7.94	4.40	1.80
Unemployed adults, % of labour force (15-64)	2.66	2.12	1.25	Information & Comm. Technologies, attainment %	9.82	14.99	0.66
Workers employed part-time, % of employed people	27.89	23.53	1.19	Natural Sci., Mathematics & Statistics, attainment %	1.57	1.36	1.15
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	5.89	8.75	0.67
Proportion of unpaid work per day, female/male ratio	–	–	2.69	Social Sci., Journalism & Information, attainment %	6.27	3.81	1.65
Advancement of women to leadership roles, 1-7 (best)	–	–	5.57	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	5.28	PhD graduates, attainment %	0.04	0.05	0.74
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	69.20	30.80	2.25	Maternal mortality, deaths per 100,000 live births	–	–	121
Firms with female top managers, % firms	29.90	70.10	0.43	Prevalence of gender violence in lifetime, % women	–	–	16.9
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	84.40
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	86.50
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	1.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	1.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1937				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	29.20	70.80	0.41				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.9				
Average number of children per woman	–	–	2.58				
Women's unmet demand for family planning, % women 15-49	–	–	17.50				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	4.80				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Poland score
average score

	2006 score	2021 score
Global Gender Gap Index	44	75
Economic participation and opportunity	0.680	0.705
Educational attainment	1.000	0.996
Health and survival	0.979	0.980
Political empowerment	0.107	0.171

COUNTRY SCORE CARD

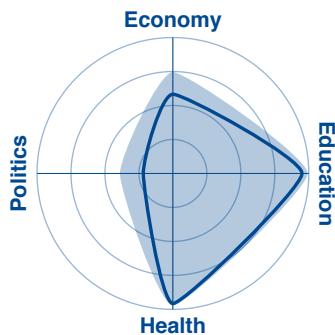


SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	580.9	STEMS, attainment %	15.25	37.35	0.41
GDP per capita, constant '17 intl. \$ 1000	–	–	31.92	Agri., Forestry, Fisheries & Veterinary, attainment %	1.49	2.13	0.70
Total population, million people	19.53	18.36	37.89	Arts & Humanities, attainment %	7.97	4.92	1.62
Population growth rate, %	-0.07	-0.10	-0.09	Business, Admin. & Law, attainment %	25.47	22.20	1.15
Population sex ratio (female/male), female/male ratio	51.54	48.46	1.06	Education, attainment %	17.67	5.19	3.40
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	10.20	26.32	0.39
Labour force, million people	7.48	9.17	0.45	Health & Welfare, attainment %	14.69	10.62	1.38
Unemployed adults, % of labour force (15-64)	3.66	3.07	1.19	Information & Comm. Technologies, attainment %	1.15	8.00	0.14
Workers employed part-time, % of employed people	32.37	20.26	1.60	Natural Sci., Mathematics & Statistics, attainment %	3.91	3.03	1.29
Gender pay gap (OECD only), %	–	–	11.50	Services, attainment %	6.45	9.61	0.67
Proportion of unpaid work per day, female/male ratio	–	–	1.82	Social Sci., Journalism & Information, attainment %	10.88	7.89	1.38
Advancement of women to leadership roles, 1-7 (best)	–	–	4.16	Vocational training, attainment %	17.56	21.10	0.83
Gender parity in tech roles, 1-7 (best)	–	–	3.45	PhD graduates, attainment %	0.29	0.60	0.49
Boards of listed companies,% board members	23.50	76.50	0.31	Health	female	male	value
Firms with female majority ownership, % firms	37.00	63.00	0.59	Maternal mortality, deaths per 100,000 live births	–	–	2
Firms with female top managers, % firms	27.80	72.20	0.39	Prevalence of gender violence in lifetime, % women	–	–	13.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.80
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1918				
Number of female heads of state to date	–	–	3				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	24.00	76.00	0.32				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.5				
Average number of children per woman	–	–	1.42				
Women's unmet demand for family planning, % women 15-49	–	–	10.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	1.20				
Length of maternity/paternity leave (days), weeks	52.00	2.00	0.04				
Wages paid during maternity/paternity leave, % annual gross wage	100.0	100.0	1.00				
Public childcare expenditure, % GDP	–	–	0.61				

Portugal

rank
out of 156 countries **22**
score
0.00 = imparity
1.00 = parity **0.775**



Portugal score
average score

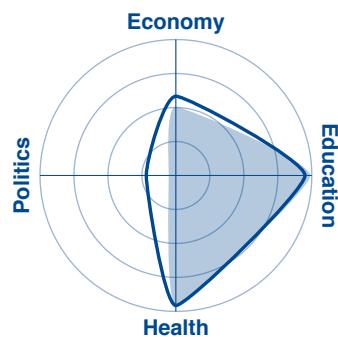
	2006 score	2021 score
Global Gender Gap Index	33 0.692	22 0.775
Economic participation and opportunity	33	0.669
Educational attainment	57	0.989
Health and survival	71	0.973
Political empowerment	40	0.138
	26	0.390

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	38	0.746	0.583				
Labour force participation rate, %	24	0.928	0.655	73.0	78.7	0.93	
Wage equality for similar work, 1-7 (best)	99	0.614	0.628	—	—	4.30	
Estimated earned income, int'l \$ 1,000	27	0.732	0.494	29.0	39.6	0.73	
Legislators, senior officials and managers, %	49	0.591	0.349	37.1	62.9	0.59	
Professional and technical workers, %	1	1.000	0.755	52.8	47.2	1.12	
Educational attainment	76	0.992	0.950				
Literacy rate, %	88	0.977	0.897	95.1	97.4	0.98	
Enrolment in primary education, %	108	0.993	0.755	97.2	97.9	0.99	
Enrolment in secondary education, %	1	1.000	0.950	95.3	94.0	1.01	
Enrolment in tertiary education, %	1	1.000	0.927	67.7	60.1	1.13	
Health and survival	73	0.972	0.957				
Sex ratio at birth, %	116	0.943	0.925	—	—	0.94	
Healthy life expectancy, years	80	1.037	1.029	72.2	69.6	1.04	
Political empowerment	26	0.390	0.218				
Women in parliament, %	20	0.667	0.312	40.0	60.0	0.67	
Women in ministerial positions, %	20	0.727	0.235	42.1	57.9	0.73	
Years with female/male head of state (last 50)	66	0.009	0.144	0.4	49.6	0.01	

SELECTED CONTEXTUAL DATA

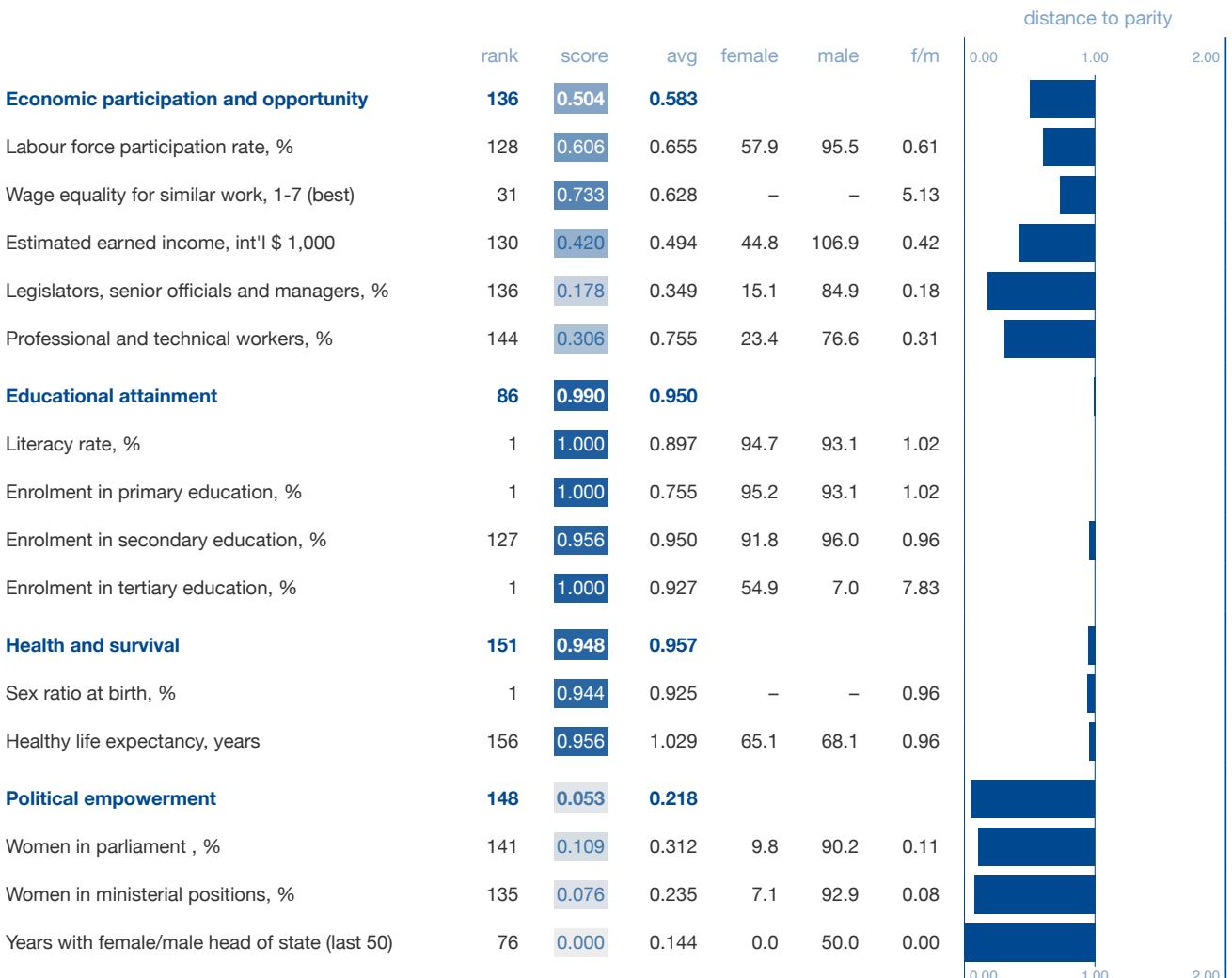
General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	221.7	STEMS, attainment %	18.97	43.02	0.44
GDP per capita, constant '17 intl. \$ 1000	–	–	31.34	Agri., Forestry, Fisheries & Veterinary, attainment %	2.23	2.21	1.01
Total population, million people	5.39	4.84	10.23	Arts & Humanities, attainment %	10.67	9.05	1.18
Population growth rate, %	-0.30	-0.27	-0.29	Business, Admin. & Law, attainment %	20.11	18.33	1.10
Population sex ratio (female/male), female/male ratio	52.71	47.29	1.11	Education, attainment %	6.64	2.28	2.91
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	11.67	33.62	0.35
Labour force, million people	2.49	2.50	0.50	Health & Welfare, attainment %	23.41	9.16	2.56
Unemployed adults, % of labour force (15-64)	7.33	6.08	1.21	Information & Comm. Technologies, attainment %	0.58	3.77	0.15
Workers employed part-time, % of employed people	32.81	24.73	1.33	Natural Sci., Mathematics & Statistics, attainment %	6.72	5.64	1.19
Gender pay gap (OECD only), %	–	–	9.59	Services, attainment %	4.73	8.10	0.58
Proportion of unpaid work per day, female/male ratio	–	–	3.92	Social Sci., Journalism & Information, attainment %	13.21	7.82	1.69
Advancement of women to leadership roles, 1-7 (best)	–	–	4.43	Vocational training, attainment %	13.59	20.17	0.67
Gender parity in tech roles, 1-7 (best)	–	–	4.83	PhD graduates, attainment %	0.55	0.64	0.85
Boards of listed companies,% board members	24.60	75.40	0.33	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	8
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	19.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	98.70
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1931				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.9				
Average number of children per woman	–	–	1.29				
Women's unmet demand for family planning, % women 15-49	–	–	8.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	0.70				
Length of maternity/paternity leave (days), weeks	30.14	22.29	0.74				
Wages paid during maternity/paternity leave, % annual gross wage	100.0	100.0	1.00				
Public childcare expenditure, % GDP	–	–	0.38				



■ Qatar score
— average score

Global Gender Gap Index	2006 score	2021 score
Economic participation and opportunity	n/a	-
Educational attainment	n/a	136 0.504
Health and survival	n/a	86 0.990
Political empowerment	n/a	151 0.948
	-	148 0.053

COUNTRY SCORE CARD

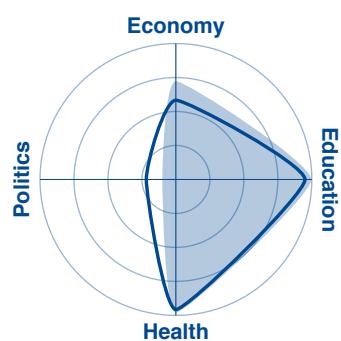


SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	147.8	STEMS, attainment %	15.93	36.21	0.44
GDP per capita, constant '17 intl. \$ 1000	–	–	86.94	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	699.0	2.13	2.83	Arts & Humanities, attainment %	19.00	15.42	1.23
Population growth rate, %	2.64	1.62	1.80	Business, Admin. & Law, attainment %	27.29	29.21	0.93
Population sex ratio (female/male), female/male ratio	24.68	75.32	0.33	Education, attainment %	9.83	1.22	8.08
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	7.62	26.52	0.29
Labour force, million people	n/a	n/a	n/a	Health & Welfare, attainment %	10.35	2.89	3.58
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a	Information & Comm. Technologies, attainment %	3.69	6.64	0.56
Workers employed part-time, % of employed people	0.20	0.13	1.54	Natural Sci., Mathematics & Statistics, attainment %	4.62	3.04	1.52
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	0.34	4.87	0.07
Proportion of unpaid work per day, female/male ratio	–	–	1.81	Social Sci., Journalism & Information, attainment %	16.89	10.09	1.67
Advancement of women to leadership roles, 1-7 (best)	–	–	5.28	Vocational training, attainment %	0.85	0.56	1.51
Gender parity in tech roles, 1-7 (best)	–	–	5.27	PhD graduates, attainment %	0.52	0.42	1.23
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	9
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	100.0
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	84.50
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	2003				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	1.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.9				
Average number of children per woman	–	–	1.88				
Women's unmet demand for family planning, % women 15-49	–	–	12.40				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	3.60				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



	2006 score	2021 score
Global Gender Gap Index	46	88
Economic participation and opportunity	0.680	0.723
Educational attainment	0.993	0.997
Health and survival	0.979	0.980
Political empowerment	0.074	0.100



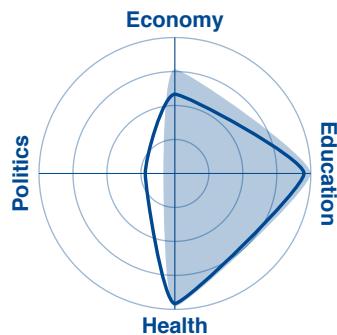
■ Romania score
— average score

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	50	0.723	0.583				
Labour force participation rate, %	97	0.756	0.655	59.1	78.2	0.76	
Wage equality for similar work, 1-7 (best)	43	0.713	0.628	—	—	4.99	
Estimated earned income, int'l \$ 1,000	43	0.704	0.494	23.7	33.7	0.70	
Legislators, senior officials and managers, %	73	0.505	0.349	33.6	66.4	0.51	
Professional and technical workers, %	1	1.000	0.755	55.7	44.3	1.26	
Educational attainment	54	0.997	0.950				
Literacy rate, %	64	0.995	0.897	98.6	99.1	0.99	
Enrolment in primary education, %	102	0.995	0.755	82.0	82.4	1.00	
Enrolment in secondary education, %	1	1.000	0.950	83.3	82.4	1.01	
Enrolment in tertiary education, %	1	1.000	0.927	55.4	43.8	1.27	
Health and survival	1	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	1	1.060	1.029	69.4	64.3	1.08	
Political empowerment	129	0.100	0.218				
Women in parliament, %	110	0.227	0.312	18.5	81.5	0.23	
Women in ministerial positions, %	141	0.053	0.235	5.0	95.0	0.05	
Years with female/male head of state (last 50)	55	0.037	0.144	1.8	48.2	0.04	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	248.6	STEMS, attainment %	20.25	40.80	0.50
GDP per capita, constant '17 intl. \$ 1000	–	–	28.52	Agri., Forestry, Fisheries & Veterinary, attainment %	2.79	5.75	0.48
Total population, million people	9.95	9.42	19.37	Arts & Humanities, attainment %	11.00	8.03	1.37
Population growth rate, %	-0.69	-0.77	-0.72	Business, Admin. & Law, attainment %	32.49	22.60	1.44
Population sex ratio (female/male), female/male ratio	51.36	48.64	1.06	Education, attainment %	6.44	0.93	6.95
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	10.95	28.31	0.39
Labour force, million people	3.71	5.05	0.42	Health & Welfare, attainment %	12.63	7.01	1.80
Unemployed adults, % of labour force (15-64)	3.49	4.42	0.79	Information & Comm. Technologies, attainment %	2.79	7.93	0.35
Workers employed part-time, % of employed people	15.89	10.69	1.49	Natural Sci., Mathematics & Statistics, attainment %	6.52	4.56	1.43
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	2.69	9.46	0.28
Proportion of unpaid work per day, female/male ratio	–	–	2.11	Social Sci., Journalism & Information, attainment %	11.71	5.42	2.16
Advancement of women to leadership roles, 1-7 (best)	–	–	4.86	Vocational training, attainment %	17.37	22.84	0.76
Gender parity in tech roles, 1-7 (best)	–	–	5.39	PhD graduates, attainment %	0.08	0.08	1.10
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	32.40	67.60	0.48	Maternal mortality, deaths per 100,000 live births	–	–	19
Firms with female top managers, % firms	17.20	82.80	0.21	Prevalence of gender violence in lifetime, % women	–	–	24.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	97.10
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	76.00
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1929				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	14.70	85.30	0.17				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.8				
Average number of children per woman	–	–	1.62				
Women's unmet demand for family planning, % women 15-49	–	–	10.00				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	6.80				
Length of maternity/paternity leave (days), weeks	108.7	5.33	0.05				
Wages paid during maternity/paternity leave, % annual gross wage	85.00	100.0	0.85				
Public childcare expenditure, % GDP	–	–	0.35				



■ Russian Federation score

— average score

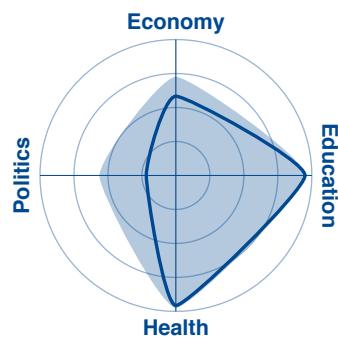
	2006 score	2021 score
Global Gender Gap Index	49	81
Economic participation and opportunity	0.677	0.767
Educational attainment	22	25
Health and survival	0.999	0.767
Political empowerment	36	1
	0.979	1.000
	108	1
	0.034	0.980
		133
		0.085

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	25	0.767	0.583				
Labour force participation rate, %	60	0.869	0.655	69.0	79.4	0.87	
Wage equality for similar work, 1-7 (best)	42	0.716	0.628	—	—	5.01	
Estimated earned income, int'l \$ 1,000	87	0.589	0.494	20.4	34.7	0.59	
Legislators, senior officials and managers, %	21	0.808	0.349	44.7	55.3	0.81	
Professional and technical workers, %	1	1.000	0.755	63.2	36.8	1.72	
Educational attainment	1	1.000	0.950				
Literacy rate, %	1	1.000	0.897	99.7	99.7	1.00	
Enrolment in primary education, %	1	1.000	0.755	96.8	96.6	1.00	
Enrolment in secondary education, %	1	1.000	0.950	91.0	90.4	1.01	
Enrolment in tertiary education, %	1	1.000	0.927	89.1	75.0	1.19	
Health and survival	1	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	1	1.060	1.029	67.5	60.7	1.11	
Political empowerment	133	0.085	0.218				
Women in parliament, %	118	0.188	0.312	15.8	84.2	0.19	
Women in ministerial positions, %	128	0.107	0.235	9.7	90.3	0.11	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

