

Global Gender Gap 2024

INSIGHT REPORT
JUNE 2024



Terms of Use and Disclaimer

The analysis presented in the Global Gender Gap Report 2024 (herein: "Report") is based on a methodology integrating the latest statistics from international organizations and a survey of executives.

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

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

World Economic Forum

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

Copyright © 2024
by the World Economic Forum

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

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

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

ISBN-13: 978-2-940631-89-6

The report and an interactive data platform are available at <https://www.weforum.org/publications/gender-gap-report-2024/>.

Contents

Preface	4
Key Findings	5
1 Benchmarking gender gaps, 2024	9
1.1 Country coverage	9
1.2 Global results	10
1.3 Performance by subindex	12
1.4 Progress over time	15
1.5 Performance by region	19
1.6 In-focus country performances: Top 10 and 15 most populous	28
2 Economic and leadership gaps: constraining growth and skewing transitions	35
2.1 Economic and political context	35
2.2 Evolving gender gaps in the global labour market	37
2.3 Gender gaps skewing the technology transition	49
2.4 Call to action	58
Endnotes	59
References	61
Appendix A	63
Appendix B	64
Endnotes	77
References	78
User's Guide	79
Contributors and Acknowledgements	375

Preface



Saadia Zahidi
Managing Director

In 2024, gender parity inches slowly forward – the pace of travel is such, however, that full parity remains beyond the reach of another five generations. The journey to parity is longest for the economic and political dimensions of the index, with differing speeds of individual progress threatening to lower overall collective advancement. Despite this, since the index was launched in 2006, most economies have pressed forward. Globally, gender parity in economic and political spheres has improved significantly since the inception of the report, nearly doubling parity overall in senior leadership, ministerial, and parliamentary positions.

Government and business action have been crucial in advancing targets at the national and regional level; only the scale and stability of interventions remains insufficient in the face of current transformations. Economies cannot risk falling behind and throwing millions of women and girls back into times of strife and need. Big lifts in economic gender parity are needed to ensure that women have unfettered access to resources, opportunities and decision-making positions. Governments are called on to expand and strengthen the framework conditions needed for business and civil society to work together in making gender parity an economic imperative – one that fulfills the most basic of needs and inspires the very edges of innovation.

At the World Economic Forum, the Centre for the New Economy and Society engages leading representatives of government, business and international civil society in shaping prosperous, resilient and equitable economies and societies. Since 2012, the Gender Parity Accelerators have worked towards gender parity in economic participation – scaling policies and strategies to improve women's representation in the workforce and in leadership – as well as pay equity. Accelerators are currently present in 16 countries in Latin America and the Caribbean, the Middle East and North Africa, Central Asia, East Asia and the Pacific, and Sub-Saharan Africa. Focusing on corporate action, the Diversity, Equity and Inclusion (DEI) Lighthouse Programme brings together a cross-industry group of organizations taking action

to drive better and faster DEI outcomes through CEO leadership, and knowledge-sharing on initiatives that have achieved significant, quantifiable and sustained impact for underrepresented groups. At the frontier of thought leadership, the Global Future Council on the Future of the Care Economy explores possibilities for a well-functioning care economy, raising the profile of the care economy as an economic and investment priority for leaders worldwide.

This year's edition of the *Global Gender Gap Report* continues to track gender gaps in key labour market outcomes and explores new dimensions underlying these gaps. We are grateful to LinkedIn, Coursera and PwC for their collaboration in providing unique data and new measures to offer novel insights into unfolding dynamics. We also thank the members of the Centre for the New Economy and Society Advisory Board for their leadership, the over 190 partners of the Centre, and the Global Future Council on the Future of the Care Economy and Community of Chief Diversity and Inclusion Officers for expert guidance, as well as a network of national ministries of economy, education and labour for their commitment to advancing gender parity.

We would like to express our gratitude to Silja Baller, Kusum Kali Pal, and Kim Piaget for their leadership of this project. We would also like to thank our colleagues Mauricio Baez-Sedeno, Attilio Di Battista, Eoin O'Cathasaigh, Julia Hakspiel, Kateryna Karusnka, Ricky Li, Dorsey Lockhart and Ignacio Moreno for their support.

Parity can come within grasp, but it requires decisive leadership and dedicated resources. At this year's Annual Meeting in Davos, the Forum launched the Global Gender Parity Sprint, bringing together governments, businesses, international organizations and other stakeholders for a six-year sprint on the road to parity – to mobilize action, exchange insights, foster partnerships and combine forces to accelerate economic gender parity and deliver economic transformation, innovation and growth. Let us harness this pivotal moment to drive investment and innovation to advance equality of opportunity, making a gender equal world a lived reality for all.