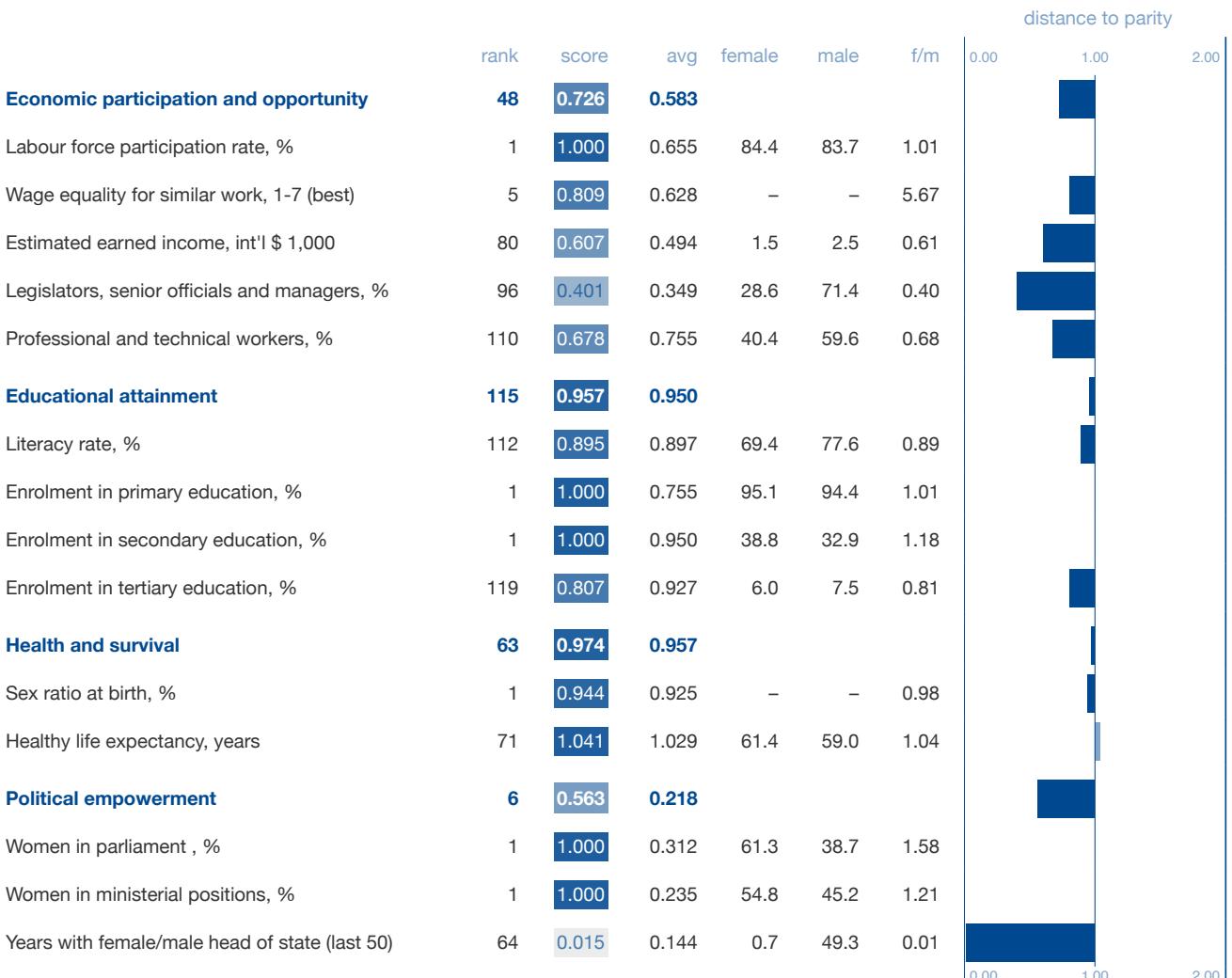
General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	1.46k	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	25.92	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	78.27	67.60	145.87	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	0.08	0.11	0.09	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	n/a	n/a	n/a	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	35.80	38.06	0.48	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	4.37	4.68	0.93	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	11.74	6.29	1.87	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.84	Vocational training, attainment %	15.87	18.32	0.87
Gender parity in tech roles, 1-7 (best)	–	–	4.92	PhD graduates, attainment %	0.64	0.66	0.96
Boards of listed companies,% board members	10.60	89.40	0.12	Health	female	male	value
Firms with female majority ownership, % firms	34.00	66.00	0.52	Maternal mortality, deaths per 100,000 live births	–	–	17
Firms with female top managers, % firms	24.30	75.70	0.32	Prevalence of gender violence in lifetime, % women	–	–	19.6
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.70
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1918				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	17.10	82.90	0.21				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.6				
Average number of children per woman	–	–	1.82				
Women's unmet demand for family planning, % women 15-49	–	–	10.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	7.90				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Rwanda score
average score

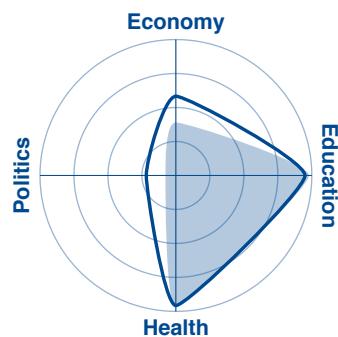
	2006 score	2021 score
Global Gender Gap Index		
Economic participation and opportunity	n/a	-
Educational attainment	n/a	48
Health and survival	n/a	115
Political empowerment	n/a	0.957
	63	0.974
	6	0.563

COUNTRY SCORE CARD



SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	10.43	STEMS, attainment %	12.10	20.05	0.60
GDP per capita, constant '17 intl. \$ 1000	–	–	2.26	Agri., Forestry, Fisheries & Veterinary, attainment %	3.14	4.75	0.66
Total population, million people	6.42	6.21	12.63	Arts & Humanities, attainment %	1.25	2.98	0.42
Population growth rate, %	2.62	2.66	2.64	Business, Admin. & Law, attainment %	37.17	27.13	1.37
Population sex ratio (female/male), female/male ratio	50.85	49.15	1.03	Education, attainment %	22.57	26.35	0.86
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	3.23	8.09	0.40
Labour force, million people	1.72	2.10	0.45	Health & Welfare, attainment %	12.92	8.37	1.54
Unemployed adults, % of labour force (15-64)	17.24	14.09	1.22	Information & Comm. Technologies, attainment %	4.30	6.07	0.71
Workers employed part-time, % of employed people	63.30	49.00	1.29	Natural Sci., Mathematics & Statistics, attainment %	4.58	5.89	0.78
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	4.07	3.65	1.11
Proportion of unpaid work per day, female/male ratio	–	–	2.63	Social Sci., Journalism & Information, attainment %	6.78	6.72	1.01
Advancement of women to leadership roles, 1-7 (best)	–	–	5.64	Vocational training, attainment %	3.56	4.35	0.82
Gender parity in tech roles, 1-7 (best)	–	–	5.03	PhD graduates, attainment %	0.01	0.06	0.18
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	26.50	73.50	0.36	Maternal mortality, deaths per 100,000 live births	–	–	248
Firms with female top managers, % firms	21.80	78.20	0.28	Prevalence of gender violence in lifetime, % women	–	–	34.4
Share of workers in informal sector, % workers	83.40	77.60	0.93	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	90.70
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	43.90
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1961				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	38.50	61.50	0.63				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.3				
Average number of children per woman	–	–	4.10				
Women's unmet demand for family planning, % women 15-49	–	–	18.90				
Right to divorce, 0-1 (worst)	–	–	0.75				
Child marriage, % women 15-19	–	–	4.00				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



■ Saudi Arabia score
— average score

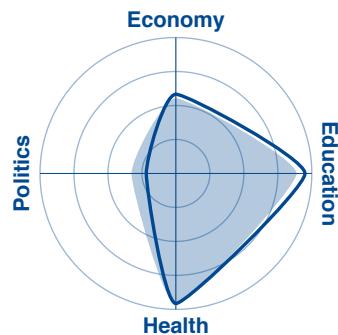
	2006 score	2021 score
Global Gender Gap Index	114	147
Economic participation and opportunity	0.524	0.390
Educational attainment	93	97
Health and survival	54	123
Political empowerment	115	138
	0.000	0.077

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	149	0.390	0.583				
Labour force participation rate, %	147	0.289	0.655	23.3	80.7	0.29	<div style="width: 29%;"></div>
Wage equality for similar work, 1-7 (best)	26	0.748	0.628	—	—	5.24	<div style="width: 5.24%;"></div>
Estimated earned income, int'l \$ 1,000	146	0.235	0.494	17.5	74.5	0.24	<div style="width: 24%;"></div>
Legislators, senior officials and managers, %	149	0.073	0.349	6.8	93.2	0.07	<div style="width: 0.07%;"></div>
Professional and technical workers, %	143	0.313	0.755	23.9	76.1	0.31	<div style="width: 31%;"></div>
Educational attainment	97	0.980	0.950				
Literacy rate, %	102	0.955	0.897	92.7	97.1	0.95	<div style="width: 95%;"></div>
Enrolment in primary education, %	86	0.998	0.755	94.4	94.7	1.00	<div style="width: 99.8%;"></div>
Enrolment in secondary education, %	128	0.955	0.950	94.1	98.5	0.96	<div style="width: 95.5%;"></div>
Enrolment in tertiary education, %	1	1.000	0.927	69.9	66.3	1.05	<div style="width: 100%;"></div>
Health and survival	123	0.964	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.97	<div style="width: 94.4%;"></div>
Healthy life expectancy, years	131	1.009	1.029	64.4	63.8	1.01	<div style="width: 100.9%;"></div>
Political empowerment	138	0.077	0.218				
Women in parliament, %	105	0.248	0.312	19.9	80.1	0.25	<div style="width: 24.8%;"></div>
Women in ministerial positions, %	148	0.000	0.235	0.0	100.0	0.00	<div style="width: 0.0%;"></div>
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	<div style="width: 0.0%;"></div>

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	680.9	STEMS, attainment %	14.65	28.49	0.51
GDP per capita, constant '17 intl. \$ 1000	–	–	43.78	Agri., Forestry, Fisheries & Veterinary, attainment %	0.05	0.33	0.14
Total population, million people	14.49	19.78	34.27	Arts & Humanities, attainment %	22.46	12.89	1.74
Population growth rate, %	1.26	2.00	1.68	Business, Admin. & Law, attainment %	25.26	34.31	0.74
Population sex ratio (female/male), female/male ratio	42.27	57.73	0.73	Education, attainment %	18.19	7.67	2.37
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	0.40	16.41	0.02
Labour force, million people	2.23	11.78	0.16	Health & Welfare, attainment %	7.02	5.21	1.35
Unemployed adults, % of labour force (15-64)	22.58	2.97	7.60	Information & Comm. Technologies, attainment %	5.48	7.28	0.75
Workers employed part-time, % of employed people	14.92	6.31	2.36	Natural Sci., Mathematics & Statistics, attainment %	8.78	4.80	1.83
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	1.58	0.83	1.90
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	10.22	9.63	1.06
Advancement of women to leadership roles, 1-7 (best)	–	–	5.26	Vocational training, attainment %	0.02	0.62	0.03
Gender parity in tech roles, 1-7 (best)	–	–	5.07	PhD graduates, attainment %	0.41	0.84	0.49
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	17
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.40
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0- 1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	2015				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	1.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	32.2				
Average number of children per woman	–	–	2.34				
Women's unmet demand for family planning, % women 15-49	–	–	27.00				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	5.80				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Senegal score
average score

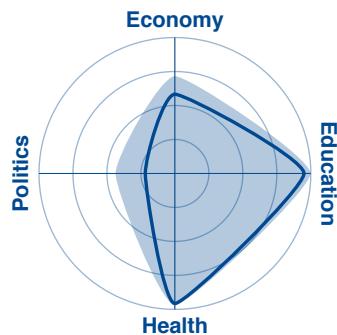
Global Gender Gap Index	2006 score	2021 score
Economic participation and opportunity	n/a	-
Educational attainment	n/a	131
Health and survival	n/a	0.554
Political empowerment	n/a	136
	n/a	0.888
	n/a	103
	n/a	0.967
	-	38
	-	0.327

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	131	0.554	0.583				
Labour force participation rate, %	124	0.619	0.655	36.4	58.9	0.62	
Wage equality for similar work, 1-7 (best)	47	0.706	0.628	-	-	4.95	
Estimated earned income, int'l \$ 1,000	120	0.486	0.494	2.2	4.6	0.49	
Legislators, senior officials and managers, %	116	0.301	0.349	23.2	76.8	0.30	
Professional and technical workers, %	129	0.496	0.755	33.2	66.9	0.50	
Educational attainment	136	0.888	0.950				
Literacy rate, %	146	0.614	0.897	39.8	64.8	0.61	
Enrolment in primary education, %	1	1.000	0.755	79.6	71.3	1.12	
Enrolment in secondary education, %	1	1.000	0.950	39.4	35.9	1.10	
Enrolment in tertiary education, %	132	0.676	0.927	10.3	15.2	0.68	
Health and survival	103	0.967	0.957				
Sex ratio at birth, %	1	0.944	0.925	-	-	0.97	
Healthy life expectancy, years	114	1.019	1.029	59.9	58.8	1.02	
Political empowerment	38	0.327	0.218				
Women in parliament, %	15	0.754	0.312	43.0	57.0	0.75	
Women in ministerial positions, %	77	0.280	0.235	21.9	78.1	0.28	
Years with female/male head of state (last 50)	47	0.053	0.144	2.5	47.5	0.05	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	24.41	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	3.28	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	8.35	7.95	16.30	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	2.71	2.86	2.79	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	51.24	48.76	1.05	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	1.69	2.19	0.43	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	3.62	3.88	0.93	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.57	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	4.99	PhD graduates, attainment %	0.04	0.10	0.39
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	22.90	77.10	0.30	Maternal mortality, deaths per 100,000 live births	–	–	315
Firms with female top managers, % firms	14.10	85.90	0.16	Prevalence of gender violence in lifetime, % women	–	–	78.0
Share of workers in informal sector, % workers	95.20	92.20	0.97	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	1.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	74.20
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	58.50
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50				
Women's access to land use, control & ownership, 0- 1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1945				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.3				
Average number of children per woman	–	–	4.65				
Women's unmet demand for family planning, % women 15-49	–	–	23.60				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	25.00				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



■ Serbia score
— average score

	2006 score	2021 score
Global Gender Gap Index	n/a	-
Economic participation and opportunity	n/a	-
Educational attainment	n/a	-
Health and survival	n/a	-
Political empowerment	n/a	-

COUNTRY SCORE CARD

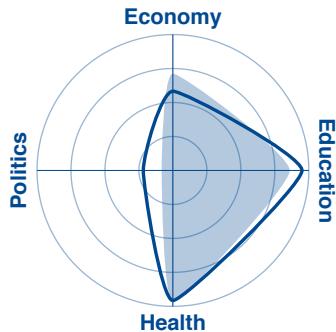
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	54	0.716	0.583				
Labour force participation rate, %	76	0.823	0.655	61.0	74.2	0.82	
Wage equality for similar work, 1-7 (best)	76	0.663	0.628	-	-	4.64	
Estimated earned income, int'l \$ 1,000	48	0.693	0.494	15.0	21.6	0.69	
Legislators, senior officials and managers, %	79	0.487	0.349	32.7	67.3	0.49	
Professional and technical workers, %	1	1.000	0.755	57.0	43.1	1.32	
Educational attainment	52	0.998	0.950				
Literacy rate, %	78	0.987	0.897	98.2	99.5	0.99	
Enrolment in primary education, %	1	1.000	0.755	94.6	94.5	1.00	
Enrolment in secondary education, %	1	1.000	0.950	92.5	91.6	1.01	
Enrolment in tertiary education, %	1	1.000	0.927	78.3	56.7	1.38	
Health and survival	89	0.969	0.957				
Sex ratio at birth, %	143	0.935	0.925	-	-	0.94	
Healthy life expectancy, years	64	1.046	1.029	68.4	65.4	1.05	
Political empowerment	21	0.437	0.218				
Women in parliament, %	27	0.645	0.312	39.2	60.8	0.64	
Women in ministerial positions, %	17	0.770	0.235	43.5	56.5	0.77	
Years with female/male head of state (last 50)	31	0.106	0.144	4.8	45.2	0.11	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	52.00	STEMS, attainment %	20.32	39.32	0.52
GDP per capita, constant '17 intl. \$ 1000	–	–	17.82	Agri., Forestry, Fisheries & Veterinary, attainment %	2.04	3.05	0.67
Total population, million people	4.48	4.30	8.77	Arts & Humanities, attainment %	11.09	7.09	1.57
Population growth rate, %	-0.33	-0.37	-0.35	Business, Admin. & Law, attainment %	23.49	22.46	1.05
Population sex ratio (female/male), female/male ratio	51.01	48.99	1.04	Education, attainment %	11.52	3.12	3.69
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	11.30	25.84	0.44
Labour force, million people	1.38	1.69	0.45	Health & Welfare, attainment %	12.37	5.94	2.08
Unemployed adults, % of labour force (15-64)	11.54	10.43	1.11	Information & Comm. Technologies, attainment %	2.74	9.83	0.28
Workers employed part-time, % of employed people	23.24	17.71	1.31	Natural Sci., Mathematics & Statistics, attainment %	6.28	3.65	1.72
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	7.78	10.36	0.75
Proportion of unpaid work per day, female/male ratio	–	–	2.03	Social Sci., Journalism & Information, attainment %	11.40	8.66	1.32
Advancement of women to leadership roles, 1-7 (best)	–	–	4.46	Vocational training, attainment %	22.96	25.46	0.90
Gender parity in tech roles, 1-7 (best)	–	–	4.63	PhD graduates, attainment %	0.31	0.49	0.63
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	28.50	71.50	0.40	Maternal mortality, deaths per 100,000 live births	–	–	12
Firms with female top managers, % firms	18.20	81.80	0.22	Prevalence of gender violence in lifetime, % women	–	–	23.7
Share of workers in informal sector, % workers	19.00	18.40	0.97	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	98.40
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	93.90
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1946				
Number of female heads of state to date	–	–	3				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.4				
Average number of children per woman	–	–	1.46				
Women's unmet demand for family planning, % women 15-49	–	–	14.90				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	3.50				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Sierra Leone

rank
out of 156 countries **121**
score
0.00 = imparity
1.00 = parity **0.655**



Sierra Leone score
average score

Global Gender Gap Index

Economic participation and opportunity
Educational attainment
Health and survival
Political empowerment

	2006 score	2021 score
n/a	-	121 0.655
n/a	-	56 0.713
n/a	-	140 0.860
n/a	-	108 0.966
n/a	-	136 0.083

COUNTRY SCORE CARD

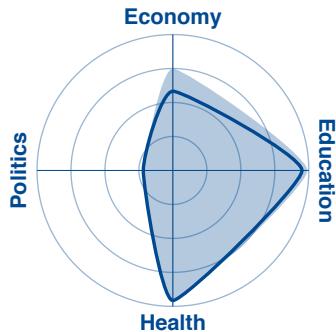
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	56	0.713	0.583				
Labour force participation rate, %	1	1.000	0.655	59.2	58.4	1.01	
Wage equality for similar work, 1-7 (best)	79	0.654	0.628	—	—	4.58	
Estimated earned income, int'l \$ 1,000	22	0.744	0.494	1.5	2.0	0.74	
Legislators, senior officials and managers, %	45	0.609	0.349	37.9	62.2	0.61	
Professional and technical workers, %	133	0.461	0.755	31.5	68.5	0.46	
Educational attainment	140	0.860	0.950				
Literacy rate, %	140	0.675	0.897	34.9	51.7	0.67	
Enrolment in primary education, %	1	1.000	0.755	95.5	94.7	1.01	
Enrolment in secondary education, %	126	0.964	0.950	41.0	42.5	0.96	
Enrolment in tertiary education, %	148	0.415	0.927	1.1	2.8	0.41	
Health and survival	108	0.966	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.98	
Healthy life expectancy, years	119	1.015	1.029	53.3	52.5	1.02	
Political empowerment	136	0.083	0.218				
Women in parliament, %	134	0.140	0.312	12.3	87.7	0.14	
Women in ministerial positions, %	109	0.160	0.235	13.8	86.2	0.16	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	4.14	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	1.62	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	3.92	3.90	7.81	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	2.11	2.15	2.13	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	50.11	49.89	1.00	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	873.7	753.2	0.54	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	3.95	5.87	0.67	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	29.87	24.39	1.22	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	–	–	2.99	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	3.49	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	3.24	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	18.80	81.20	0.23	Maternal mortality, deaths per 100,000 live births	–	–	1120
Firms with female top managers, % firms	15.90	84.10	0.19	Prevalence of gender violence in lifetime, % women	–	–	45.3
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	86.90
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	78.80
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1961				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.7				
Average number of children per woman	–	–	4.32				
Women's unmet demand for family planning, % women 15-49	–	–	25.00				
Right to divorce, 0-1 (worst)	–	–	0.75				
Child marriage, % women 15-19	–	–	19.00				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Singapore

rank
out of 156 countries **54**
score
0.00 = imparity
1.00 = parity **0.727**



■ Singapore score

— average score

Global Gender Gap Index

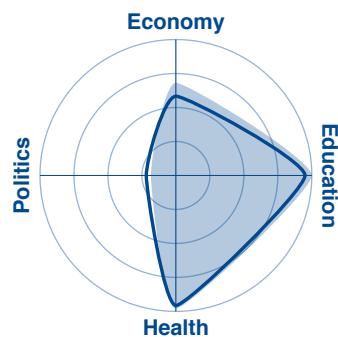
	2006 score	2021 score
Economic participation and opportunity	65	0.655
Educational attainment	45	0.646
Health and survival	86	0.931
Political empowerment	107	0.960
	75	0.083
	72	0.208

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	33	0.749	0.583				
Labour force participation rate, %	73	0.828	0.655	69.7	84.2	0.83	
Wage equality for similar work, 1-7 (best)	7	0.803	0.628	—	—	5.62	
Estimated earned income, int'l \$ 1,000	41	0.708	0.494	80.1	113.1	0.71	
Legislators, senior officials and managers, %	55	0.572	0.349	36.4	63.6	0.57	
Professional and technical workers, %	99	0.774	0.755	43.6	56.4	0.77	
Educational attainment	87	0.990	0.950				
Literacy rate, %	92	0.970	0.897	95.9	98.9	0.97	
Enrolment in primary education, %	n/a	—	0.755	—	—	—	
Enrolment in secondary education, %	1	1.000	0.950	99.8	99.8	1.00	
Enrolment in tertiary education, %	1	1.000	0.927	91.2	78.9	1.16	
Health and survival	132	0.963	0.957				
Sex ratio at birth, %	147	0.932	0.925	—	—	0.93	
Healthy life expectancy, years	88	1.032	1.029	74.7	72.4	1.03	
Political empowerment	72	0.208	0.218				
Women in parliament, %	48	0.418	0.312	29.5	70.5	0.42	
Women in ministerial positions, %	97	0.188	0.235	15.8	84.2	0.19	
Years with female/male head of state (last 50)	39	0.072	0.144	3.3	46.7	0.07	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	337.5	STEMS, attainment %	22.55	48.92	0.46
GDP per capita, constant '17 intl. \$ 1000	–	–	90.45	Agri., Forestry, Fisheries & Veterinary, attainment %	0.26	0.16	1.64
Total population, million people	2.77	3.04	5.80	Arts & Humanities, attainment %	9.93	5.81	1.71
Population growth rate, %	0.80	0.80	0.80	Business, Admin. & Law, attainment %	34.24	27.73	1.24
Population sex ratio (female/male), female/male ratio	47.66	52.34	0.91	Education, attainment %	10.32	2.36	4.38
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	11.03	32.43	0.34
Labour force, million people	1.01	1.15	0.47	Health & Welfare, attainment %	11.79	5.46	2.16
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a	Information & Comm. Technologies, attainment %	5.02	11.93	0.42
Workers employed part-time, % of employed people	15.17	8.11	1.87	Natural Sci., Mathematics & Statistics, attainment %	6.51	4.56	1.43
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	2.07	4.37	0.47
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	8.83	5.20	1.70
Advancement of women to leadership roles, 1-7 (best)	–	–	5.74	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	5.31	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	8
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	6.1
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.50
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0- 1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1947				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	31.3				
Average number of children per woman	–	–	1.21				
Women's unmet demand for family planning, % women 15-49	–	–	11.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	0.40				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



■ Slovak Republic score

— average score

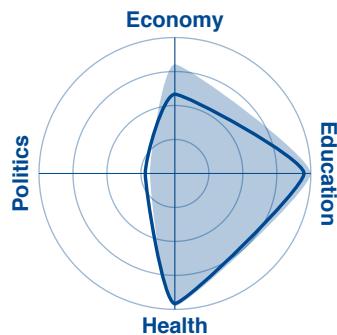
	2006 score	2021 score
Global Gender Gap Index	50	0.676
Economic participation and opportunity	43	0.650
Educational attainment	34	0.995
Health and survival	1	0.980
Political empowerment	77	0.077
		82
		0.184

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	80	0.682	0.583				
Labour force participation rate, %	66	0.843	0.655	66.5	78.9	0.84	
Wage equality for similar work, 1-7 (best)	114	0.575	0.628	—	—	4.03	
Estimated earned income, int'l \$ 1,000	68	0.630	0.494	25.5	40.5	0.63	
Legislators, senior officials and managers, %	71	0.508	0.349	33.7	66.3	0.51	
Professional and technical workers, %	1	1.000	0.755	59.6	40.4	1.48	
Educational attainment	1	1.000	0.950				
Literacy rate, %	1	1.000	0.897	—	—	—	
Enrolment in primary education, %	1	1.000	0.755	84.1	82.1	1.02	
Enrolment in secondary education, %	1	1.000	0.950	85.3	84.2	1.01	
Enrolment in tertiary education, %	1	1.000	0.927	56.6	37.1	1.53	
Health and survival	1	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	1	1.060	1.029	70.8	66.2	1.07	
Political empowerment	82	0.184	0.218				
Women in parliament, %	84	0.294	0.312	22.7	77.3	0.29	
Women in ministerial positions, %	83	0.250	0.235	20.0	80.0	0.25	
Years with female/male head of state (last 50)	40	0.071	0.144	3.3	46.7	0.07	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	101.9	STEMS, attainment %	11.91	36.70	0.32
GDP per capita, constant '17 intl. \$ 1000	–	–	30.45	Agri., Forestry, Fisheries & Veterinary, attainment %	2.08	2.39	0.87
Total population, million people	2.80	2.66	5.46	Arts & Humanities, attainment %	8.41	6.52	1.29
Population growth rate, %	0.04	0.11	0.07	Business, Admin. & Law, attainment %	21.46	18.56	1.16
Population sex ratio (female/male), female/male ratio	51.31	48.69	1.05	Education, attainment %	16.69	6.22	2.68
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	5.45	23.31	0.23
Labour force, million people	1.22	1.48	0.45	Health & Welfare, attainment %	22.35	11.19	2.00
Unemployed adults, % of labour force (15-64)	6.04	5.67	1.07	Information & Comm. Technologies, attainment %	0.65	7.85	0.08
Workers employed part-time, % of employed people	27.05	19.19	1.41	Natural Sci., Mathematics & Statistics, attainment %	5.80	5.54	1.05
Gender pay gap (OECD only), %	–	–	13.87	Services, attainment %	4.03	9.38	0.43
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	13.07	9.04	1.45
Advancement of women to leadership roles, 1-7 (best)	–	–	4.31	Vocational training, attainment %	20.78	24.16	0.86
Gender parity in tech roles, 1-7 (best)	–	–	3.78	PhD graduates, attainment %	0.63	0.63	0.99
Boards of listed companies,% board members	29.10	70.90	0.41	Health	female	male	value
Firms with female majority ownership, % firms	28.90	71.10	0.41	Maternal mortality, deaths per 100,000 live births	–	–	5
Firms with female top managers, % firms	22.90	77.10	0.30	Prevalence of gender violence in lifetime, % women	–	–	23.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	98.00
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1920				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.1				
Average number of children per woman	–	–	1.50				
Women's unmet demand for family planning, % women 15-49	–	–	9.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	1.10				
Length of maternity/paternity leave (days), weeks	164.0	0.00	0.00				
Wages paid during maternity/paternity leave, % annual gross wage	75.00	0.00	0.00				
Public childcare expenditure, % GDP	–	–	0.50				



■ Slovenia score

— average score

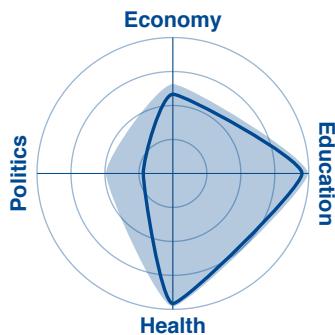
	2006 score	2021 score
Global Gender Gap Index	51 0.675	41 0.741
Economic participation and opportunity	34	0.667
Educational attainment	22	0.999
Health and survival	71	0.973
Political empowerment	88	0.060
	83	0.184

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	0.00	1.00	2.00
Economic participation and opportunity	15	0.803	0.583						
Labour force participation rate, %	26	0.926	0.655	72.2	77.9	0.93			
Wage equality for similar work, 1-7 (best)	40	0.720	0.628	—	—	5.04			
Estimated earned income, int'l \$ 1,000	16	0.792	0.494	33.7	42.6	0.79			
Legislators, senior officials and managers, %	36	0.670	0.349	40.1	59.9	0.67			
Professional and technical workers, %	1	1.000	0.755	55.6	44.4	1.25			
Educational attainment	28	1.000	0.950						
Literacy rate, %	53	0.999	0.897	99.6	99.7	1.00			
Enrolment in primary education, %	1	1.000	0.755	98.8	97.5	1.01			
Enrolment in secondary education, %	1	1.000	0.950	96.6	94.8	1.02			
Enrolment in tertiary education, %	1	1.000	0.927	93.0	65.0	1.43			
Health and survival	49	0.977	0.957						
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95			
Healthy life expectancy, years	58	1.051	1.029	72.5	69.0	1.05			
Political empowerment	83	0.184	0.218						
Women in parliament , %	65	0.364	0.312	26.7	73.3	0.36			
Women in ministerial positions, %	85	0.232	0.235	18.8	81.2	0.23			
Years with female/male head of state (last 50)	58	0.031	0.144	1.5	48.5	0.03			

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	51.80	STEMS, attainment %	14.46	45.87	0.32
GDP per capita, constant '17 intl. \$ 1000	–	–	36.43	Agri., Forestry, Fisheries & Veterinary, attainment %	2.36	2.64	0.89
Total population, million people	1.04	1.04	2.08	Arts & Humanities, attainment %	10.03	7.48	1.34
Population growth rate, %	0.00	0.10	0.05	Business, Admin. & Law, attainment %	21.81	18.01	1.21
Population sex ratio (female/male), female/male ratio	50.22	49.78	1.01	Education, attainment %	16.44	2.93	5.61
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	7.22	31.36	0.23
Labour force, million people	469.3	546.1	0.46	Health & Welfare, attainment %	15.84	7.21	2.20
Unemployed adults, % of labour force (15-64)	5.00	4.07	1.23	Information & Comm. Technologies, attainment %	0.84	8.14	0.10
Workers employed part-time, % of employed people	35.19	23.54	1.49	Natural Sci., Mathematics & Statistics, attainment %	6.40	6.37	1.01
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	7.11	7.92	0.90
Proportion of unpaid work per day, female/male ratio	–	–	1.78	Social Sci., Journalism & Information, attainment %	11.95	7.95	1.50
Advancement of women to leadership roles, 1-7 (best)	–	–	5.08	Vocational training, attainment %	31.31	38.74	0.81
Gender parity in tech roles, 1-7 (best)	–	–	4.59	PhD graduates, attainment %	2.85	2.65	1.08
Boards of listed companies,% board members	24.60	75.40	0.33	Health	female	male	value
Firms with female majority ownership, % firms	34.10	65.90	0.52	Maternal mortality, deaths per 100,000 live births	–	–	7
Firms with female top managers, % firms	18.80	81.20	0.23	Prevalence of gender violence in lifetime, % women	–	–	13.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.80
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1946				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	10.00	90.00	0.11				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.5				
Average number of children per woman	–	–	1.60				
Women's unmet demand for family planning, % women 15-49	–	–	9.20				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	0.20				
Length of maternity/paternity leave (days), weeks	52.14	4.29	0.08				
Wages paid during maternity/paternity leave, % annual gross wage	100.0	90.00	1.11				
Public childcare expenditure, % GDP	–	–	0.49				



■ South Africa score
— average score

	2006 score	2021 score
Global Gender Gap Index	18	18
Economic participation and opportunity	0.556	0.658
Educational attainment	0.993	0.994
Health and survival	0.976	0.979
Political empowerment	0.326	0.493

COUNTRY SCORE CARD

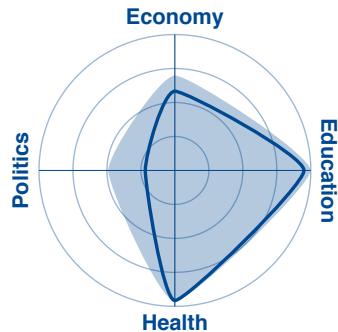
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	92	0.658	0.583				
Labour force participation rate, %	80	0.815	0.655	54.1	66.3	0.82	
Wage equality for similar work, 1-7 (best)	131	0.504	0.628	—	—	3.53	
Estimated earned income, int'l \$ 1,000	45	0.698	0.494	10.3	14.7	0.70	
Legislators, senior officials and managers, %	89	0.433	0.349	30.2	69.8	0.43	
Professional and technical workers, %	1	1.000	0.755	53.2	46.9	1.13	
Educational attainment	69	0.994	0.950				
Literacy rate, %	79	0.986	0.897	86.5	87.7	0.99	
Enrolment in primary education, %	107	0.993	0.755	86.7	87.3	0.99	
Enrolment in secondary education, %	1	1.000	0.950	78.5	65.4	1.20	
Enrolment in tertiary education, %	1	1.000	0.927	26.4	18.4	1.43	
Health and survival	37	0.979	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.97	
Healthy life expectancy, years	48	1.057	1.029	57.7	54.6	1.06	
Political empowerment	14	0.493	0.218				
Women in parliament, %	10	0.845	0.312	45.8	54.2	0.85	
Women in ministerial positions, %	12	0.934	0.235	48.3	51.7	0.93	
Years with female/male head of state (last 50)	75	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	282.6	STEMS, attainment %	12.94	27.51	0.47
GDP per capita, constant '17 intl. \$ 1000	–	–	11.27	Agri., Forestry, Fisheries & Veterinary, attainment %	1.70	2.48	0.69
Total population, million people	29.70	28.86	58.56	Arts & Humanities, attainment %	5.17	5.04	1.03
Population growth rate, %	1.37	1.28	1.32	Business, Admin. & Law, attainment %	30.10	35.64	0.84
Population sex ratio (female/male), female/male ratio	50.72	49.28	1.03	Education, attainment %	23.96	11.93	2.01
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	4.25	14.18	0.30
Labour force, million people	10.39	12.54	0.45	Health & Welfare, attainment %	8.17	4.35	1.88
Unemployed adults, % of labour force (15-64)	30.75	27.03	1.14	Information & Comm. Technologies, attainment %	2.00	5.10	0.39
Workers employed part-time, % of employed people	20.01	11.45	1.75	Natural Sci., Mathematics & Statistics, attainment %	6.69	8.22	0.81
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	0.55	0.24	2.30
Proportion of unpaid work per day, female/male ratio	–	–	2.36	Social Sci., Journalism & Information, attainment %	17.26	12.71	1.36
Advancement of women to leadership roles, 1-7 (best)	–	–	4.09	Vocational training, attainment %	5.84	4.72	1.24
Gender parity in tech roles, 1-7 (best)	–	–	4.15	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	27.70	72.30	0.38	Health	female	male	value
Firms with female majority ownership, % firms	22.60	77.40	0.29	Maternal mortality, deaths per 100,000 live births	–	–	119
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	20.6
Share of workers in informal sector, % workers	56.90	51.90	0.91	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	96.70
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	75.50
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1930				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	37.70	62.30	0.61				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.7				
Average number of children per woman	–	–	2.41				
Women's unmet demand for family planning, % women 15-49	–	–	14.70				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	6.30				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Spain

rank
out of 156 countries **14**
score
0.00 = imparity
1.00 = parity **0.788**



Spain score
average score

	2006 score	2021 score
Global Gender Gap Index	11	14
Economic participation and opportunity	0.732	0.788
Educational attainment	0.539	0.699
Health and survival	0.994	0.998
Political empowerment	0.973	0.965
	5	15
	0.421	0.491

COUNTRY SCORE CARD

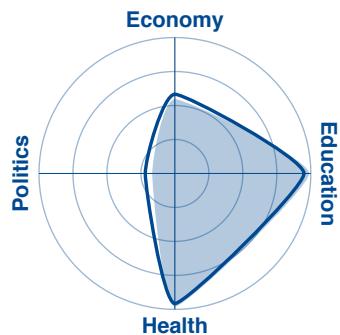
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	71	0.699	0.583				
Labour force participation rate, %	59	0.876	0.655	69.2	79.1	0.88	
Wage equality for similar work, 1-7 (best)	102	0.598	0.628	—	—	4.18	
Estimated earned income, int'l \$ 1,000	61	0.651	0.494	32.2	49.4	0.65	
Legislators, senior officials and managers, %	76	0.498	0.349	33.2	66.8	0.50	
Professional and technical workers, %	1	1.000	0.755	51.1	48.9	1.04	
Educational attainment	44	0.998	0.950				
Literacy rate, %	69	0.990	0.897	98.0	98.9	0.99	
Enrolment in primary education, %	1	1.000	0.755	97.6	96.9	1.01	
Enrolment in secondary education, %	1	1.000	0.950	97.8	96.1	1.02	
Enrolment in tertiary education, %	1	1.000	0.927	97.0	81.1	1.20	
Health and survival	114	0.965	0.957				
Sex ratio at birth, %	133	0.940	0.925	—	—	0.94	
Healthy life expectancy, years	108	1.022	1.029	72.9	71.3	1.02	
Political empowerment	15	0.491	0.218				
Women in parliament, %	14	0.786	0.312	44.0	56.0	0.79	
Women in ministerial positions, %	1	1.000	0.235	50.0	50.0	1.00	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	1.25k	STEMS, attainment %	12.44	37.34	0.33
GDP per capita, constant '17 intl. \$ 1000	–	–	36.09	Agri., Forestry, Fisheries & Veterinary, attainment %	0.99	1.62	0.61
Total population, million people	23.78	22.96	46.74	Arts & Humanities, attainment %	9.60	8.39	1.14
Population growth rate, %	0.05	0.14	0.09	Business, Admin. & Law, attainment %	18.94	18.84	1.01
Population sex ratio (female/male), female/male ratio	50.87	49.13	1.04	Education, attainment %	22.35	8.84	2.53
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	6.78	23.55	0.29
Labour force, million people	10.66	12.14	0.47	Health & Welfare, attainment %	21.30	10.13	2.10
Unemployed adults, % of labour force (15-64)	16.08	12.53	1.28	Information & Comm. Technologies, attainment %	0.92	7.81	0.12
Workers employed part-time, % of employed people	40.46	21.15	1.91	Natural Sci., Mathematics & Statistics, attainment %	4.73	5.98	0.79
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	6.10	8.89	0.69
Proportion of unpaid work per day, female/male ratio	–	–	2.20	Social Sci., Journalism & Information, attainment %	8.11	5.75	1.41
Advancement of women to leadership roles, 1-7 (best)	–	–	4.35	Vocational training, attainment %	12.79	16.78	0.76
Gender parity in tech roles, 1-7 (best)	–	–	4.13	PhD graduates, attainment %	0.58	0.74	0.78
Boards of listed companies,% board members	26.40	73.60	0.36	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	4
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	13.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	n/a	n/a	n/a
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1931				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	39.00	61.00	0.64				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	32.1				
Average number of children per woman	–	–	1.33				
Women's unmet demand for family planning, % women 15-49	–	–	12.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	4.00				
Length of maternity/paternity leave (days), weeks	16.00	4.29	0.27				
Wages paid during maternity/paternity leave, % annual gross wage	100.0	100.0	1.00				
Public childcare expenditure, % GDP	–	–	0.50				