Key Findings

The Global Gender Gap Index annually benchmarks the current state and evolution of gender parity across four key dimensions: Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment. Since launching in 2006, it is the longest-standing index tracking the progress of numerous economies' efforts towards closing these gaps over time.

This year, the 18th edition of the Global Gender Gap Index benchmarks gender parity across 146 economies, providing a basis for the analysis of gender parity developments across two-thirds of the world's economies. Further, the index examines a subset of 101 countries that have been included in every edition of the index since 2006, offering a broad country sample for longitudinal and trend analysis. The Global Gender Gap Index measures scores on a 0-100 scale and scores can be interpreted as the distance covered towards parity (i.e. the percentage of the gender gap that has been closed). Cross-country comparisons support the identification of the most effective policies to close gender gaps.

Key findings include the index results in 2024, trend analysis of the trajectory towards parity and in-depth examination of historical and emerging patterns through new metrics partnerships and contextual data.

Global results and time to parity

The global gender gap score in 2024 for all 146 countries included in this edition stands at 68.5% closed. Compared against the constant sample of 143 countries included in last year's edition, the global gender gap has been closed by a further +.1 percentage point, from 68.5% to 68.6%. When considering the 101 countries covered continuously from 2006 to 2024, the gap has also improved +.1 points and reached 68.6%.

The lack of meaningful, widespread change since the last edition effectively slows down the rate of progress to attain parity. Based on current data, it will take 134 years to reach full parity – roughly five generations beyond the 2030 Sustainable Development Goal (SDG) target. In addition:

- The 2024 Global Gender Gap Index shows that while no country has achieved full gender parity, 97% of the economies included in this edition have closed more than 60% of their gap, compared to 85% in 2006.

- Iceland (93.5%) is again ranked 1st and has been leading the index for a decade and a half. It also continues to be the only economy to have closed over 90% of its gender gap. Out of the remaining nine economies in the top 10, eight have closed over 80% of their gap.
- European economies occupy seven spots out of the global top 10. In addition to Iceland, these include Finland (2nd, 87.5%), Norway (3rd, 87.5%), Sweden (5th, 81.6%), Germany (7th, 81%), Ireland (9th, 80.2%) and Spain (10th, 79.7%). The remaining three spots are occupied by economies from Eastern Asia and the Pacific (New Zealand, 4th, 83.5%), Latin America and the Caribbean (Nicaragua, 6th, 81.1%), and Sub-Saharan Africa (Namibia, 8th, 80.5%). Lithuania (11th, 79.3%) and Belgium (12th, 79.3%) dropped out of the top 10, with Spain and Ireland climbing +8 and +2 ranks, respectively, to join the top performers in 2024.
- Among the 146 economies covered in the 2024 index, the Health and Survival gender gap has closed by 96%, the Educational Attainment gap by 94.9%, the Economic Participation and Opportunity gap by 60.5%, and the Political Empowerment gap by 22.5%.
- Since 2006, subindexes have shifted at different paces, based on the constant sample of 101 countries. Overall, the most significant shift occurs in Political Empowerment, where parity has jumped a total of 8.3 percentage points to 22.8% over the past 18 editions. In Economic Participation and Opportunity and Educational Attainment, parity has gained 4.8 and 4.2 percentage points respectively. Health and Survival is the only subindex where there has been a moderate decline from 2006 (-0.2 points).
- With the evolving pace of each individual subindex affecting their respective timelines to parity, results from this year have extended the wait for parity in Educational Attainment to 20 years (+4 years from 2023) and Political Empowerment to 169 years (+7 years from 2023), yet brought forth the timeline for Economic Participation and Opportunity to 152 years (-17 years from 2023). The time to close the Health and Survival gender gap remains undefined.