Sri Lanka

rank
out of 156 countries **116**
score
0.00 = imparity
1.00 = parity **0.670**



■ Sri Lanka score
— average score

	2006 score	2021 score
Global Gender Gap Index	13	116
Economic participation and opportunity	0.720	0.547
Educational attainment	0.990	0.988
Health and survival	0.980	0.980
Political empowerment	0.365	0.167

COUNTRY SCORE CARD

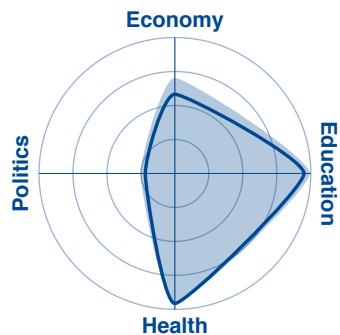
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	132	0.547	0.583				
Labour force participation rate, %	139	0.475	0.655	37.6	79.1	0.47	
Wage equality for similar work, 1-7 (best)	77	0.659	0.628	—	—	4.61	
Estimated earned income, int'l \$ 1,000	134	0.384	0.494	7.3	18.9	0.38	
Legislators, senior officials and managers, %	107	0.351	0.349	26.0	74.0	0.35	
Professional and technical workers, %	86	0.919	0.755	47.9	52.1	0.92	
Educational attainment	88	0.988	0.950				
Literacy rate, %	86	0.979	0.897	90.8	92.8	0.98	
Enrolment in primary education, %	125	0.982	0.755	96.4	98.1	0.98	
Enrolment in secondary education, %	1	1.000	0.950	92.3	89.8	1.03	
Enrolment in tertiary education, %	1	1.000	0.927	23.4	15.8	1.48	
Health and survival	30	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.96	
Healthy life expectancy, years	41	1.060	1.029	69.0	65.1	1.06	
Political empowerment	90	0.167	0.218				
Women in parliament, %	149	0.057	0.312	5.4	94.6	0.06	
Women in ministerial positions, %	145	0.038	0.235	3.7	96.3	0.04	
Years with female/male head of state (last 50)	12	0.316	0.144	12.0	38.0	0.32	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	81.12	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	12.41	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	11.09	10.23	21.32	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	0.53	0.35	0.45	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	52.01	47.99	1.08	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	n/a	n/a	n/a	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	32.39	18.09	1.79	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.69	Vocational training, attainment %	3.42	4.33	0.79
Gender parity in tech roles, 1-7 (best)	–	–	4.67	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	26.10	73.90	0.35	Maternal mortality, deaths per 100,000 live births	–	–	36
Firms with female top managers, % firms	8.80	91.20	0.10	Prevalence of gender violence in lifetime, % women	–	–	16.6
Share of workers in informal sector, % workers	61.70	71.30	1.16	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.50
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	92.50
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.75				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1931				
Number of female heads of state to date	–	–	6				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.9				
Average number of children per woman	–	–	2.21				
Women's unmet demand for family planning, % women 15-49	–	–	7.50				
Right to divorce, 0-1 (worst)	–	–	0.75				
Child marriage, % women 15-19	–	–	10.60				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Suriname

rank
out of 156 countries **51**
score
0.00 = imparity
1.00 = parity **0.729**



Suriname score
average score

Global Gender Gap Index

Economic participation and opportunity
Educational attainment
Health and survival
Political empowerment

	2006 score	2021 score
n/a	-	51 0.729
n/a	-	67 0.703
n/a	-	71 0.993
n/a	-	90 0.969
n/a	-	56 0.252

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	67	0.703	0.583				
Labour force participation rate, %	120	0.631	0.655	43.9	69.5	0.63	
Wage equality for similar work, 1-7 (best)	n/a	-	0.628	-	-	-	
Estimated earned income, int'l \$ 1,000	99	0.565	0.494	11.5	20.3	0.57	
Legislators, senior officials and managers, %	27	0.762	0.349	43.3	56.8	0.76	
Professional and technical workers, %	1	1.000	0.755	61.1	38.9	1.57	
Educational attainment	71	0.993	0.950				
Literacy rate, %	95	0.965	0.897	92.7	96.1	0.97	
Enrolment in primary education, %	1	1.000	0.755	87.7	84.4	1.04	
Enrolment in secondary education, %	1	1.000	0.950	64.0	52.0	1.23	
Enrolment in tertiary education, %	1	1.000	0.927	15.7	9.5	1.66	
Health and survival	90	0.969	0.957				
Sex ratio at birth, %	148	0.929	0.925	-	-	0.93	
Healthy life expectancy, years	46	1.058	1.029	64.2	60.7	1.06	
Political empowerment	56	0.252	0.218				
Women in parliament, %	50	0.416	0.312	29.4	70.6	0.42	
Women in ministerial positions, %	37	0.499	0.235	33.3	66.7	0.50	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	2.54	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	13.82	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	289.0	292.0	581.0	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	1.05	0.69	0.87	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	49.74	50.26	0.99	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	83.30	118.3	0.41	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	11.32	5.65	2.00	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	44.83	27.49	1.63	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a	Vocational training, attainment %	17.10	19.73	0.87
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	32.70	67.30	0.49	Maternal mortality, deaths per 100,000 live births	–	–	120
Firms with female top managers, % firms	11.90	88.10	0.14	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	45.70	56.40	1.23	Law permits abortion to preserve a woman's health, 0-1 (worst)	n/a	n/a	n/a
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	98.40
Right to hold a bank account & get credit, 0-1 (worst)	n/a	n/a	n/a	Antenatal care, at least four visits, % women 15-49	–	–	67.50
Inheritance rights for daughters, 0-1 (worst)	n/a	n/a	n/a				
Women's access to land use, control & ownership, 0- 1 (worst)	n/a	n/a	n/a				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	n/a	n/a	n/a				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1948				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	n/a	n/a	n/a				
Right to travel outside the country, 0-1 (worst)	n/a	n/a	n/a				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.7				
Average number of children per woman	–	–	2.43				
Women's unmet demand for family planning, % women 15-49	n/a	n/a	n/a				
Right to divorce, 0-1 (worst)	n/a	n/a	n/a				
Child marriage, % women 15-19	n/a	n/a	n/a				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

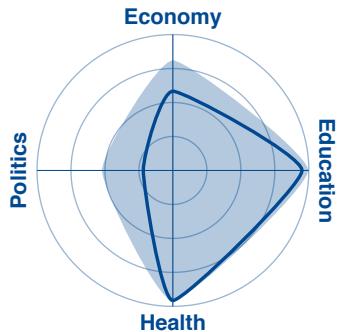
Sweden

rank
out of 156 countries

5

score
0.00 = imparity
1.00 = parity

0.823



Sweden score

average score

Global Gender Gap Index

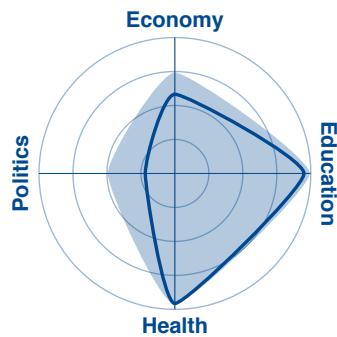
	2006 score	2021 score
1	0.813	5
Economic participation and opportunity	9	0.731
Educational attainment	23	0.999
Health and survival	70	0.973
Political empowerment	1	0.550
	9	0.522

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	0.00	1.00	2.00
Economic participation and opportunity	11	0.810	0.583						
Labour force participation rate, %	13	0.956	0.655	81.3	85.0	0.96			
Wage equality for similar work, 1-7 (best)	58	0.697	0.628	—	—	4.88			
Estimated earned income, int'l \$ 1,000	9	0.823	0.494	47.9	58.2	0.82			
Legislators, senior officials and managers, %	35	0.674	0.349	40.3	59.7	0.67			
Professional and technical workers, %	1	1.000	0.755	51.3	48.7	1.05			
Educational attainment	61	0.996	0.950						
Literacy rate, %	1	1.000	0.897	—	—	—			
Enrolment in primary education, %	105	0.994	0.755	98.1	98.7	0.99			
Enrolment in secondary education, %	107	0.997	0.950	99.5	99.8	1.00			
Enrolment in tertiary education, %	1	1.000	0.927	82.1	52.7	1.56			
Health and survival	133	0.962	0.957						
Sex ratio at birth, %	116	0.943	0.925	—	—	0.94			
Healthy life expectancy, years	139	1.006	1.029	72.1	71.7	1.01			
Political empowerment	9	0.522	0.218						
Women in parliament , %	7	0.887	0.312	47.0	53.0	0.89			
Women in ministerial positions, %	1	1.000	0.235	57.1	42.9	1.33			
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00			

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	529.1	STEMS, attainment %	15.68	46.99	0.33
GDP per capita, constant '17 intl. \$ 1000	–	–	49.65	Agri., Forestry, Fisheries & Veterinary, attainment %	0.96	0.82	1.18
Total population, million people	5.01	5.03	10.04	Arts & Humanities, attainment %	6.04	5.90	1.02
Population growth rate, %	0.62	0.70	0.64	Business, Admin. & Law, attainment %	16.73	15.27	1.10
Population sex ratio (female/male), female/male ratio	49.93	50.07	1.00	Education, attainment %	15.65	6.57	2.38
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	9.90	33.46	0.30
Labour force, million people	2.54	2.77	0.48	Health & Welfare, attainment %	29.92	11.72	2.55
Unemployed adults, % of labour force (15-64)	7.10	6.91	1.03	Information & Comm. Technologies, attainment %	2.08	7.90	0.26
Workers employed part-time, % of employed people	55.69	40.31	1.38	Natural Sci., Mathematics & Statistics, attainment %	3.70	5.62	0.66
Gender pay gap (OECD only), %	–	–	7.58	Services, attainment %	2.30	2.14	1.08
Proportion of unpaid work per day, female/male ratio	–	–	1.26	Social Sci., Journalism & Information, attainment %	12.67	10.56	1.20
Advancement of women to leadership roles, 1-7 (best)	–	–	5.35	Vocational training, attainment %	10.97	13.37	0.82
Gender parity in tech roles, 1-7 (best)	–	–	4.74	PhD graduates, attainment %	0.97	1.53	0.63
Boards of listed companies,% board members	37.50	62.50	0.60	Health	female	male	value
Firms with female majority ownership, % firms	52.50	47.50	1.11	Maternal mortality, deaths per 100,000 live births	–	–	4
Firms with female top managers, % firms	12.50	87.50	0.14	Prevalence of gender violence in lifetime, % women	–	–	28.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	n/a	n/a	n/a
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1919				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	31.0				
Average number of children per woman	–	–	1.85				
Women's unmet demand for family planning, % women 15-49	–	–	10.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	0.30				
Length of maternity/paternity leave (days), weeks	55.71	14.29	0.26				
Wages paid during maternity/paternity leave, % annual gross wage	77.60	58.38	1.33				
Public childcare expenditure, % GDP	–	–	1.60				



■ Switzerland score
— average score

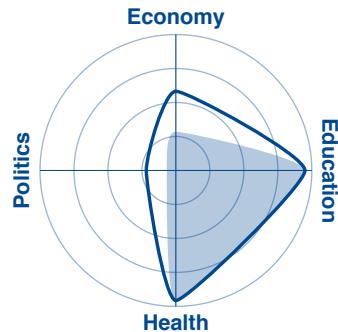
	2006 score	2021 score
Global Gender Gap Index	26	10
Economic participation and opportunity	0.700	0.743
Educational attainment	0.957	0.992
Health and survival	0.979	0.964
Political empowerment	0.154	0.494

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	39	0.743	0.583				
Labour force participation rate, %	34	0.908	0.655	80.1	88.2	0.91	
Wage equality for similar work, 1-7 (best)	39	0.720	0.628	—	—	5.04	
Estimated earned income, int'l \$ 1,000	42	0.706	0.494	55.5	78.6	0.71	
Legislators, senior officials and managers, %	74	0.504	0.349	33.5	66.5	0.50	
Professional and technical workers, %	89	0.889	0.755	47.1	53.0	0.89	
Educational attainment	80	0.992	0.950				
Literacy rate, %	1	1.000	0.897	—	—	—	
Enrolment in primary education, %	88	0.997	0.755	93.6	93.8	1.00	
Enrolment in secondary education, %	121	0.969	0.950	83.9	86.7	0.97	
Enrolment in tertiary education, %	1	1.000	0.927	60.3	58.8	1.03	
Health and survival	128	0.964	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	136	1.008	1.029	72.8	72.2	1.01	
Political empowerment	12	0.494	0.218				
Women in parliament, %	18	0.724	0.312	42.0	58.0	0.72	
Women in ministerial positions, %	18	0.751	0.235	42.9	57.1	0.75	
Years with female/male head of state (last 50)	21	0.190	0.144	8.0	42.0	0.19	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	707.9	STEMS, attainment %	11.43	37.50	0.30
GDP per capita, constant '17 intl. \$ 1000	–	–	64.65	Agri., Forestry, Fisheries & Veterinary, attainment %	1.03	1.70	0.61
Total population, million people	4.33	4.26	8.59	Arts & Humanities, attainment %	9.42	5.66	1.66
Population growth rate, %	0.74	0.83	0.76	Business, Admin. & Law, attainment %	26.09	30.55	0.85
Population sex ratio (female/male), female/male ratio	50.41	49.59	1.02	Education, attainment %	13.68	5.74	2.38
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	5.19	25.68	0.20
Labour force, million people	2.23	2.51	0.47	Health & Welfare, attainment %	23.46	7.84	2.99
Unemployed adults, % of labour force (15-64)	4.82	4.26	1.13	Information & Comm. Technologies, attainment %	0.51	4.33	0.12
Workers employed part-time, % of employed people	61.75	30.39	2.03	Natural Sci., Mathematics & Statistics, attainment %	5.74	7.49	0.77
Gender pay gap (OECD only), %	–	–	15.10	Services, attainment %	4.65	6.36	0.73
Proportion of unpaid work per day, female/male ratio	–	–	1.64	Social Sci., Journalism & Information, attainment %	9.52	4.12	2.31
Advancement of women to leadership roles, 1-7 (best)	–	–	5.34	Vocational training, attainment %	19.97	26.36	0.76
Gender parity in tech roles, 1-7 (best)	–	–	4.16	PhD graduates, attainment %	2.06	3.85	0.54
Boards of listed companies,% board members	24.90	75.10	0.33	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	5
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	9.8
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	n/a	n/a	n/a
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0- 1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1971				
Number of female heads of state to date	–	–	8				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	26.10	73.90	0.35				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	31.9				
Average number of children per woman	–	–	1.54				
Women's unmet demand for family planning, % women 15-49	–	–	8.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	0.40				
Length of maternity/paternity leave (days), weeks	14.00	0.00	0.00				
Wages paid during maternity/paternity leave, % annual gross wage	58.37	0.00	0.00				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



■ Syria score
— average score

Global Gender Gap Index

Economic participation and opportunity
Educational attainment
Health and survival
Political empowerment

	2006 score	2021 score
n/a	-	152 0.568
n/a	-	153 0.285
n/a	-	118 0.953
n/a	-	115 0.965
n/a	-	142 0.067

COUNTRY SCORE CARD

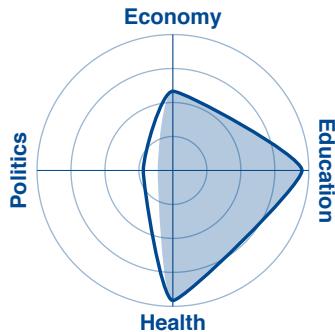
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	153	0.285	0.583				0.00 1.00 2.00
Labour force participation rate, %	154	0.202	0.655	15.8	77.9	0.20	
Wage equality for similar work, 1-7 (best)	n/a	-	0.628	-	-	-	
Estimated earned income, int'l \$ 1,000	n/a	-	0.494	0.0	0.0	-	
Legislators, senior officials and managers, %	146	0.098	0.349	9.0	91.1	0.10	
Professional and technical workers, %	112	0.650	0.755	39.4	60.6	0.65	
Educational attainment	118	0.953	0.950				
Literacy rate, %	127	0.839	0.897	73.6	87.8	0.84	
Enrolment in primary education, %	129	0.974	0.755	67.0	68.9	0.97	
Enrolment in secondary education, %	115	0.983	0.950	48.1	48.9	0.98	
Enrolment in tertiary education, %	1	1.000	0.927	42.8	37.5	1.14	
Health and survival	115	0.965	0.957				
Sex ratio at birth, %	1	0.944	0.925	-	-	0.95	
Healthy life expectancy, years	125	1.013	1.029	63.3	62.5	1.01	
Political empowerment	142	0.067	0.218				
Women in parliament, %	137	0.126	0.312	11.2	88.8	0.13	
Women in ministerial positions, %	123	0.115	0.235	10.3	89.7	0.11	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	n/a	n/a	n/a	STEMS, attainment %	19.24	28.33	0.68
GDP per capita, constant '17 intl. \$ 1000	–	–	0.00	Agri., Forestry, Fisheries & Veterinary, attainment %	5.16	7.40	0.70
Total population, million people	8.52	8.56	17.07	Arts & Humanities, attainment %	22.99	13.12	1.75
Population growth rate, %	0.89	0.60	0.74	Business, Admin. & Law, attainment %	15.57	24.92	0.62
Population sex ratio (female/male), female/male ratio	49.89	50.11	1.00	Education, attainment %	23.23	10.99	2.11
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	11.08	20.49	0.54
Labour force, million people	n/a	n/a	n/a	Health & Welfare, attainment %	11.49	13.64	0.84
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a	Information & Comm. Technologies, attainment %	1.17	1.25	0.93
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	6.99	6.59	1.06
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	0.31	0.23	1.34
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a	Vocational training, attainment %	1.74	2.37	0.73
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	31
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	96.20
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	63.70
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0- 1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1949				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.4				
Average number of children per woman	–	–	2.84				
Women's unmet demand for family planning, % women 15-49	–	–	16.40				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	9.80				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Tajikistan

rank
out of 156 countries **125**
score
0.00 = imparity
1.00 = parity **0.650**



Tajikistan score
average score

Global Gender Gap Index

Economic participation and opportunity
Educational attainment
Health and survival
Political empowerment

	2006 score	2021 score
n/a	-	125 0.650
n/a	-	125 0.574
n/a	-	124 0.942
n/a	-	88 0.969
n/a	-	123 0.112

COUNTRY SCORE CARD

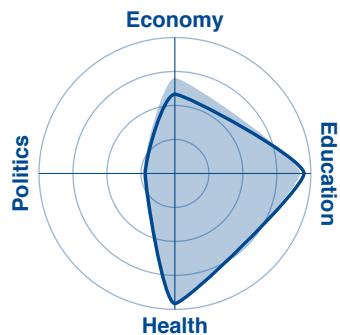
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	125	0.574	0.583				
Labour force participation rate, %	130	0.586	0.655	30.7	52.3	0.59	
Wage equality for similar work, 1-7 (best)	8	0.802	0.628	—	—	5.62	
Estimated earned income, int'l \$ 1,000	128	0.446	0.494	2.1	4.7	0.45	
Legislators, senior officials and managers, %	137	0.174	0.349	14.8	85.2	0.17	
Professional and technical workers, %	106	0.699	0.755	41.1	58.9	0.70	
Educational attainment	124	0.942	0.950				
Literacy rate, %	55	0.999	0.897	99.7	99.8	1.00	
Enrolment in primary education, %	114	0.988	0.755	96.0	97.1	0.99	
Enrolment in secondary education, %	134	0.901	0.950	78.8	87.5	0.90	
Enrolment in tertiary education, %	123	0.757	0.927	26.9	35.5	0.76	
Health and survival	88	0.969	0.957				
Sex ratio at birth, %	136	0.939	0.925	—	—	0.94	
Healthy life expectancy, years	78	1.038	1.029	63.2	60.9	1.04	
Political empowerment	123	0.112	0.218				
Women in parliament, %	80	0.312	0.312	23.8	76.2	0.31	
Women in ministerial positions, %	140	0.063	0.235	5.9	94.1	0.06	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	7.90	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	3.37	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	4.62	4.70	9.32	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	2.44	2.40	2.42	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	49.60	50.40	0.98	Education, attainment %	n/a	n/a	n/a
				Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
				Health & Welfare, attainment %	n/a	n/a	n/a
				Information & Comm. Technologies, attainment %	n/a	n/a	n/a
				Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
				Services, attainment %	n/a	n/a	n/a
				Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
				Vocational training, attainment %	n/a	n/a	n/a
				PhD graduates, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Health	female	male	value
Labour force, million people	887.5	1.32	0.40	Maternal mortality, deaths per 100,000 live births	–	–	17
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	20.3
Workers employed part-time, % of employed people	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Gender pay gap (OECD only), %	n/a	n/a	n/a	Births attended by skilled personnel, % live births	–	–	94.80
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Antenatal care, at least four visits, % women 15-49	–	–	64.20
Advancement of women to leadership roles, 1-7 (best)	–	–	5.31				
Gender parity in tech roles, 1-7 (best)	–	–	5.31				
Boards of listed companies,% board members	n/a	n/a	n/a				
Firms with female majority ownership, % firms	22.70	77.30	0.29				
Firms with female top managers, % firms	6.60	93.40	0.07				
Share of workers in informal sector, % workers	n/a	n/a	n/a				
Access to finance	female	male	value				
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00				
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1924				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	22.60	77.40	0.29				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	26.0				
Average number of children per woman	–	–	3.61				
Women's unmet demand for family planning, % women 15-49	–	–	22.90				
Right to divorce, 0-1 (worst)	–	–	0.75				
Child marriage, % women 15-19	–	–	14.30				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Tanzania

rank
out of 156 countries **82**
score
0.00 = imparity
1.00 = parity **0.707**



■ Tanzania score
— average score

Global Gender Gap Index

	2006 score	2021 score
Economic participation and opportunity	24	0.704
Educational attainment	1	0.809
Health and survival	97	0.859
Political empowerment	95	0.967
	26	0.180
	66	0.703
	127	0.921
	80	0.970
	63	0.235

COUNTRY SCORE CARD

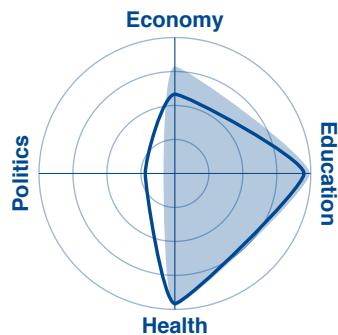
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	66	0.703	0.583				
Labour force participation rate, %	29	0.922	0.655	81.1	88.0	0.92	
Wage equality for similar work, 1-7 (best)	50	0.705	0.628	—	—	4.94	
Estimated earned income, int'l \$ 1,000	23	0.744	0.494	2.0	2.6	0.74	
Legislators, senior officials and managers, %	115	0.303	0.349	23.3	76.7	0.30	
Professional and technical workers, %	102	0.755	0.755	43.0	57.0	0.76	
Educational attainment	127	0.921	0.950				
Literacy rate, %	119	0.878	0.897	73.1	83.2	0.88	
Enrolment in primary education, %	1	1.000	0.755	82.9	79.9	1.04	
Enrolment in secondary education, %	1	1.000	0.950	27.3	25.8	1.06	
Enrolment in tertiary education, %	139	0.538	0.927	2.8	5.2	0.54	
Health and survival	80	0.970	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.97	
Healthy life expectancy, years	93	1.030	1.029	59.3	57.6	1.03	
Political empowerment	63	0.235	0.218				
Women in parliament, %	32	0.580	0.312	36.7	63.3	0.58	
Women in ministerial positions, %	88	0.222	0.235	18.2	81.8	0.22	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	64.12	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	2.70	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	29.03	28.98	58.01	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	2.98	3.03	3.00	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	50.04	49.96	1.00	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	10.20	10.27	0.50	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	2.82	1.65	1.71	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	45.36	31.02	1.46	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	–	–	3.72	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.62	Vocational training, attainment %	0.04	0.08	0.44
Gender parity in tech roles, 1-7 (best)	–	–	4.50	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	24.70	75.30	0.33	Maternal mortality, deaths per 100,000 live births	–	–	524
Firms with female top managers, % firms	14.00	86.00	0.16	Prevalence of gender violence in lifetime, % women	–	–	41.7
Share of workers in informal sector, % workers	93.00	88.70	0.95	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	63.50
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	62.20
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1959				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.8				
Average number of children per woman	–	–	4.92				
Women's unmet demand for family planning, % women 15-49	–	–	22.10				
Right to divorce, 0-1 (worst)	–	–	0.75				
Child marriage, % women 15-19	–	–	25.30				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Thailand

rank
out of 156 countries **79**
score
0.00 = imparity
1.00 = parity **0.710**



Thailand score
average score

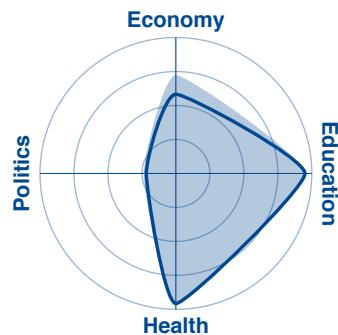
	2006 score	2021 score
Global Gender Gap Index	40	79
Economic participation and opportunity	0.683	0.787
Educational attainment	0.973	0.992
Health and survival	0.980	0.978
Political empowerment	0.058	0.084

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	22	0.787	0.583				
Labour force participation rate, %	79	0.816	0.655	66.8	81.8	0.82	
Wage equality for similar work, 1-7 (best)	14	0.782	0.628	—	—	5.47	
Estimated earned income, int'l \$ 1,000	12	0.814	0.494	16.6	20.4	0.81	
Legislators, senior officials and managers, %	64	0.541	0.349	35.1	64.9	0.54	
Professional and technical workers, %	1	1.000	0.755	56.4	43.6	1.29	
Educational attainment	74	0.992	0.950				
Literacy rate, %	90	0.971	0.897	92.4	95.2	0.97	
Enrolment in primary education, %	101	0.995	0.755	97.9	98.3	1.00	
Enrolment in secondary education, %	1	1.000	0.950	77.5	77.0	1.01	
Enrolment in tertiary education, %	1	1.000	0.927	57.8	41.1	1.41	
Health and survival	41	0.978	0.957				
Sex ratio at birth, %	127	0.942	0.925	—	—	0.94	
Healthy life expectancy, years	1	1.060	1.029	70.6	65.9	1.07	
Political empowerment	134	0.084	0.218				
Women in parliament, %	118	0.188	0.312	15.8	84.2	0.19	
Women in ministerial positions, %	148	0.000	0.235	0.0	100.0	0.00	
Years with female/male head of state (last 50)	45	0.058	0.144	2.8	47.2	0.06	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	509.2	STEMS, attainment %	14.98	44.26	0.34
GDP per capita, constant '17 intl. \$ 1000	–	–	17.10	Agri., Forestry, Fisheries & Veterinary, attainment %	2.79	3.28	0.85
Total population, million people	35.72	33.91	69.63	Arts & Humanities, attainment %	8.53	5.81	1.47
Population growth rate, %	0.35	0.21	0.29	Business, Admin. & Law, attainment %	25.30	14.38	1.76
Population sex ratio (female/male), female/male ratio	51.30	48.70	1.05	Education, attainment %	11.00	5.54	1.99
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	5.69	36.05	0.16
Labour force, million people	16.49	19.42	0.46	Health & Welfare, attainment %	6.55	2.59	2.53
Unemployed adults, % of labour force (15-64)	0.77	0.74	1.04	Information & Comm. Technologies, attainment %	3.84	5.34	0.72
Workers employed part-time, % of employed people	17.60	16.89	1.04	Natural Sci., Mathematics & Statistics, attainment %	5.45	2.87	1.90
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	5.73	4.74	1.21
Proportion of unpaid work per day, female/male ratio	–	–	3.52	Social Sci., Journalism & Information, attainment %	21.42	16.56	1.29
Advancement of women to leadership roles, 1-7 (best)	–	–	5.25	Vocational training, attainment %	4.19	6.93	0.61
Gender parity in tech roles, 1-7 (best)	–	–	5.30	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	64.40	35.60	1.81	Maternal mortality, deaths per 100,000 live births	–	–	37
Firms with female top managers, % firms	64.80	35.20	1.84	Prevalence of gender violence in lifetime, % women	–	–	44.2
Share of workers in informal sector, % workers	65.20	63.70	0.98	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.10
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	90.80
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1932				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	10.40	89.60	0.12				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.3				
Average number of children per woman	–	–	1.53				
Women's unmet demand for family planning, % women 15-49	–	–	6.20				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	17.10				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Timor-leste score

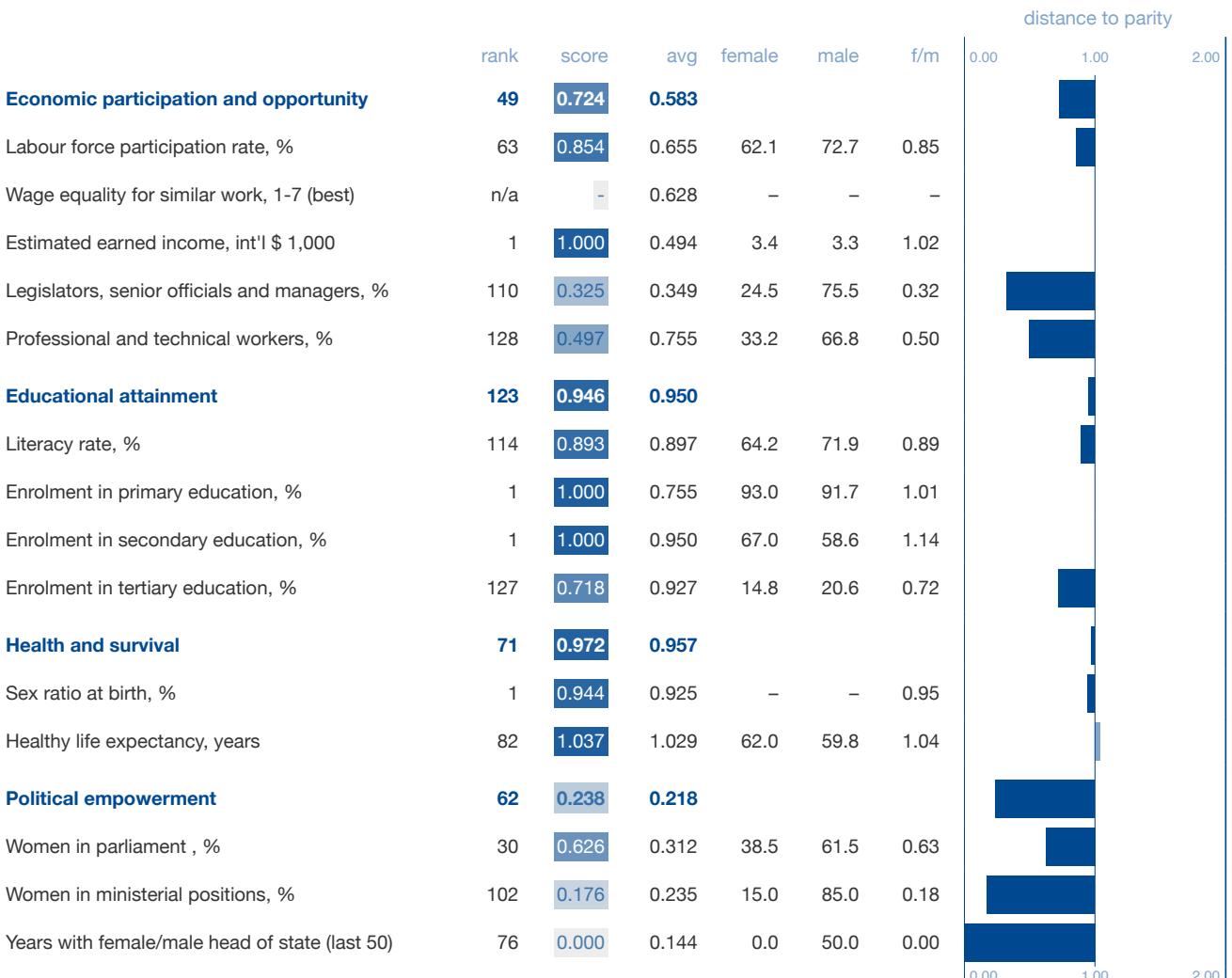
average score

Global Gender Gap Index

Economic participation and opportunity
Educational attainment
Health and survival
Political empowerment

	2006 score	2021 score
n/a	-	64 0.720
n/a	-	49 0.724
n/a	-	123 0.946
n/a	-	71 0.972
n/a	-	62 0.238

COUNTRY SCORE CARD

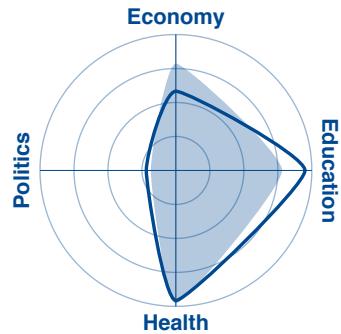


SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	1.92	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	3.81	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	640.0	654.0	1.29	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	2.07	2.03	1.97	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	49.50	50.50	0.98	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	201.1	242.8	0.45	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	6.56	n/a	n/a	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	58.60	40.21	1.46	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	–	–	1.27	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a	Vocational training, attainment %	4.21	5.72	0.74
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	64.40	35.60	1.81	Maternal mortality, deaths per 100,000 live births	–	–	142
Firms with female top managers, % firms	27.00	73.00	0.37	Prevalence of gender violence in lifetime, % women	–	–	58.8
Share of workers in informal sector, % workers	76.40	69.10	0.90	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	56.70
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.50	Antenatal care, at least four visits, % women 15-49	–	–	76.70
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1976				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.3				
Average number of children per woman	–	–	4.10				
Women's unmet demand for family planning, % women 15-49	–	–	25.30				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	8.00				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Togo

rank
out of 156 countries **105**
score
0.00 = imparity
1.00 = parity **0.683**



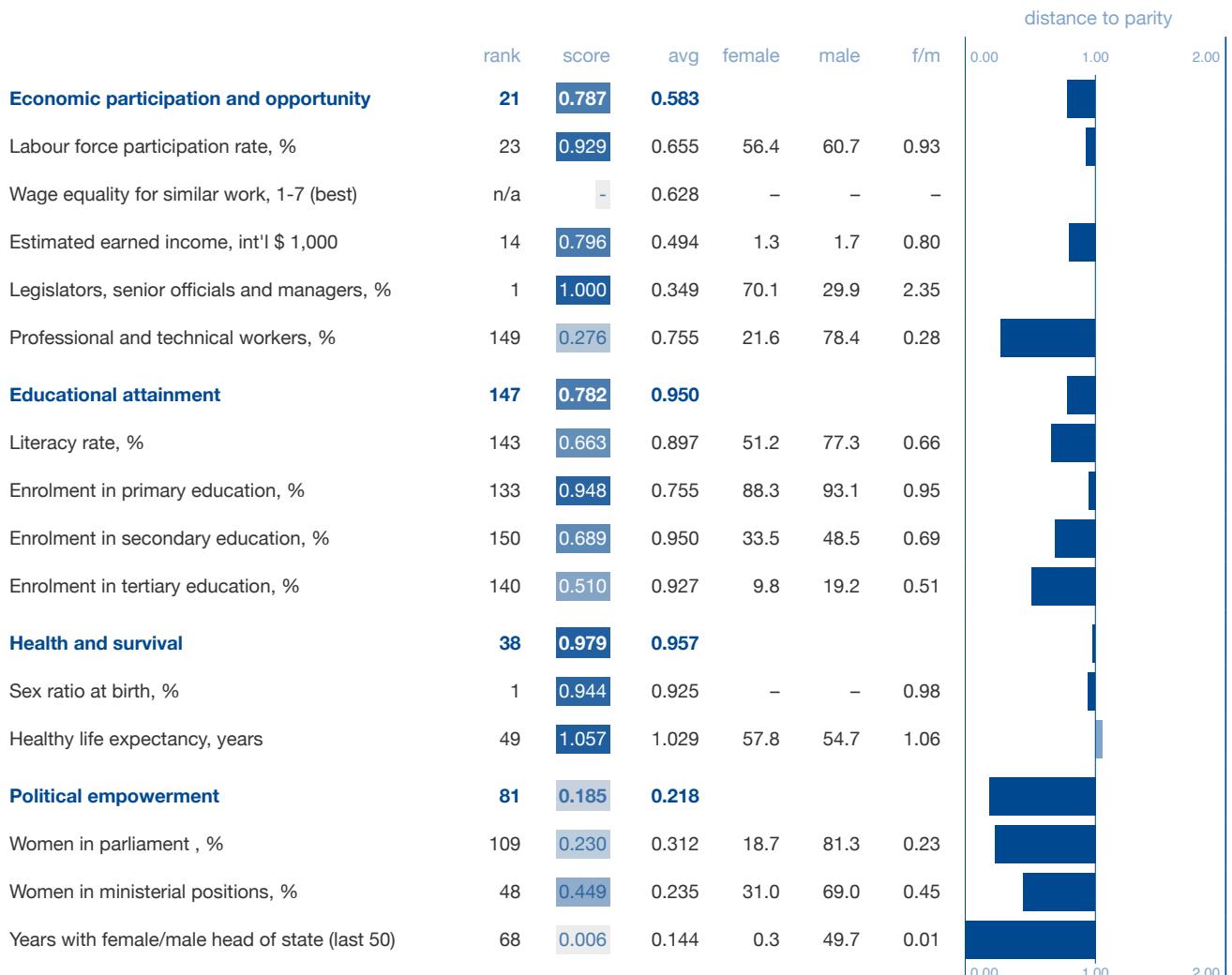
■ Togo score
— average score

Global Gender Gap Index

Economic participation and opportunity
Educational attainment
Health and survival
Political empowerment

	2006 score	2021 score	
n/a	-	105	0.683
n/a	-	21	0.787
n/a	-	147	0.782
n/a	-	38	0.979
n/a	-	81	0.185

COUNTRY SCORE CARD

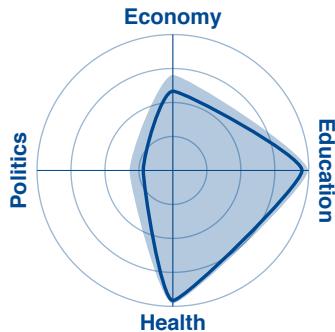


SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	5.72	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	1.55	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	4.06	4.02	8.08	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	2.42	2.50	2.45	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	50.26	49.74	1.01	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	1.08	996.6	0.52	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	2.99	5.00	0.60	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a	Vocational training, attainment %	2.20	3.02	0.73
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	25.30	74.70	0.34	Maternal mortality, deaths per 100,000 live births	–	–	396
Firms with female top managers, % firms	11.40	88.60	0.13	Prevalence of gender violence in lifetime, % women	–	–	22.1
Share of workers in informal sector, % workers	95.90	83.60	0.87	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	69.40
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	54.80
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.50				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1945				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.9				
Average number of children per woman	–	–	4.35				
Women's unmet demand for family planning, % women 15-49	–	–	33.60				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	13.80				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Trinidad and Tobago

rank
out of 156 countries **37**
score
0.00 = imparity
1.00 = parity **0.749**



Trinidad and Tobago score
average score

Global Gender Gap Index

Economic participation and opportunity
Educational attainment
Health and survival
Political empowerment

	2006 score	2021 score
45	0.680	37 0.749
56	0.614	68 0.703
30	0.996	68 0.994
1	0.980	1 0.980
46	0.130	39 0.319