Regional results and time to parity

- **Europe** leads the 2024 regional gender gap rankings, having closed 75% of its gap in 2024, with an overall improvement of +6.2 percentage points since 2006. The top five European economies – Iceland, Finland, Norway, Sweden and Germany – all rank in the global top 10. However, while 21 out of the 40 economies in the region have closed over 75% of their gender gap, the distance between the top and bottom rank indicates broad intraregional disparities. Iceland, the highest-ranking, leads by 29 percentage points over Türkiye, which sits at the bottom. Europe shows modest gains in economic parity, with a slight uptick of +0.4 percentage points in its Economic Participation and Opportunity score (67.8%). The region's educational gender parity score is the third-highest (99.5%), globally, while health parity has stagnated. With an upwards trending curve, political parity in Europe has progressively scaled to the highest score among all regions in 2024 (36%).
- Ranked second, **Northern America** reports a gender parity score of 74.8%. Compared to other regions, however, the region has closed its regional gender gap by +4.3 percentage points since 2006. Despite leading in the Economic Participation and Opportunity subindex, its economic parity score has declined slightly to 76.3%, reflecting disparities in earned income and women's representation in senior leadership positions. Maintaining stability throughout editions, Northern America scores 100% in Educational Attainment and 96.9% in Health and Survival. In Political Empowerment, Northern America ranks third with a score of 26%, showing progress since 2006, yet also demonstrating persistent underrepresentation of women in ministerial and parliamentary positions.
- In third place is **Latin America and the Caribbean**, with a gender parity score of 74.2%. The region has made the biggest leap since 2006, reducing its overall gap by 8.3 percentage points. The region reached its highest economic parity score to date, of 65.7%, a slight uptick of +.5 percentage points from 2023, surging as a result of strong parity in labour-force participation and in professional roles. Educational Attainment and Health and Survival remain stable at 99.5% and 97.6%, respectively. While most economies show parity in literacy and education enrolment, disparities in access persist. At 34%, Latin America and the Caribbean has the second highest Political Empowerment score of all regions, having narrowed the gap by over 22.4 percentage points since 2006.
- **Eastern Asia and the Pacific** ranks fourth, with an overall gender parity score of 69.2%. While there's been a positive shift of +3.1 percentage points overall since 2006, only New Zealand and the Philippines have made the global top 10 since then. The Economic Participation and Opportunity score for the region is 71.7%, showing progress since 2023 but revealing significant disparities between countries in labour-force participation rates and workforce representation. The region's Educational Attainment gender parity score stands at 95.1%, reflecting gender gaps in literacy and enrolment levels. Health and Survival, despite a slight improvement, ranks last, at 95%, with some countries still lagging in healthy life expectancy and sex birth ratio parity. Political Empowerment has improved overall since 2006 (+3.4 percentage points), but its 2024 score of 14.5% ranks it third from the bottom against other regions.
- **Central Asia** ranks fifth out of eight regions with a score of 69.1%. Despite a slight regression in the parity score, there has been an overall improvement of +2.3 percentage points since 2006. Notably, all seven economies in Central Asia have achieved parity levels equal to or higher than 67%, with Armenia (72.1%), Georgia (71.6%), and Kazakhstan (71%) leading the region. With a 4.8 percentage-point difference between the highest and lowest performer, Central Asia is one of the most homogenous groupings. The region maintains near-parity status in Educational Attainment, the second highest score of all regions (99.6%), after Northern America (100%). However, the region saw regression in both economic and political parity: the 73.4% Economic Participation and Opportunity parity score is -0.6 points lower than in 2023, and the 12.8% Political Empowerment parity score declines by -1.6 percentage points.
- In sixth place is **Sub-Saharan Africa**, with a gender parity score of 68.4%. The region has advanced by an overall +5.6 percentage points since 2006. While 21 out of 35 economies are in the top 100, Namibia stands out as a top 10 performer. Over half of the countries in the region have closed over 70% of their gender gap; however, the top and bottom ranks are divided by 22.8 percentage points. Economic Participation and Opportunity stands at 68.1%, with progress in labour-force participation and positive results in technical and professional roles. Ranking last in Educational Attainment, Sub-Saharan Africa has the widest gap to close, with a score of 88.9%. Health and Survival stands at 97.1%, while Political Empowerment shows improvement at 22.6%, with notable strides in ministerial and parliamentary representation, particularly in Mozambique and South Africa.
- In 2024, **Southern Asia** ranks seventh, with a gender parity score of 63.7%, showing a variable trajectory throughout editions that has nonetheless resulted in a modest +3.9 percentage-point improvement since 2006. Six out of the seven economies in the region

rank below the top 100, and only six in the region have closed two-thirds of their gender gap. Southern Asia ranks last in Economic Participation and Opportunity. Its gender parity score of 38.8% communicates low labour-force participation rates for women and significant gender disparities in leadership roles. Educational Attainment scores 94.5%, having progressed by +13.4 percentage points since 2006, but retains substantive gender gaps in literacy and education, notably in Pakistan and Nepal. Health and Survival remains stable at 95.4%, while Political Empowerment sees a slight 0.7-point decline from 2023 to 26%, reflecting gender imbalances in ministerial and parliamentary representation across the region.

- **Middle East and North Africa** ranks last among all regions, with a gender parity score of 61.7%. Despite this result, the region has seen an overall positive trajectory since 2006, advancing its gender gap score by +3.9 percentage points. In Economic Participation and Opportunity, MENA countries rank 7th overall, with a score of 43.1%. Labour-force participation remains low in the region, but representation in professional roles is evolving positively. Educational Attainment has seen marked progress, with a score of 97.2%, and shows widespread gender parity in literacy and enrolment across levels of education. Health and Survival remains stable at 96.4%, with balanced sex ratios at birth but enduring gaps in healthy life expectancy. The region's performance in Political Empowerment in 2024 ranks lowest of all at 11.7%, although behind the figure is an +8.4 percentage-point increase in political parity since 2006, with increasing levels of women's representation in ministerial and parliamentary roles across economies.

Economic and leadership gaps: constraining growth and skewing transitions

- **Economic, political and business context:** The current global economic and regulatory context is shaping gender parity outcomes. A mixed economic outlook offers hints of short-term optimism, while predictions of long-term growth rates are at their lowest in 30 years. Economic prospects for women and girls are threatened by the continued downturns and prolonged crises. While the adoption of economic policies to advance gender equality has increased overall, across regions there are stark differences in not only adoption but also resourcing and implementation. Raising the required resources to close the gap requires a fundamental mindset to recognize gender parity as an engine for new, high-quality growth. Encouragingly, policy developments in the care economy signal growing recognition of the economic significance of caregiving. Business efforts to improve gender parity are

gaining momentum in Latin America, the Middle East, and East Asia. Where diversity, equity, and inclusion (DEI) efforts are longer lasting, the returns follow: increased productivity, adaptability to change and stronger innovation outcomes. Gender parity is a competitive advantage in an increasingly tough macro-economic and business environment.

- **Evolving gender gaps in the global labour market:** Parity in labour-force participation globally has continued to improve since last edition, rising beyond 2018 levels to reach 65.7% for the constant sample of economies tracked since 2006 - and standing at an aggregate score of 66.7% for those included in 2024 alone. Yet, regional variances continue to show that while women's workforce participation is recovering at the global level, parity advances at very different speeds across contexts. The sustainability of this trend, however, remains uncertain. Global unemployment is expected to rise in lower-income economies, and the jobs gap, a broader measure of those looking for work, also includes a disproportionate number of women.
- **Workforce representation and leadership:** In 2024, LinkedIn data shows that women's workforce representation remains below men's across nearly every industry and economy, with women accounting for 42% of the global workforce and 31.7% of senior leaders. Top-level positions remain narrowly accessible for women, globally speaking, illustrated by the global "drop to the top": in 2024, the ascent from entry level to the C-suite is steeped in a 21.5 percentage-point difference in representation. While women are close to occupying nearly half of entry-level positions, they fall short of representing just one-quarter of C-suite roles. Hailed in past editions as a promising trend, women's hiring into leadership began to deteriorate, from 37.5% to 36.9% in 2023, and continued dropping in early 2024 to 36.4%, below 2021 levels. LinkedIn research indicates that worsening macro-economic conditions are linked to a decrease in hiring women into senior leadership roles. However, the higher women's representation in the workforce is, the greater the resilience to retrenchment during economic downturns.
- **Leadership representation in government:** In 2024, the largest global population in history is set to vote in over 60 national elections, including in major economies such as Bangladesh, Brazil, India, Indonesia, Mexico, Pakistan and the United States. Over the past 50 years, nearly half (47.2%) of economies tracked by the Global Gender Gap Index have had at least one woman in top political office. Gender parity in parliamentary representation reached a record high of 33% in 2024, nearly doubling since 2006 (18.8%). At the regional level, Latin America demonstrates continuous improvement over time.