COUNTRY SCORE CARD

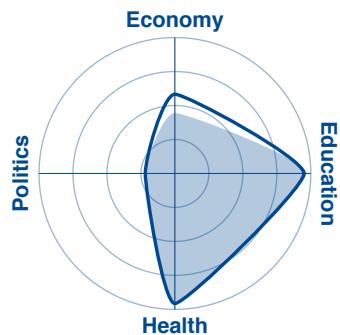
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	68	0.703	0.583				
Labour force participation rate, %	102	0.732	0.655	58.0	79.3	0.73	
Wage equality for similar work, 1-7 (best)	87	0.635	0.628	—	—	4.45	
Estimated earned income, int'l \$ 1,000	110	0.540	0.494	18.4	34.1	0.54	
Legislators, senior officials and managers, %	22	0.802	0.349	44.5	55.5	0.80	
Professional and technical workers, %	1	1.000	0.755	54.8	45.2	1.21	
Educational attainment	68	0.994	0.950				
Literacy rate, %	68	0.992	0.897	98.3	99.1	0.99	
Enrolment in primary education, %	111	0.991	0.755	94.8	95.7	0.99	
Enrolment in secondary education, %	1	1.000	0.950	51.1	48.9	1.04	
Enrolment in tertiary education, %	1	1.000	0.927	13.4	10.6	1.27	
Health and survival	1	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.96	
Healthy life expectancy, years	1	1.060	1.029	68.6	64.0	1.07	
Political empowerment	39	0.319	0.218				
Women in parliament, %	71	0.355	0.312	26.2	73.8	0.36	
Women in ministerial positions, %	37	0.499	0.235	33.3	66.7	0.50	
Years with female/male head of state (last 50)	19	0.194	0.144	8.1	41.9	0.19	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	22.72	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	24.56	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	706.0	689.0	1.40	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	0.43	0.29	0.36	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	50.61	49.39	1.02	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	261.5	359.5	0.42	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	3.22	3.31	0.97	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	7.00	6.14	1.14	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.55	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	4.55	PhD graduates, attainment %	0.18	0.29	0.62
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	45.10	54.90	0.82	Maternal mortality, deaths per 100,000 live births	–	–	67
Firms with female top managers, % firms	20.80	79.20	0.26	Prevalence of gender violence in lifetime, % women	–	–	30.2
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	100.0
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	100.0
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1946				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	40.60	59.40	0.68				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.9				
Average number of children per woman	–	–	1.73				
Women's unmet demand for family planning, % women 15-49	–	–	24.30				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	2.20				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Tunisia

rank
out of 156 countries **126**
score
0.00 = imparity
1.00 = parity **0.649**



Tunisia score
average score

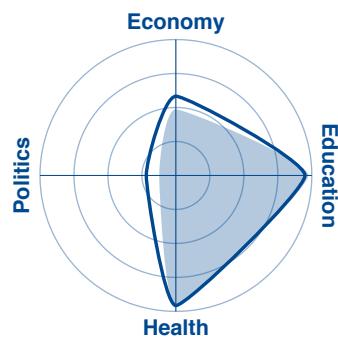
	2006 score	2021 score
Global Gender Gap Index	90	126
Economic participation and opportunity	0.629	0.445
Educational attainment	0.959	0.970
Health and survival	0.966	0.969
Political empowerment	0.110	0.212

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	144	0.445	0.583				
Labour force participation rate, %	143	0.372	0.655	28.1	75.5	0.37	
Wage equality for similar work, 1-7 (best)	85	0.648	0.628	—	—	4.54	
Estimated earned income, int'l \$ 1,000	142	0.278	0.494	4.7	16.8	0.28	
Legislators, senior officials and managers, %	138	0.173	0.349	14.8	85.2	0.17	
Professional and technical workers, %	108	0.681	0.755	40.5	59.5	0.68	
Educational attainment	108	0.970	0.950				
Literacy rate, %	126	0.839	0.897	72.2	86.1	0.84	
Enrolment in primary education, %	1	1.000	0.755	98.6	96.5	1.02	
Enrolment in secondary education, %	1	1.000	0.950	51.4	48.6	1.06	
Enrolment in tertiary education, %	1	1.000	0.927	41.2	22.8	1.81	
Health and survival	91	0.969	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	101	1.024	1.029	67.7	66.1	1.02	
Political empowerment	69	0.212	0.218				
Women in parliament, %	70	0.357	0.312	26.3	73.7	0.36	
Women in ministerial positions, %	57	0.412	0.235	29.2	70.8	0.41	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

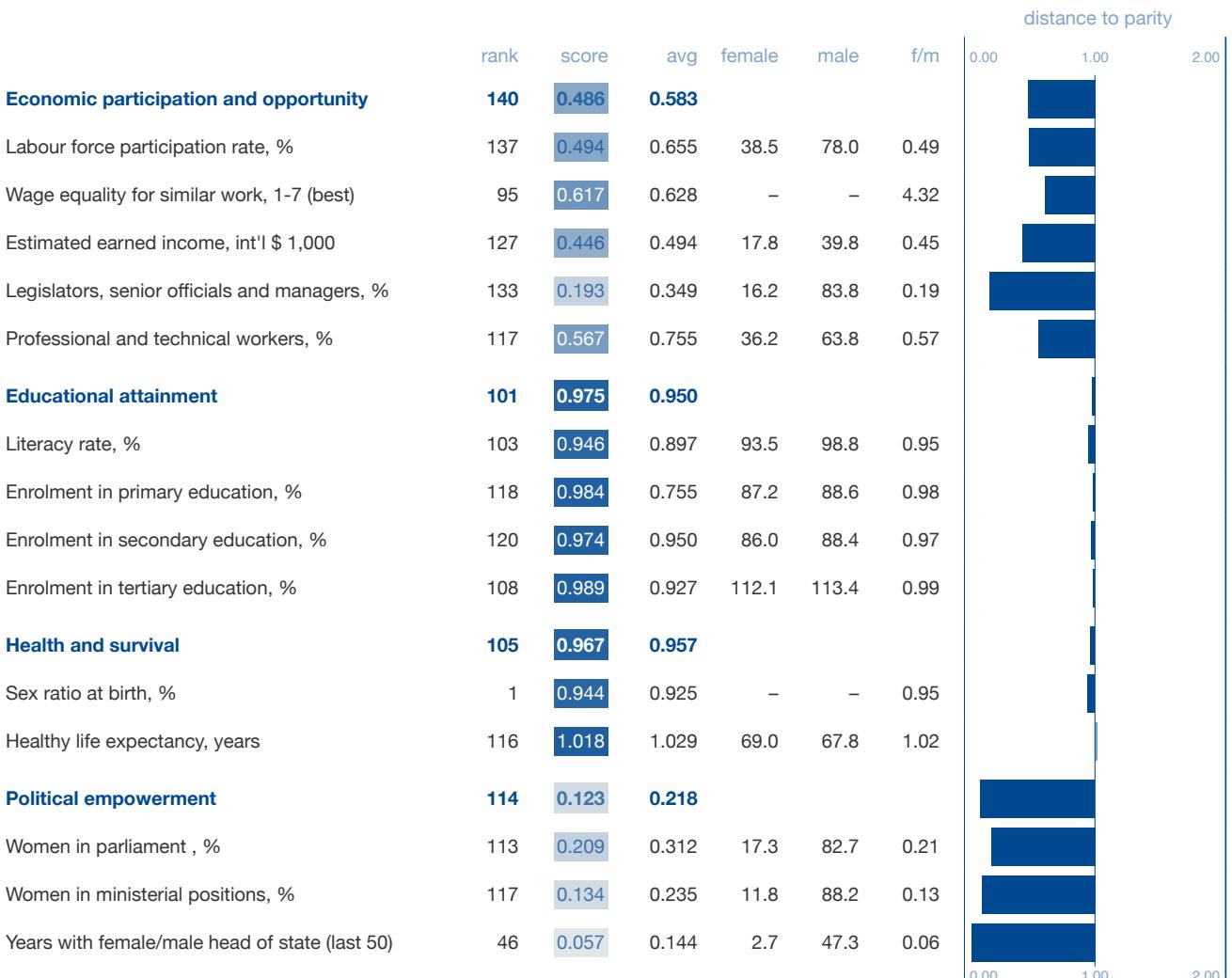
General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	39.23	STEMS, attainment %	36.46	56.28	0.65
GDP per capita, constant '17 intl. \$ 1000	–	–	9.82	Agri., Forestry, Fisheries & Veterinary, attainment %	1.70	1.15	1.47
Total population, million people	5.90	5.80	11.70	Arts & Humanities, attainment %	16.16	7.79	2.07
Population growth rate, %	1.10	1.15	1.12	Business, Admin. & Law, attainment %	24.48	18.90	1.29
Population sex ratio (female/male), female/male ratio	50.42	49.58	1.02	Education, attainment %	0.52	0.32	1.60
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	13.10	31.74	0.41
Labour force, million people	n/a	n/a	n/a	Health & Welfare, attainment %	9.99	6.30	1.59
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a	Information & Comm. Technologies, attainment %	11.73	17.93	0.65
Workers employed part-time, % of employed people	18.57	9.57	1.94	Natural Sci., Mathematics & Statistics, attainment %	11.63	6.61	1.76
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	3.64	5.28	0.69
Proportion of unpaid work per day, female/male ratio	–	–	7.49	Social Sci., Journalism & Information, attainment %	7.06	3.97	1.78
Advancement of women to leadership roles, 1-7 (best)	–	–	4.27	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	5.26	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	40.10	59.90	0.67	Maternal mortality, deaths per 100,000 live births	–	–	43
Firms with female top managers, % firms	10.40	89.60	0.12	Prevalence of gender violence in lifetime, % women	–	–	20.3
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.50
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	84.10
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1959				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	31.0				
Average number of children per woman	–	–	2.20				
Women's unmet demand for family planning, % women 15-49	–	–	7.00				
Right to divorce, 0-1 (worst)	–	–	0.75				
Child marriage, % women 15-19	–	–	3.80				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



■ Turkey score
— average score

	2006 score	2021 score
Global Gender Gap Index	105	0.585
Economic participation and opportunity	106	0.434
Educational attainment	92	0.885
Health and survival	85	0.969
Political empowerment	96	0.052
	133	0.638
	140	0.486
	101	0.975
	105	0.967
	114	0.123

COUNTRY SCORE CARD

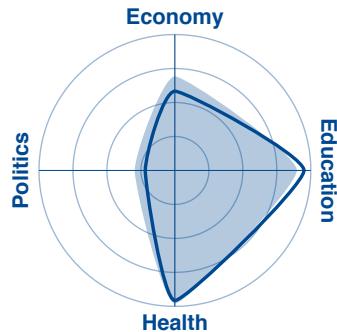


SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	649.4	STEMS, attainment %	14.24	26.01	0.55
GDP per capita, constant '17 intl. \$ 1000	–	–	26.77	Agri., Forestry, Fisheries & Veterinary, attainment %	2.29	2.87	0.80
Total population, million people	42.26	41.17	83.43	Arts & Humanities, attainment %	13.77	8.07	1.71
Population growth rate, %	1.27	1.38	1.32	Business, Admin. & Law, attainment %	36.55	39.98	0.91
Population sex ratio (female/male), female/male ratio	50.65	49.35	1.03	Education, attainment %	13.52	7.37	1.83
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	7.45	19.41	0.38
Labour force, million people	10.44	21.21	0.33	Health & Welfare, attainment %	8.88	4.25	2.09
Unemployed adults, % of labour force (15-64)	16.73	12.60	1.33	Information & Comm. Technologies, attainment %	1.59	2.94	0.54
Workers employed part-time, % of employed people	32.56	18.67	1.74	Natural Sci., Mathematics & Statistics, attainment %	5.20	3.66	1.42
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	2.91	4.74	0.61
Proportion of unpaid work per day, female/male ratio	–	–	3.64	Social Sci., Journalism & Information, attainment %	7.84	6.71	1.17
Advancement of women to leadership roles, 1-7 (best)	–	–	3.83	Vocational training, attainment %	24.35	27.30	0.89
Gender parity in tech roles, 1-7 (best)	–	–	4.50	PhD graduates, attainment %	0.34	0.51	0.67
Boards of listed companies,% board members	18.10	81.90	0.22	Health	female	male	value
Firms with female majority ownership, % firms	11.30	88.70	0.13	Maternal mortality, deaths per 100,000 live births	–	–	17
Firms with female top managers, % firms	3.90	96.10	0.04	Prevalence of gender violence in lifetime, % women	–	–	38.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	98.00
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	88.90
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1930				
Number of female heads of state to date	–	–	1				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.6				
Average number of children per woman	–	–	2.08				
Women's unmet demand for family planning, % women 15-49	–	–	5.90				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	6.70				
Length of maternity/paternity leave (days), weeks	16.00	1.00	0.06				
Wages paid during maternity/paternity leave, % annual gross wage	66.70	100.0	0.67				
Public childcare expenditure, % GDP	–	–	0.15				

Uganda

rank
out of 156 countries **66**
score
0.00 = imparity
1.00 = parity **0.717**

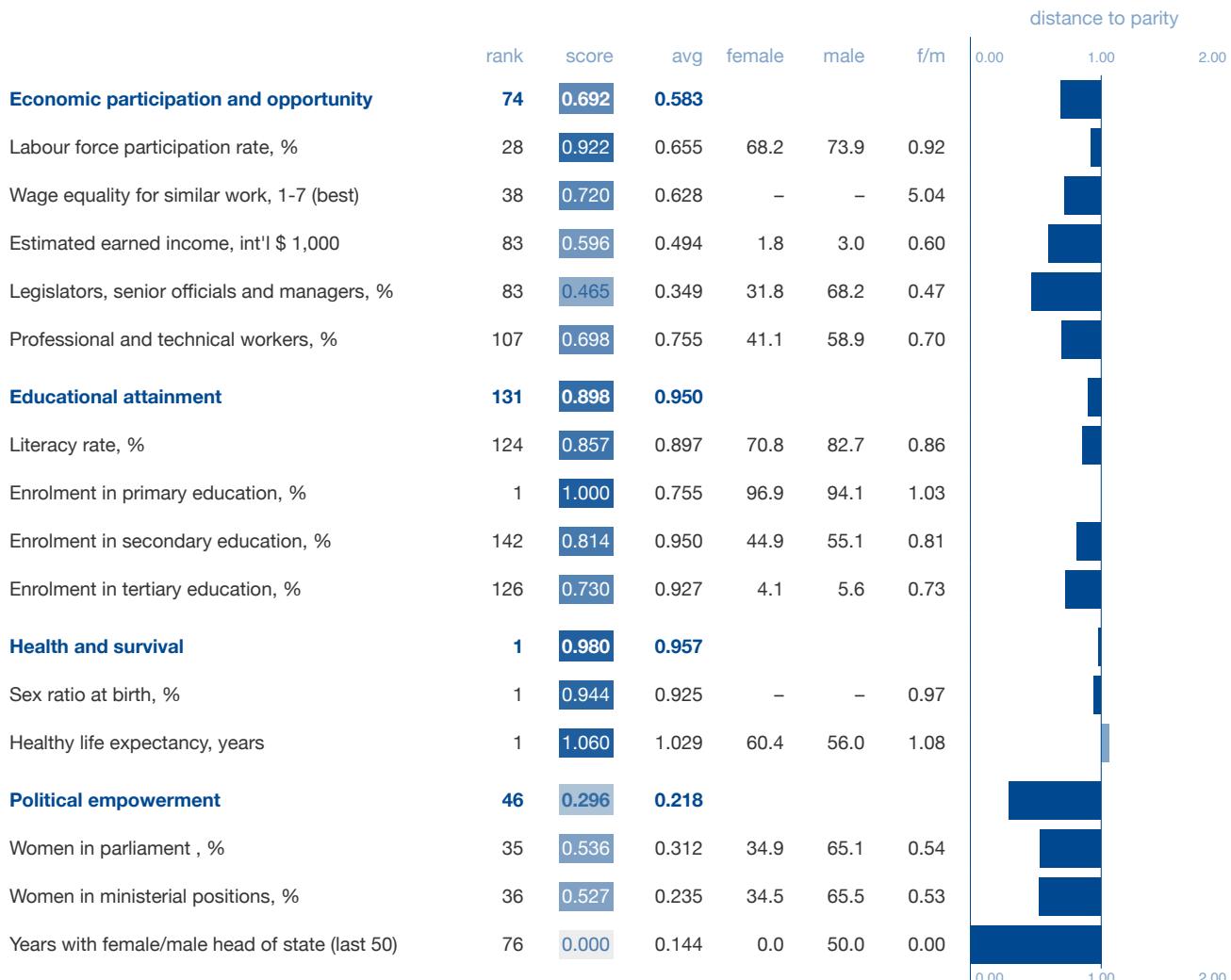


Uganda score
average score

Global Gender Gap Index

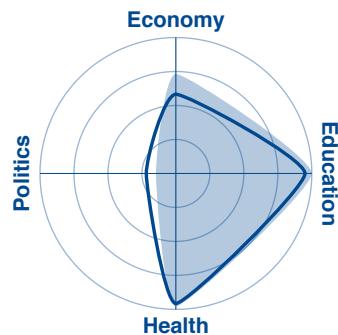
	2006 score	2021 score
Economic participation and opportunity	47 0.680	66 0.717
Educational attainment	28	74
Health and survival	98	131
Political empowerment	60	1
	22	0.980
		46
		0.296

COUNTRY SCORE CARD



SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	37.73	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	2.45	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	22.46	21.81	44.27	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	3.53	3.68	3.61	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	50.74	49.26	1.03	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	4.33	5.47	0.44	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	n/a	n/a	n/a	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	46.92	38.38	1.22	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	–	–	3.88	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.71	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	4.68	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	26.60	73.40	0.36	Maternal mortality, deaths per 100,000 live births	–	–	375
Firms with female top managers, % firms	15.40	84.60	0.18	Prevalence of gender violence in lifetime, % women	–	–	49.9
Share of workers in informal sector, % workers	90.40	88.50	0.98	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	74.20
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.75	Antenatal care, at least four visits, % women 15-49	–	–	56.70
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	1.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.50				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1962				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.8				
Average number of children per woman	–	–	5.01				
Women's unmet demand for family planning, % women 15-49	–	–	29.60				
Right to divorce, 0-1 (worst)	–	–	0.75				
Child marriage, % women 15-19	–	–	22.80				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Ukraine score
average score

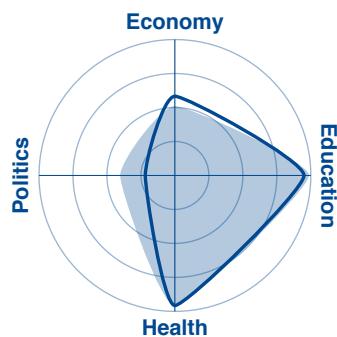
	2006 score	2021 score
Global Gender Gap Index	48	74
Economic participation and opportunity	0.680	0.732
Educational attainment	24	44
Health and survival	0.998	0.732
Political empowerment	1	27
	0.980	1.000
	97	41
	0.050	0.978
	103	103
	0.147	0.147