- **The role of professional networks:** Gender parity in the workforce can be advanced through both formal measures like quotas and policies, as well as through informal factors such as professional networks. LinkedIn data suggests gender gaps in online professional networks lead to men typically having larger networks and stronger networks than women. Stronger networks are associated with increased probability of career progression and receive more recruiter outreach. However, one silver lining is that women have more “weak” ties, which have been linked to better career outcomes.
 - **The role of equitable care systems:** Women’s workforce participation is only just recovering from the recent surge in caregiving responsibilities, highlighting the urgent need for equitable care systems. Significant gaps exist between and within regions in terms of formal protections and provisions for parental leave, as well as perceptions of men’s and women’s participation in equal caregiving. However, attitudes and frameworks for care are evolving alongside the growing demand for broader care provision. In the past 50 years, the average number of maternity leave days have increased from 63 to 107, and paternity leave days have increased from less than a day to nine, on average. This is important as World Bank research has found that increased parity in leave allocations is positively correlated with higher female labour-force participation. Further actions are needed beyond childcare if workers are to be supported as informal caregivers and/or as formal care workers.
 - **Gender gaps skewing the technology transition:** According to LinkedIn data, women’s representation in both science, technology, engineering and mathematics (STEM) and non-STEM workforces has increased since 2016, yet women remain underrepresented in STEM roles, comprising only 28.2% of the STEM workforce compared to 47.3% in non-STEM sectors. The “drop to the top” from entry-level to C-suite positions is more pronounced in STEM occupations than in non-STEM roles. Women make up over half of the workforce base in non-STEM roles, compared to only a third in STEM. In turn, they make up a fourth of non-STEM leaders, and only over one-tenth in STEM. This gives women a double disadvantage with regards to technological and workforce transitions, as they continue to occupy the lower-growth, lower-paying jobs that are likely to be negatively affected in the short term.
 - **Gender gaps in AI talent:** Recent developments are more promising when it comes to AI talent specifically. As technology becomes increasingly central to business transformation, new LinkedIn data reveals that the concentration of female talent in AI engineering has more than doubled since 2016. While women still have a smaller industry presence than men, sectors like Technology, Information, and Media have seen significant increases in female AI talent. At the industry level, gender parity in AI industry representation has increased gradually in Education; Professional Services; Manufacturing; and Technology, Information and Media.
 - **Gender gaps in the skills of the future:** Gender differences in skilling profiles continue, skewing how men and women are engaging in the technological transition and the possibilities they have in the future of work. While men and women continue to showcase STEM skills disproportionately, the share of women with STEM skills has increased since 2016, from 24.4% to 27.1% in less than a decade. From an online learning perspective, Coursera data suggest that gender parity is highest in enrolments for the development of collaboration and leadership skills, teaching and mentoring, empathy and active listening, and leadership and social influence. However, gender parity in online skilling is currently too low in AI and big data (30%), programming (31%) and networks and cybersecurity (31%) courses to close existing workforce gaps.
 - **Gender gaps in perception of skills demand and opportunities to upskill:** Survey data from PwC reveals that a majority of male and female employees are actively seeking opportunities to expand their skillset, with most possessing a good understanding of how their job requirements will transform over the next five years. Gender differences, however, are evident in the perception of demand, given current roles, with women estimating digital, analytical, and green skills to be less important to their current career trajectories over the next five years. There is also a gender gap in perceived opportunities to acquire the skills of the future. As men and women transition from schooling to the workforce, their skillsets continue to be shaped and valued differently. It is in this space that reskilling can play a key role in valorizing all skills needed in the future of work, and, therefore, in incentivizing men and women to participate without gender bias in all types of work.
- As shown by this year’s index results, the scale and speed of progress are deeply insufficient to achieve gender equality by 2030. Resourcing gender-equality efforts is crucial to avoid the rollback of hard-earned progress, and to ensure that pathways to growth, prosperity, innovation, and sustainability are levelling the ground for all persons. Achieving gender equality demands government and business to shift both resources and mindsets towards a new paradigm of economic thinking, where gender parity is embraced as a condition for equitable and sustainable growth. Through collaborative efforts and targeted interventions between governments and business, we can make 50/50 a reality.

1

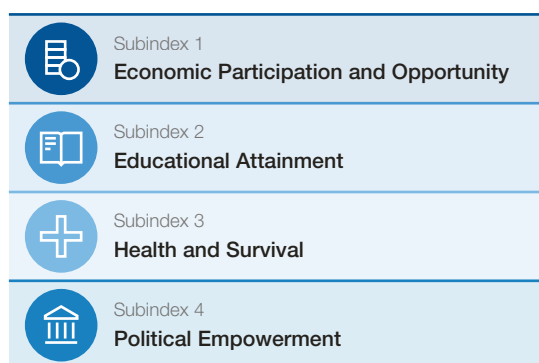
Benchmarking gender gaps, 2024

The Global Gender Gap Index was first introduced by the World Economic Forum in 2006 to benchmark progress towards gender parity across four dimensions: economic opportunities, education, health and political leadership (Figure 1.1).

Throughout its eighteen editions, the index has intended to offer a stable metric for the assessment of changes in gender parity indicators over time. Using the methodology introduced in 2006, the index and the analysis focus on benchmarking parity between women and men at global, regional and economy levels based on the latest available data.

FIGURE 1.1

The Global Gender Gap Index Framework



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

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

Source
World Economic Forum, Global Gender Gap Index 2024.

1.1 Country coverage

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

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

The report this year covers 146 economies. Guyana makes a return to the index in 2024, while Sudan and Uzbekistan are included for the first time.

Among the 146 economies included this year are a set of 101 economies that have been covered in all editions since the inaugural one in 2006. Scores based on this constant set of economies are used to compare regional and global aggregates across time.

1.2 Global results

The global gender gap score in 2024 for all 146 countries included in this edition stands at 68.5% closed. Compared against the constant sample of 143 countries included in last year's edition, the global gender gap has been closed by a further +.1 percentage point, from 68.5% to 68.6%. Furthermore, when considering the 101 countries covered continuously from 2006 to 2024, the gap has also improved +.1 points and reached 68.6%.

Compared to last year, a broader number of economies register increases in their gender parity scores, contributing a narrowing of the overall gender gap: in 2024, 50.1% of economies in the sample report score increases, 6.1% show no change in score, and 43.8% report negative score changes. The economies with the greatest increases in score are Ecuador (+5.1 percentage points), Sierra Leone (+4 percentage points), Algeria (+3.9 percentage points), Guatemala (+3.8 percentage points) and The Gambia (+2.8 percentage points). The economies whose scores declined the most are Rwanda (-3.8 percentage points), Bangladesh (-3.3 percentage points), Lao PDR (-3.3 percentage points), Bhutan (-3.1 percentage points) and Jamaica (-2.2 percentage points).

The 2024 index also shows important changes in ranking. The five economies that improved their rankings the most climb over 20 places: Ecuador (+34, ranked 16th), Sierra Leone (+32, ranked 80th), Guatemala (+24, ranked 93rd), Cyprus (+22, ranked 84th) and Romania and Greece (+20, ranked 68th and 73rd, respectively). The most significant drops in ranking are also negative shifts of over 20 places: Bangladesh (-40, ranked 99th), Lao PDR (-35, ranked 89th), El Salvador (-28, ranked 96th), Rwanda (-27, ranked 39th) and Bhutan (-21, ranked 124th). Table 1.1 shows the 2024 Global Gender Gap rankings and scores for all 146 countries included in this year's report.

In the 18th edition, European economies occupy seven spots in the global top 10, continuing to represent most top performing countries. The remaining three spots are occupied by economies from Eastern Asia and the Pacific (New Zealand, ranked 4th), Latin America and the Caribbean (Nicaragua, ranked 6th), and Sub-Saharan Africa (Namibia, ranked 8th). Although no country has yet achieved full gender parity, the top nine countries (Iceland, Finland, Norway, New Zealand, Sweden, Nicaragua, Germany, Namibia and Ireland) have closed at least 80% of their gap.

FIGURE 1.2 Evolution of Global Gender Gap Index top 10 over time

	Edition																	
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2021	2022	2023	2024
1 st	SWE	SWE	NOR	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL
2 nd	NOR	NOR	FIN	FIN	NOR	NOR	FIN	FIN	FIN	NOR	FIN	NOR	NOR	NOR	FIN	FIN	NOR	FIN
3 rd	FIN	FIN	SWE	NOR	FIN	FIN	NOR	NOR	NOR	FIN	NOR	FIN	SWE	FIN	NOR	NOR	FIN	NOR
4 th	ISL	ISL	ISL	SWE	SWE	SWE	SWE	SWE	SWE	SWE	SWE	RWA	FIN	SWE	NZL	NZL	NZL	NZL
5 th	DEU	NZL	NZL	NZL	NZL	IRL	IRL	PHL	DNK	IRL	RWA	SWE	NIC	NIC	SWE	SWE	SWE	SWE
6 th	PHL	PHL	PHL	ZAF	IRL	NZL	NZL	IRL	NIC	RWA	IRL	NIC	RWA	NZL	NAM	RWA	DEU	NIC
7 th	NZL	DEU	DNK	DNK	DNK	DNK	DNK	NZL	RWA	PHL	PHL	SVN	NZL	IRL	RWA	NIC	NIC	DEU
8 th	DNK	DNK	IRL	IRL	LSO	PHL	PHL	DNK	IRL	CHE	SVN	IRL	PHL	ESP	LTU	NAM	NAM	NAM
9 th	GBR	IRL	NLD	PHL	PHL	LSO	NIC	CHE	PHL	SVN	NZL	NZL	IRL	RWA	IRL	IRL	LTU	IRL
10 th	IRL	ESP	LVA	LSO	CHE	CHE	CHE	NIC	BEL	NZL	NIC	PHL	NAM	DEU	CHE	DEU	BEL	ESP

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

Source

World Economic Forum, Global Gender Gap Index 2024.

Note

BEL = Belgium; CHE = Switzerland; DEU = Germany; DNK = Denmark; ESP = Spain; FIN = Finland; GBR = United Kingdom; IRL = Ireland; ISL = Iceland; LSO = Lesotho; LTU = Lithuania; LVA = Latvia; NAM = Namibia; NIC = Nicaragua; NLD = Netherlands; NOR = Norway; NZL = New Zealand; PHL = Philippines; RWA = Rwanda; SVN = Slovenia; SWE = Sweden; ZAF = South Africa.