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	44	0.732	0.583				
Labour force participation rate, %	71	0.835	0.655	60.8	72.9	0.83	
Wage equality for similar work, 1-7 (best)	73	0.668	0.628	—	—	4.68	
Estimated earned income, int'l \$ 1,000	82	0.598	0.494	9.8	16.4	0.60	
Legislators, senior officials and managers, %	31	0.705	0.349	41.3	58.7	0.70	
Professional and technical workers, %	1	1.000	0.755	62.7	37.3	1.68	
Educational attainment	27	1.000	0.950				
Literacy rate, %	50	1.000	0.897	100.0	100.0	1.00	
Enrolment in primary education, %	1	1.000	0.755	92.7	90.7	1.02	
Enrolment in secondary education, %	1	1.000	0.950	86.1	85.3	1.01	
Enrolment in tertiary education, %	1	1.000	0.927	88.8	76.8	1.16	
Health and survival	41	0.978	0.957				
Sex ratio at birth, %	127	0.942	0.925	—	—	0.94	
Healthy life expectancy, years	1	1.060	1.029	67.8	60.6	1.12	
Political empowerment	103	0.147	0.218				
Women in parliament, %	98	0.263	0.312	20.8	79.2	0.26	
Women in ministerial positions, %	110	0.157	0.235	13.6	86.4	0.16	
Years with female/male head of state (last 50)	44	0.060	0.144	2.8	47.2	0.06	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	142.3	STEMS, attainment %	13.70	38.40	0.36
GDP per capita, constant '17 intl. \$ 1000	–	–	12.03	Agri., Forestry, Fisheries & Veterinary, attainment %	2.43	5.61	0.43
Total population, million people	23.62	20.38	43.99	Arts & Humanities, attainment %	10.71	3.57	3.00
Population growth rate, %	-0.59	-0.55	-0.57	Business, Admin. & Law, attainment %	31.61	24.72	1.28
Population sex ratio (female/male), female/male ratio	53.68	46.32	1.16	Education, attainment %	13.52	4.69	2.88
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	7.99	26.82	0.30
Labour force, million people	8.25	9.13	0.47	Health & Welfare, attainment %	13.02	4.23	3.08
Unemployed adults, % of labour force (15-64)	8.24	8.84	0.93	Information & Comm. Technologies, attainment %	1.53	8.20	0.19
Workers employed part-time, % of employed people	19.59	11.26	1.74	Natural Sci., Mathematics & Statistics, attainment %	4.18	3.38	1.24
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	4.91	13.00	0.38
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	7.65	3.20	2.39
Advancement of women to leadership roles, 1-7 (best)	–	–	4.43	Vocational training, attainment %	3.31	5.50	0.60
Gender parity in tech roles, 1-7 (best)	–	–	4.80	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	38.60	61.40	0.63	Maternal mortality, deaths per 100,000 live births	–	–	19
Firms with female top managers, % firms	17.70	82.30	0.22	Prevalence of gender violence in lifetime, % women	–	–	13.2
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.90
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	87.20
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1919				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.6				
Average number of children per woman	–	–	1.44				
Women's unmet demand for family planning, % women 15-49	–	–	4.90				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	7.20				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



United Arab Emirates score
average score

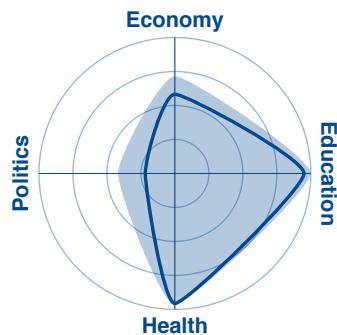
	2006 score	2021 score
Global Gender Gap Index	101	0.592
Economic participation and opportunity	109	0.403
Educational attainment	61	0.986
Health and survival	100	0.964
Political empowerment	112	0.015
	72	0.716

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	135	0.510	0.583				
Labour force participation rate, %	133	0.562	0.655	52.9	94.1	0.56	
Wage equality for similar work, 1-7 (best)	12	0.790	0.628	—	—	5.53	
Estimated earned income, int'l \$ 1,000	136	0.358	0.494	27.2	76.0	0.36	
Legislators, senior officials and managers, %	120	0.274	0.349	21.5	78.5	0.27	
Professional and technical workers, %	148	0.279	0.755	21.8	78.2	0.28	
Educational attainment	89	0.987	0.950				
Literacy rate, %	1	1.000	0.897	95.1	92.6	1.03	
Enrolment in primary education, %	1	1.000	0.755	86.8	84.4	1.03	
Enrolment in secondary education, %	131	0.949	0.950	90.3	95.2	0.95	
Enrolment in tertiary education, %	n/a	—	0.927	—	—	—	
Health and survival	130	0.963	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.96	
Healthy life expectancy, years	138	1.006	1.029	66.2	65.8	1.01	
Political empowerment	24	0.403	0.218				
Women in parliament, %	1	1.000	0.312	50.0	50.0	1.00	
Women in ministerial positions, %	62	0.376	0.235	27.3	72.7	0.38	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	353.9	STEMS, attainment %	22.21	33.67	0.66
GDP per capita, constant '17 intl. \$ 1000	–	–	55.31	Agri., Forestry, Fisheries & Veterinary, attainment %	0.19	0.05	3.95
Total population, million people	3.00	6.77	9.77	Arts & Humanities, attainment %	9.93	2.29	4.34
Population growth rate, %	1.80	1.30	1.45	Business, Admin. & Law, attainment %	40.05	56.63	0.71
Population sex ratio (female/male), female/male ratio	30.74	69.26	0.44	Education, attainment %	4.95	0.49	10.06
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	12.68	27.31	0.46
Labour force, million people	1.86	5.64	0.25	Health & Welfare, attainment %	11.00	2.76	3.99
Unemployed adults, % of labour force (15-64)	5.12	1.29	3.97	Information & Comm. Technologies, attainment %	6.80	5.89	1.16
Workers employed part-time, % of employed people	3.94	2.23	1.77	Natural Sci., Mathematics & Statistics, attainment %	2.73	0.48	5.68
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	0.89	0.53	1.66
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	10.71	3.36	3.19
Advancement of women to leadership roles, 1-7 (best)	–	–	5.65	Vocational training, attainment %	0.47	0.45	1.05
Gender parity in tech roles, 1-7 (best)	–	–	5.28	PhD graduates, attainment %	0.57	1.02	0.55
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	3
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.90
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	2006				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.7				
Average number of children per woman	–	–	1.42				
Women's unmet demand for family planning, % women 15-49	–	–	18.00				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	6.80				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



United Kingdom score

average score

	2006 score	2021 score
Global Gender Gap Index	9 0.736	23 0.775
Economic participation and opportunity	37	55
Educational attainment	1	40
Health and survival	63	110
Political empowerment	12	23
	0.664	0.716
	1.000	0.999
	0.974	0.966
	0.307	0.419

COUNTRY SCORE CARD

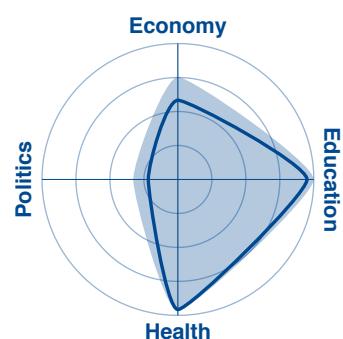
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	55	0.716	0.583				
Labour force participation rate, %	44	0.893	0.655	73.6	82.4	0.89	
Wage equality for similar work, 1-7 (best)	75	0.664	0.628	—	—	4.65	
Estimated earned income, int'l \$ 1,000	91	0.583	0.494	34.6	59.3	0.58	
Legislators, senior officials and managers, %	52	0.583	0.349	36.8	63.2	0.58	
Professional and technical workers, %	81	0.961	0.755	49.0	51.0	0.96	
Educational attainment	40	0.999	0.950				
Literacy rate, %	1	1.000	0.897	—	—	—	
Enrolment in primary education, %	91	0.997	0.755	99.4	99.6	1.00	
Enrolment in secondary education, %	1	1.000	0.950	97.2	97.0	1.00	
Enrolment in tertiary education, %	1	1.000	0.927	69.4	51.0	1.36	
Health and survival	110	0.966	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	121	1.014	1.029	70.6	69.6	1.01	
Political empowerment	23	0.419	0.218				
Women in parliament, %	36	0.513	0.312	33.9	66.1	0.51	
Women in ministerial positions, %	69	0.312	0.235	23.8	76.2	0.31	
Years with female/male head of state (last 50)	8	0.413	0.144	14.6	35.4	0.41	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	2.64k	STEMS, attainment %	17.53	38.08	0.46
GDP per capita, constant '17 intl. \$ 1000	–	–	41.90	Agri., Forestry, Fisheries & Veterinary, attainment %	1.11	0.80	1.39
Total population, million people	34.18	33.35	67.53	Arts & Humanities, attainment %	17.00	13.18	1.29
Population growth rate, %	0.54	0.62	0.58	Business, Admin. & Law, attainment %	20.69	23.85	0.87
Population sex ratio (female/male), female/male ratio	50.61	49.39	1.02	Education, attainment %	12.27	5.22	2.35
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	3.75	16.35	0.23
Labour force, million people	15.47	17.16	0.47	Health & Welfare, attainment %	17.70	7.73	2.29
Unemployed adults, % of labour force (15-64)	3.61	4.02	0.90	Information & Comm. Technologies, attainment %	1.23	6.82	0.18
Workers employed part-time, % of employed people	56.23	27.56	2.04	Natural Sci., Mathematics & Statistics, attainment %	12.55	14.91	0.84
Gender pay gap (OECD only), %	–	–	16.01	Services, attainment %	0.06	0.10	0.55
Proportion of unpaid work per day, female/male ratio	–	–	1.83	Social Sci., Journalism & Information, attainment %	12.97	10.44	1.24
Advancement of women to leadership roles, 1-7 (best)	–	–	4.81	Vocational training, attainment %	18.11	20.47	0.88
Gender parity in tech roles, 1-7 (best)	–	–	4.49	PhD graduates, attainment %	0.82	1.19	0.69
Boards of listed companies,% board members	32.60	67.40	0.48	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	7
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	29.0
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	n/a	n/a	n/a
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	n/a	n/a	n/a
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1918				
Number of female heads of state to date	–	–	2				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	26.80	73.20	0.37				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.4				
Average number of children per woman	–	–	1.75				
Women's unmet demand for family planning, % women 15-49	–	–	6.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	3.00				
Length of maternity/paternity leave (days), weeks	39.00	2.00	0.05				
Wages paid during maternity/paternity leave, % annual gross wage	30.09	19.20	1.57				
Public childcare expenditure, % GDP	–	–	0.65				



	2006 score	2021 score
Global Gender Gap Index	23	30
Economic participation and opportunity	0.704	0.754
Educational attainment	30	36
Health and survival	0.982	1.000
Political empowerment	1	87
	0.980	0.970
	0.097	0.329



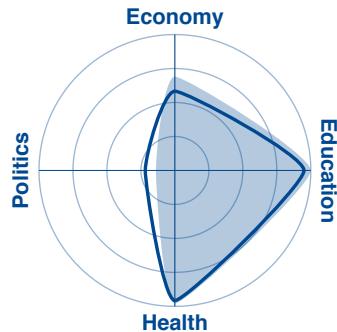
United States score
average score

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	30	0.754	0.583				
Labour force participation rate, %	61	0.867	0.655	67.9	78.3	0.87	
Wage equality for similar work, 1-7 (best)	74	0.668	0.628	—	—	4.68	
Estimated earned income, int'l \$ 1,000	60	0.654	0.494	47.3	72.3	0.65	
Legislators, senior officials and managers, %	29	0.731	0.349	42.2	57.8	0.73	
Professional and technical workers, %	1	1.000	0.755	54.5	45.5	1.20	
Educational attainment	36	1.000	0.950				
Literacy rate, %	1	1.000	0.897	—	—	—	
Enrolment in primary education, %	79	0.999	0.755	94.6	94.7	1.00	
Enrolment in secondary education, %	1	1.000	0.950	93.0	91.9	1.01	
Enrolment in tertiary education, %	1	1.000	0.927	102.0	75.0	1.36	
Health and survival	87	0.970	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.96	
Healthy life expectancy, years	99	1.028	1.029	67.0	65.2	1.03	
Political empowerment	37	0.329	0.218				
Women in parliament, %	60	0.376	0.312	27.3	72.7	0.38	
Women in ministerial positions, %	14	0.859	0.235	46.2	53.8	0.86	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	
				0.00	1.00	2.00	
				0.00	1.00	2.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	20.81k	STEMS, attainment %	10.43	28.44	0.37
GDP per capita, constant '17 intl. \$ 1000	–	–	59.65	Agri., Forestry, Fisheries & Veterinary, attainment %	0.79	1.02	0.77
Total population, million people	166.24	162.83	329.07	Arts & Humanities, attainment %	20.20	18.88	1.07
Population growth rate, %	0.60	0.60	0.60	Business, Admin. & Law, attainment %	16.69	22.97	0.73
Population sex ratio (female/male), female/male ratio	50.52	49.48	1.02	Education, attainment %	9.04	3.54	2.56
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	2.42	13.25	0.18
Labour force, million people	70.79	79.33	0.47	Health & Welfare, attainment %	23.71	7.61	3.12
Unemployed adults, % of labour force (15-64)	8.35	7.87	1.06	Information & Comm. Technologies, attainment %	1.53	6.95	0.22
Workers employed part-time, % of employed people	34.18	22.51	1.52	Natural Sci., Mathematics & Statistics, attainment %	6.47	8.24	0.79
Gender pay gap (OECD only), %	–	–	18.47	Services, attainment %	5.72	7.50	0.76
Proportion of unpaid work per day, female/male ratio	–	–	1.59	Social Sci., Journalism & Information, attainment %	13.43	10.04	1.34
Advancement of women to leadership roles, 1-7 (best)	–	–	4.98	Vocational training, attainment %	1.51	1.06	1.43
Gender parity in tech roles, 1-7 (best)	–	–	5.04	PhD graduates, attainment %	1.64	2.45	0.67
Boards of listed companies,% board members	26.10	73.90	0.35	Health	female	male	value
Firms with female majority ownership, % firms	n/a	n/a	n/a	Maternal mortality, deaths per 100,000 live births	–	–	19
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	–	–	35.6
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.10
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	96.60
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1920				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	25.00	75.00	0.33				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.3				
Average number of children per woman	–	–	1.78				
Women's unmet demand for family planning, % women 15-49	–	–	9.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	2.10				
Length of maternity/paternity leave (days), weeks	0.00	0.00	0.00				
Wages paid during maternity/paternity leave, % annual gross wage	0.00	0.00	0.00				
Public childcare expenditure, % GDP	–	–	0.33				



Uruguay score
average score

	2006 score	2021 score
Global Gender Gap Index	66	85
Economic participation and opportunity	0.655	0.702
Educational attainment	0.611	0.690
Health and survival	0.991	1.000
Political empowerment	1	1
	0.980	0.980
	0.039	0.140

COUNTRY SCORE CARD

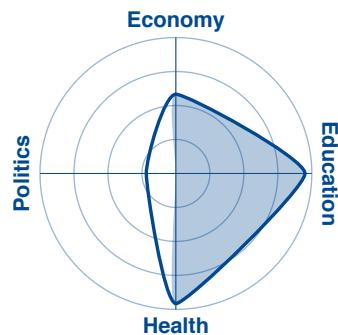
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	76	0.690	0.583				
Labour force participation rate, %	74	0.825	0.655	68.1	82.6	0.83	
Wage equality for similar work, 1-7 (best)	98	0.614	0.628	—	—	4.30	
Estimated earned income, int'l \$ 1,000	75	0.612	0.494	16.2	26.5	0.61	
Legislators, senior officials and managers, %	67	0.528	0.349	34.6	65.5	0.53	
Professional and technical workers, %	1	1.000	0.755	55.5	44.5	1.25	
Educational attainment	29	1.000	0.950				
Literacy rate, %	1	1.000	0.897	99.0	98.4	1.01	
Enrolment in primary education, %	74	1.000	0.755	96.6	96.7	1.00	
Enrolment in secondary education, %	1	1.000	0.950	91.1	85.4	1.07	
Enrolment in tertiary education, %	1	1.000	0.927	58.0	34.5	1.68	
Health and survival	1	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	1	1.060	1.029	69.5	65.4	1.06	
Political empowerment	107	0.140	0.218				
Women in parliament, %	79	0.319	0.312	24.2	75.8	0.32	
Women in ministerial positions, %	106	0.167	0.235	14.3	85.7	0.17	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	54.14	STEMS, attainment %	12.19	26.40	0.46
GDP per capita, constant '17 intl. \$ 1000	–	–	20.19	Agri., Forestry, Fisheries & Veterinary, attainment %	2.33	6.01	0.39
Total population, million people	1.79	1.67	3.46	Arts & Humanities, attainment %	3.84	3.65	1.05
Population growth rate, %	0.34	0.42	0.38	Business, Admin. & Law, attainment %	24.53	24.77	0.99
Population sex ratio (female/male), female/male ratio	51.70	48.30	1.07	Education, attainment %	18.28	5.54	3.30
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	8.17	16.35	0.50
Labour force, million people	751.4	881.4	0.46	Health & Welfare, attainment %	22.67	11.16	2.03
Unemployed adults, % of labour force (15-64)	11.57	7.87	1.47	Information & Comm. Technologies, attainment %	1.00	7.92	0.13
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	3.02	2.13	1.42
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	3.54	15.06	0.23
Proportion of unpaid work per day, female/male ratio	–	–	2.32	Social Sci., Journalism & Information, attainment %	12.62	7.40	1.70
Advancement of women to leadership roles, 1-7 (best)	–	–	4.25	Vocational training, attainment %	8.60	12.80	0.67
Gender parity in tech roles, 1-7 (best)	–	–	4.67	PhD graduates, attainment %	0.06	0.06	1.03
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	37.00	63.00	0.59	Maternal mortality, deaths per 100,000 live births	–	–	17
Firms with female top managers, % firms	10.60	89.40	0.12	Prevalence of gender violence in lifetime, % women	–	–	14.8
Share of workers in informal sector, % workers	23.40	24.60	1.05	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	100.0
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	76.80
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1932				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	29.00	71.00	0.41				
Right to equal justice, 0-1 (worst)	–	–	0.25				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.8				
Average number of children per woman	–	–	1.98				
Women's unmet demand for family planning, % women 15-49	–	–	7.00				
Right to divorce, 0-1 (worst)	–	–	0.00				
Child marriage, % women 15-19	–	–	12.00				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Vanuatu

rank
out of 156 countries **141**
score
0.00 = imparity
1.00 = parity **0.625**



Vanuatu score
average score

Global Gender Gap Index

Economic participation and opportunity
Educational attainment
Health and survival
Political empowerment

	2006 score	2021 score
n/a	-	141 0.625
n/a	-	124 0.576
n/a	-	122 0.947
n/a	-	61 0.975
n/a	-	155 0.000

COUNTRY SCORE CARD

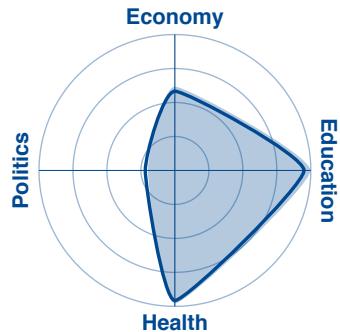
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	124	0.576	0.583				
Labour force participation rate, %	91	0.776	0.655	61.7	79.5	0.78	
Wage equality for similar work, 1-7 (best)	n/a	-	0.628	-	-	-	
Estimated earned income, int'l \$ 1,000	94	0.575	0.494	2.0	3.5	0.57	
Legislators, senior officials and managers, %	117	0.283	0.349	22.1	77.9	0.28	
Professional and technical workers, %	115	0.611	0.755	37.9	62.1	0.61	
Educational attainment	122	0.947	0.950				
Literacy rate, %	84	0.982	0.897	86.7	88.3	0.98	
Enrolment in primary education, %	1	1.000	0.755	80.6	79.1	1.02	
Enrolment in secondary education, %	1	1.000	0.950	49.8	48.1	1.04	
Enrolment in tertiary education, %	136	0.589	0.927	3.5	5.9	0.59	
Health and survival	61	0.975	0.957				
Sex ratio at birth, %	133	0.940	0.925	-	-	0.94	
Healthy life expectancy, years	56	1.053	1.029	59.4	56.4	1.05	
Political empowerment	155	0.000	0.218				
Women in parliament, %	155	0.000	0.312	0.0	100.0	0.00	
Women in ministerial positions, %	148	0.000	0.235	0.0	100.0	0.00	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	0.86	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	2.51	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	148.0	152.0	300.0	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	2.78	2.70	2.39	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	49.33	50.67	0.97	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	42.17	50.17	0.46	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	n/a	2.19	n/a	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	n/a	n/a	n/a	Vocational training, attainment %	0.67	0.69	0.97
Gender parity in tech roles, 1-7 (best)	n/a	n/a	n/a	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	51.40	48.60	1.06	Maternal mortality, deaths per 100,000 live births	–	–	72
Firms with female top managers, % firms	n/a	n/a	n/a	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	n/a	n/a	n/a
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	89.40
Right to hold a bank account & get credit, 0-1 (worst)	n/a	n/a	n/a	Antenatal care, at least four visits, % women 15-49	–	–	51.80
Inheritance rights for daughters, 0-1 (worst)	n/a	n/a	n/a				
Women's access to land use, control & ownership, 0- 1 (worst)	n/a	n/a	n/a				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	n/a	n/a	n/a				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1975				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	n/a	n/a	n/a				
Right to travel outside the country, 0-1 (worst)	n/a	n/a	n/a				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	29.3				
Average number of children per woman	–	–	3.80				
Women's unmet demand for family planning, % women 15-49	n/a	n/a	n/a				
Right to divorce, 0-1 (worst)	n/a	n/a	n/a				
Child marriage, % women 15-19	n/a	n/a	n/a				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Venezuela

rank
out of 156 countries **91**
score
0.00 = imparity
1.00 = parity **0.699**



■ Venezuela score
— average score

Global Gender Gap Index

	2006 score	2021 score
Economic participation and opportunity	57	0.666
Educational attainment	66	0.600
Health and survival	62	0.986
Political empowerment	71	0.973
	57	0.107
	77	0.199