Ranked again as number one, Iceland (1st, 93.5%) has now been leading the index for a decade and a half. It remains the sole economy in the index to have closed over 90% of its gender gap. Alongside Iceland, the top five also includes long-standing high performers such as Finland (2nd, 87.5%, up one position from 2023); Norway (3rd, 87.5%, down one position from last year); and Sweden (5th, 81.6%). New Zealand (4th, 83.5%) makes the top five for the 5th year in a row, and 9th year overall.

In this edition, Lithuania (11th, 79.3%) dropped out of the bottom position in the top 10, with Spain climbing +8 ranks to take its place, joining top performers for the third time (10th, 79.7%). Belgium also dropped out of the top 10 to 12th, while Ireland returns to 9th position after a one-year absence from the top 10. Rejoining the index in 2024 is Guyana (35th, 76.5%), with its highest gender-gap

score since it was first included in the index in 2021, and with same rank as in 2022. Uzbekistan (108th, 68.1%) and Sudan (146th, 56.8%) join the index for the first time.

This year, the bottom 10 include Morocco, Niger, Algeria, Democratic Republic of the Congo, Mali, Guinea, Iran, Chad, Pakistan and Sudan.

The top 10 continues to show a high level of stability in its configuration across editions (Figure 1.2). Since 2006, European economies have occupied 68.3% of the top 10 ranks; Eastern Asia and the Pacific economies, 16.7%; Sub-Saharan Africa economies, 9.4%; and Latin America and the Caribbean economies, 5.6%. To date, no economies from Northern America, Central Asia, Southern Asia, or Middle East and North Africa have been featured in the top 10.