COUNTRY SCORE CARD

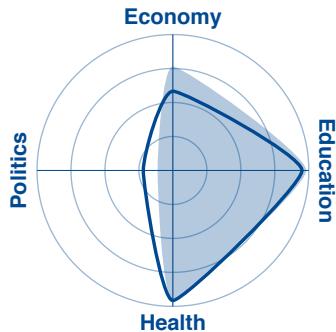
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	112	0.617	0.583				
Labour force participation rate, %	131	0.586	0.655	46.4	79.2	0.59	
Wage equality for similar work, 1-7 (best)	66	0.682	0.628	—	—	4.77	
Estimated earned income, int'l \$ 1,000	129	0.432	0.494	4.3	9.9	0.43	
Legislators, senior officials and managers, %	78	0.487	0.349	32.8	67.2	0.49	
Professional and technical workers, %	1	1.000	0.755	66.4	33.6	1.97	
Educational attainment	43	0.998	0.950				
Literacy rate, %	1	1.000	0.897	97.2	97.0	1.00	
Enrolment in primary education, %	93	0.997	0.755	87.2	87.5	1.00	
Enrolment in secondary education, %	1	1.000	0.950	76.8	69.8	1.10	
Enrolment in tertiary education, %	1	1.000	0.927	100.3	59.4	1.69	
Health and survival	1	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	1	1.060	1.029	67.1	61.9	1.08	
Political empowerment	77	0.199	0.218				
Women in parliament, %	89	0.285	0.312	22.2	77.8	0.29	
Women in ministerial positions, %	48	0.449	0.235	31.0	69.0	0.45	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	48.61	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	5.26	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	14.47	14.05	28.52	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	-1.06	-1.51	-1.28	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	50.75	49.25	1.03	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	6.01	8.66	0.41	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	6.06	4.62	1.31	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	20.96	8.73	2.40	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.40	Vocational training, attainment %	1.99	2.06	0.97
Gender parity in tech roles, 1-7 (best)	–	–	4.76	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	30.70	69.30	0.44	Maternal mortality, deaths per 100,000 live births	–	–	125
Firms with female top managers, % firms	31.10	68.90	0.45	Prevalence of gender violence in lifetime, % women	n/a	n/a	n/a
Share of workers in informal sector, % workers	n/a	n/a	n/a	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	99.10
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	83.80
Inheritance rights for daughters, 0-1 (worst)	–	–	0.00				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.00				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1946				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	Yes				
Party membership quotas, voluntary, Yes/no	n/a	n/a	No				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	26.4				
Average number of children per woman	–	–	2.28				
Women's unmet demand for family planning, % women 15-49	–	–	11.00				
Right to divorce, 0-1 (worst)	–	–	0.75				
Child marriage, % women 15-19	–	–	16.40				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Viet Nam

rank
out of 156 countries **87**
score
0.00 = imparity
1.00 = parity **0.701**



Viet Nam score
average score

Global Gender Gap Index

Economic participation and opportunity
Educational attainment
Health and survival
Political empowerment

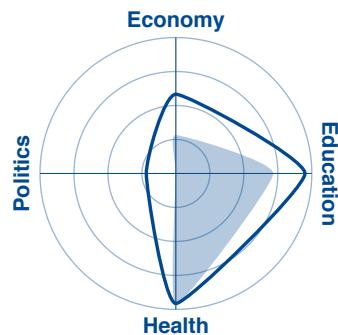
	2006 score	2021 score
n/a	-	87 0.701
n/a	-	26 0.765
n/a	-	94 0.982
n/a	-	152 0.945
n/a	-	121 0.113

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	26	0.765	0.583				
Labour force participation rate, %	30	0.920	0.655	79.6	86.5	0.92	
Wage equality for similar work, 1-7 (best)	33	0.729	0.628	-	-	5.10	
Estimated earned income, int'l \$ 1,000	11	0.819	0.494	9.2	11.2	0.82	
Legislators, senior officials and managers, %	104	0.357	0.349	26.3	73.7	0.36	
Professional and technical workers, %	1	1.000	0.755	52.7	47.3	1.11	
Educational attainment	94	0.982	0.950				
Literacy rate, %	91	0.970	0.897	93.6	96.5	0.97	
Enrolment in primary education, %	n/a	-	0.755	-	-	-	
Enrolment in secondary education, %	n/a	-	0.952	-	-	-	
Enrolment in tertiary education, %	1	1.000	0.927	31.7	25.5	1.24	
Health and survival	152	0.945	0.957				
Sex ratio at birth, %	154	0.894	0.925	-	-	0.89	
Healthy life expectancy, years	1	1.060	1.029	68.3	62.4	1.09	
Political empowerment	121	0.113	0.218				
Women in parliament , %	65	0.364	0.312	26.7	73.3	0.36	
Women in ministerial positions, %	148	0.000	0.235	0.0	100.0	0.00	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	340.6	STEMS, attainment %	15.38	31.19	0.49
GDP per capita, constant '17 intl. \$ 1000	–	–	10.18	Agri., Forestry, Fisheries & Veterinary, attainment %	4.44	4.60	0.97
Total population, million people	48.31	48.15	96.46	Arts & Humanities, attainment %	4.16	3.72	1.12
Population growth rate, %	0.93	0.99	0.96	Business, Admin. & Law, attainment %	32.32	25.62	1.26
Population sex ratio (female/male), female/male ratio	50.08	49.92	1.00	Education, attainment %	30.58	19.93	1.53
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	13.73	27.18	0.50
Labour force, million people	22.81	26.49	0.46	Health & Welfare, attainment %	6.58	5.39	1.22
Unemployed adults, % of labour force (15-64)	2.91	2.06	1.41	Information & Comm. Technologies, attainment %	1.01	3.28	0.31
Workers employed part-time, % of employed people	23.19	18.64	1.24	Natural Sci., Mathematics & Statistics, attainment %	0.64	0.73	0.88
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	2.30	5.18	0.44
Proportion of unpaid work per day, female/male ratio	–	–	1.48	Social Sci., Journalism & Information, attainment %	4.09	3.57	1.15
Advancement of women to leadership roles, 1-7 (best)	–	–	4.68	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	4.66	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	51.10	48.90	1.04	Maternal mortality, deaths per 100,000 live births	–	–	43
Firms with female top managers, % firms	22.40	77.60	0.29	Prevalence of gender violence in lifetime, % women	–	–	34.4
Share of workers in informal sector, % workers	63.00	70.50	1.12	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.00
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	93.80
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	73.70
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1946				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.00				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	27.6				
Average number of children per woman	–	–	2.06				
Women's unmet demand for family planning, % women 15-49	–	–	6.60				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	10.30				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



Yemen score
average score

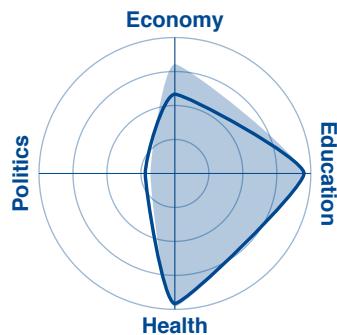
	2006 score	2021 score
Global Gender Gap Index	115	0.459
Economic participation and opportunity	114	0.253
Educational attainment	114	0.598
Health and survival	48	0.979
Political empowerment	113	0.008
	155	0.492
	154	0.282
	152	0.717
	95	0.968
	154	0.001

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	154	0.282	0.583				0.00 1.00 2.00
Labour force participation rate, %	156	0.087	0.655	6.3	72.2	0.09	
Wage equality for similar work, 1-7 (best)	48	0.706	0.628	—	—	4.94	
Estimated earned income, int'l \$ 1,000	154	0.065	0.494	0.2	3.7	0.07	
Legislators, senior officials and managers, %	151	0.043	0.349	4.1	95.9	0.04	
Professional and technical workers, %	152	0.205	0.755	17.0	83.0	0.20	
Educational attainment	152	0.717	0.950				
Literacy rate, %	153	0.478	0.897	35.0	73.2	0.48	
Enrolment in primary education, %	141	0.880	0.755	78.7	89.4	0.88	
Enrolment in secondary education, %	148	0.735	0.950	40.2	54.7	0.73	
Enrolment in tertiary education, %	144	0.440	0.927	6.2	14.0	0.44	
Health and survival	95	0.968	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.95	
Healthy life expectancy, years	105	1.023	1.029	58.2	56.9	1.02	
Political empowerment	154	0.001	0.218				
Women in parliament, %	154	0.003	0.312	0.3	99.7	0.00	
Women in ministerial positions, %	148	0.000	0.235	0.0	100.0	0.00	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	20.95	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	1.83	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	14.47	14.69	29.16	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	2.34	2.31	2.33	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	49.62	50.38	0.98	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	392.7	4.32	0.08	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	26.39	12.67	2.08	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	2.14	1.05	2.04	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	3.44	Vocational training, attainment %	0.02	0.39	0.06
Gender parity in tech roles, 1-7 (best)	–	–	4.11	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	6.60	93.40	0.07	Maternal mortality, deaths per 100,000 live births	–	–	164
Firms with female top managers, % firms	1.60	98.40	0.02	Prevalence of gender violence in lifetime, % women	–	–	67.0
Share of workers in informal sector, % workers	82.20	77.10	0.94	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	44.70
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.00	Antenatal care, at least four visits, % women 15-49	–	–	25.10
Inheritance rights for daughters, 0-1 (worst)	–	–	1.00				
Women's access to land use, control & ownership, 0- 1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1967				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	2.70	97.30	0.03				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	1.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	30.0				
Average number of children per woman	–	–	3.84				
Women's unmet demand for family planning, % women 15-49	–	–	28.70				
Right to divorce, 0-1 (worst)	–	–	1.00				
Child marriage, % women 15-19	–	–	17.20				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				



— Zambia score
— average score

	2006 score	2021 score
Global Gender Gap Index	85	56
Economic participation and opportunity	0.636	0.726
Educational attainment	0.602	0.804
Health and survival	0.843	0.938
Political empowerment	0.963	1.00
	0.135	0.180

COUNTRY SCORE CARD

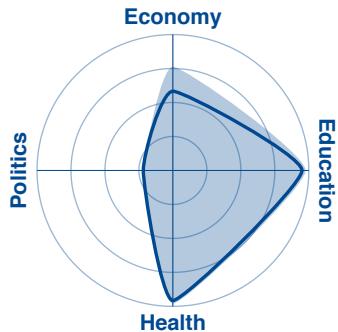
	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	14	0.804	0.583				
Labour force participation rate, %	38	0.901	0.655	71.3	79.1	0.90	
Wage equality for similar work, 1-7 (best)	18	0.762	0.628	—	—	5.33	
Estimated earned income, int'l \$ 1,000	5	0.973	0.494	3.4	3.5	0.97	
Legislators, senior officials and managers, %	33	0.679	0.349	40.5	59.5	0.68	
Professional and technical workers, %	116	0.593	0.755	37.2	62.8	0.59	
Educational attainment	125	0.938	0.950				
Literacy rate, %	109	0.917	0.897	83.1	90.6	0.92	
Enrolment in primary education, %	1	1.000	0.755	84.9	81.4	1.04	
Enrolment in secondary education, %	n/a	—	0.952	—	—	—	
Enrolment in tertiary education, %	124	0.737	0.927	3.5	4.8	0.74	
Health and survival	1	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.97	
Healthy life expectancy, years	1	1.060	1.029	56.3	52.5	1.07	
Political empowerment	84	0.180	0.218				
Women in parliament, %	116	0.202	0.312	16.8	83.2	0.20	
Women in ministerial positions, %	39	0.477	0.235	32.3	67.7	0.48	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	18.91	STEMS, attainment %	n/a	n/a	n/a
GDP per capita, constant '17 intl. \$ 1000	–	–	3.12	Agri., Forestry, Fisheries & Veterinary, attainment %	n/a	n/a	n/a
Total population, million people	9.02	8.84	17.86	Arts & Humanities, attainment %	n/a	n/a	n/a
Population growth rate, %	2.93	2.95	2.93	Business, Admin. & Law, attainment %	n/a	n/a	n/a
Population sex ratio (female/male), female/male ratio	50.49	49.51	1.02	Education, attainment %	n/a	n/a	n/a
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	n/a	n/a	n/a
Labour force, million people	1.20	1.90	0.39	Health & Welfare, attainment %	n/a	n/a	n/a
Unemployed adults, % of labour force (15-64)	13.77	11.16	1.23	Information & Comm. Technologies, attainment %	n/a	n/a	n/a
Workers employed part-time, % of employed people	n/a	n/a	n/a	Natural Sci., Mathematics & Statistics, attainment %	n/a	n/a	n/a
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a	Social Sci., Journalism & Information, attainment %	n/a	n/a	n/a
Advancement of women to leadership roles, 1-7 (best)	–	–	4.90	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	4.86	PhD graduates, attainment %	n/a	n/a	n/a
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	41.50	58.50	0.71	Maternal mortality, deaths per 100,000 live births	–	–	213
Firms with female top managers, % firms	12.90	87.10	0.15	Prevalence of gender violence in lifetime, % women	–	–	42.7
Share of workers in informal sector, % workers	78.10	63.70	0.82	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.75
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	63.30
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.25	Antenatal care, at least four visits, % women 15-49	–	–	63.50
Inheritance rights for daughters, 0-1 (worst)	–	–	0.50				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.00				
Civil and political freedom	female	male	value				
Year women received right to vote	–	–	1962				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	n/a				
Party membership quotas, voluntary, Yes/no	n/a	n/a	n/a				
Seats held in upper house,% total seats	n/a	n/a	n/a				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.75				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.8				
Average number of children per woman	–	–	4.66				
Women's unmet demand for family planning, % women 15-49	–	–	21.10				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	18.60				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

Zimbabwe

rank
out of 156 countries **47**
score
0.00 = imparity
1.00 = parity **0.732**



— Zimbabwe score
— average score

Global Gender Gap Index

	2006 score	2021 score
Economic participation and opportunity	76	0.646
Educational attainment	62	0.606
Health and survival	87	0.920
Political empowerment	108	0.957
	62	0.102
	71	0.210

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	28	0.763	0.583				
Labour force participation rate, %	52	0.883	0.655	79.1	89.6	0.88	
Wage equality for similar work, 1-7 (best)	34	0.727	0.628	—	—	5.09	
Estimated earned income, int'l \$ 1,000	21	0.746	0.494	2.4	3.2	0.75	
Legislators, senior officials and managers, %	72	0.508	0.349	33.7	66.3	0.51	
Professional and technical workers, %	1	1.000	0.755	52.6	47.4	1.11	
Educational attainment	100	0.977	0.950				
Literacy rate, %	71	0.990	0.897	88.3	89.2	0.99	
Enrolment in primary education, %	1	1.000	0.755	89.4	88.5	1.01	
Enrolment in secondary education, %	112	0.991	0.950	48.5	49.0	0.99	
Enrolment in tertiary education, %	116	0.840	0.927	9.2	10.9	0.84	
Health and survival	1	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	—	—	0.98	
Healthy life expectancy, years	1	1.060	1.029	54.8	51.2	1.07	
Political empowerment	71	0.210	0.218				
Women in parliament , %	41	0.468	0.312	31.9	68.1	0.47	
Women in ministerial positions, %	81	0.263	0.235	20.8	79.2	0.26	
Years with female/male head of state (last 50)	76	0.000	0.144	0.0	50.0	0.00	

SELECTED CONTEXTUAL DATA

General Indicators	female	male	value	Education and skills	female	male	value
GDP, US\$ billions	–	–	14.00	STEMS, attainment %	20.95	36.81	0.57
GDP per capita, constant '17 intl. \$ 1000	–	–	2.44	Agri., Forestry, Fisheries & Veterinary, attainment %	4.08	2.80	1.46
Total population, million people	7.66	6.98	14.65	Arts & Humanities, attainment %	8.00	6.62	1.21
Population growth rate, %	1.35	1.51	1.43	Business, Admin. & Law, attainment %	33.57	22.20	1.51
Population sex ratio (female/male), female/male ratio	52.32	47.68	1.10	Education, attainment %	9.73	10.20	0.95
Work participation and leadership	female	male	value	Engineering, Manuf. & Construction, attainment %	9.02	24.91	0.36
Labour force, million people	1.48	1.89	0.44	Health & Welfare, attainment %	2.10	3.35	0.63
Unemployed adults, % of labour force (15-64)	18.12	16.32	1.11	Information & Comm. Technologies, attainment %	9.37	7.78	1.20
Workers employed part-time, % of employed people	48.36	35.37	1.37	Natural Sci., Mathematics & Statistics, attainment %	2.56	4.13	0.62
Gender pay gap (OECD only), %	n/a	n/a	n/a	Services, attainment %	2.32	0.81	2.85
Proportion of unpaid work per day, female/male ratio	–	–	1.93	Social Sci., Journalism & Information, attainment %	16.20	13.70	1.18
Advancement of women to leadership roles, 1-7 (best)	–	–	4.28	Vocational training, attainment %	n/a	n/a	n/a
Gender parity in tech roles, 1-7 (best)	–	–	4.61	PhD graduates, attainment %	0.02	0.05	0.49
Boards of listed companies,% board members	n/a	n/a	n/a	Health	female	male	value
Firms with female majority ownership, % firms	42.50	57.50	0.74	Maternal mortality, deaths per 100,000 live births	–	–	458
Firms with female top managers, % firms	16.30	83.70	0.19	Prevalence of gender violence in lifetime, % women	–	–	35.4
Share of workers in informal sector, % workers	80.80	79.00	0.98	Law permits abortion to preserve a woman's health, 0-1 (worst)	–	–	0.50
Access to finance	female	male	value	Births attended by skilled personnel, % live births	–	–	86.00
Right to hold a bank account & get credit, 0-1 (worst)	–	–	0.50	Antenatal care, at least four visits, % women 15-49	–	–	71.50
Inheritance rights for daughters, 0-1 (worst)	–	–	0.25				
Women's access to land use, control & ownership, 0-1 (worst)	–	–	0.25				
Women's access to non-land assets use, control & ownership, 0-1 (worst)	–	–	0.25				
Civil and political freedom	female	male	value				
Year women received right to vote	n/a	n/a	1919				
Number of female heads of state to date	–	–	0				
Election list quotas for women, national, yes/no	n/a	n/a	No				
Party membership quotas, voluntary, Yes/no	n/a	n/a	Yes				
Seats held in upper house,% total seats	43.80	56.20	0.78				
Right to equal justice, 0-1 (worst)	–	–	0.75				
Right to travel outside the country, 0-1 (worst)	–	–	0.00				
Family and care	female	male	value				
Mean age of women at birth of first child	–	–	28.2				
Average number of children per woman	–	–	3.63				
Women's unmet demand for family planning, % women 15-49	–	–	10.40				
Right to divorce, 0-1 (worst)	–	–	0.25				
Child marriage, % women 15-19	–	–	22.90				
Length of maternity/paternity leave (days), weeks	n/a	n/a	n/a				
Wages paid during maternity/paternity leave, % annual gross wage	n/a	n/a	n/a				
Public childcare expenditure, % GDP	n/a	n/a	n/a				

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