TABLE 1.1 | The Global Gender Gap Index 2024 rankings

Rank	Economy	Score		Score change from	Rank change from	Rank	Economy	Score		Score change from	Rank change from
		0-1, 1=parity		2023	2023			0-1, 1=parity	2023	2023	
1	Iceland	0.935		+0.023	-	74	United Arab Emirates	0.713		+0.001	-3
2	Finland	0.875		+0.012	+1	75	Kenya	0.712		+0.004	+2
3	Norway	0.875		-0.004	-1	76	Kazakhstan	0.710		-0.011	-14
4	New Zealand	0.835		-0.021	-	77	Togo	0.710		+0.014	+13
5	Sweden	0.816		+0.001	-	78	Bosnia and Herzegovina	0.710		+0.012	+8
6	Nicaragua	0.811		-	+1	79	Ethiopia	0.709		-0.002	-4
7	Germany	0.810		-0.005	-1	80	Sierra Leone	0.708		+0.040	+32
8	Namibia	0.805		+0.003	-	81	Paraguay	0.707		+0.011	+10
9	Ireland	0.802		+0.007	+2	82	Dominican Republic	0.706		+0.002	-1
10	Spain	0.797		+0.007	+8	83	Uganda	0.706		-	-5
11	Lithuania	0.793		-0.007	-2	84	Cyprus	0.705		+0.027	+22
12	Belgium	0.793		-0.003	-2	85	Mongolia	0.705		-	-5
13	Moldova	0.791		+0.003	+6	86	Timor-Leste	0.704		+0.011	+9
14	United Kingdom	0.789		-0.002	+1	87	Italy	0.703		-0.002	-8
15	Denmark	0.789		+0.008	+8	88	Ghana	0.701		+0.013	+12
16	Ecuador	0.788		+0.051	+34	89	Lao PDR	0.700		-0.033	-35
17	Portugal	0.787		+0.022	+15	90	Kyrgyz Republic	0.700		-	-6
18	South Africa	0.785		-0.002	+2	91	Israel	0.699		-0.002	-8
19	Costa Rica	0.785		-0.008	-5	92	Zambia	0.697		-0.002	-7
20	Switzerland	0.785		+0.002	+1	93	Guatemala	0.697		+0.038	+24
21	Chile	0.781		+0.004	+6	94	Republic of Korea	0.696		+0.016	+11
22	France	0.781		+0.025	+18	95	Belize	0.696		-0.001	-6
23	Albania	0.780		-0.011	-6	96	El Salvador	0.695		-0.019	-28
24	Australia	0.780		+0.002	+2	97	Cameroon	0.693		-	-3
25	Philippines	0.779		-0.012	-9	98	Lesotho	0.691		-0.011	-16
26	Serbia	0.779		+0.019	+12	99	Bangladesh	0.689		-0.033	-40
27	Mozambique	0.776		-0.001	-2	100	Indonesia	0.686		-0.011	-13
28	Netherlands	0.775		-0.002	-	101	Hungary	0.686		-0.003	-2
29	Estonia	0.774		-0.008	-7	102	Cambodia	0.685		-0.010	-10
30	Latvia	0.773		-0.020	-17	103	Azerbaijan	0.685		-0.007	-6
31	Barbados	0.773		+0.003	-	104	Czechia	0.684		-0.001	-3
32	Argentina	0.772		+0.009	+4	105	Brunei Darussalam	0.684		-0.009	-9
33	Mexico	0.768		+0.003	-	106	China	0.684		+0.005	+1
34	Slovenia	0.766		-0.007	-5	107	Mauritius	0.683		-0.006	-9
35	Guyana *	0.765		n/a	n/a	108	Uzbekistan *	0.681		n/a	n/a
36	Canada	0.761		-0.010	-6	109	Senegal	0.679		-0.001	-5
37	Jamaica	0.758		-0.022	-13	110	Gambia (Republic of the)	0.679		+0.028	+9
38	Burundi	0.757		-0.006	-3	111	Vanuatu	0.673		-0.004	-3
39	Rwanda	0.757		-0.038	-27	112	Tajikistan	0.673		+0.001	-1
40	Peru	0.755		-0.009	-6	113	Angola	0.668		+0.012	+5
41	Cape Verde	0.755		-0.006	-4	114	Malaysia	0.668		-0.015	-12
42	Liberia	0.754		-0.006	-3	115	Tunisia	0.668		+0.026	+13
43	United States of America	0.747		-0.001	-	116	Bahrain	0.666		-	-3
44	Bolivia (Plurinational State of)	0.746		+0.016	+12	117	Nepal	0.664		+0.004	-1
45	Colombia	0.745		-0.006	-3	118	Japan	0.663		+0.016	+7
46	Luxembourg	0.744		-0.003	-2	119	Comoros	0.663		-0.001	-5
47	Eswatini	0.744		-0.001	-1	120	Burkina Faso	0.661		-0.015	-11
48	Singapore	0.744		+0.004	+1	121	Côte d'Ivoire	0.655		+0.005	+1
49	Austria	0.743		+0.003	-2	122	Sri Lanka	0.653		-0.010	-7
50	Panama	0.742		+0.018	+8	123	Jordan	0.652		+0.006	+3
51	Poland	0.740		+0.018	+9	124	Bhutan	0.651		-0.031	-21
52	Zimbabwe	0.740		-0.007	-7	125	Nigeria	0.650		+0.013	+5
53	Suriname	0.739		+0.003	-1	126	Saudi Arabia	0.647		+0.010	+5
54	United Republic of Tanzania	0.734		-0.005	-6	127	Türkiye	0.645		+0.007	+2
55	Belarus	0.733		-0.019	-14	128	Fiji	0.642		-0.009	-7
56	Slovakia	0.731		+0.011	+7	129	India	0.641		-0.002	-2
57	Botswana	0.730		+0.012	+7	130	Qatar	0.640		+0.013	+3
58	Republic of North Macedonia	0.727		+0.016	+15	131	Kuwait	0.636		-0.015	-11
59	Honduras	0.726		-0.009	-6	132	Maldives	0.633		-0.016	-8
60	Bulgaria	0.723		+0.009	+5	133	Lebanon	0.632		+0.003	-1
61	Croatia	0.723		-0.007	-6	134	Benin	0.629		+0.013	+4
62	Malta	0.723		+0.010	+8	135	Egypt	0.629		+0.003	-1
63	Ukraine	0.722		+0.008	+3	136	Oman	0.628		+0.014	+3
64	Armenia	0.721		-	-3	137	Morocco	0.628		+0.007	-1
65	Thailand	0.720		+0.009	+9	138	Niger	0.628		+0.006	-3
66	Madagascar	0.720		-0.017	-15	139	Algeria	0.612		+0.039	+5
67	Montenegro	0.718		+0.004	+2	140	Democratic Republic of the Congo	0.609		-0.002	-
68	Romania	0.717		+0.020	+20	141	Mali	0.604		-	-
69	Georgia	0.716		+0.007	+7	142	Guinea	0.601		-0.016	-5
70	Brazil	0.716		-0.010	-13	143	Iran (Islamic Republic of)	0.579		+0.004	-
71	Uruguay	0.715		+0.001	-4	144	Chad	0.576		+0.006	+1
72	Viet Nam	0.715		+0.003	-	145	Pakistan	0.570		-0.005	-3
73	Greece	0.714		+0.020	+20	146	Sudan *	0.568		n/a	n/a

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

Source
World Economic Forum, Global Gender Gap Index 2024.

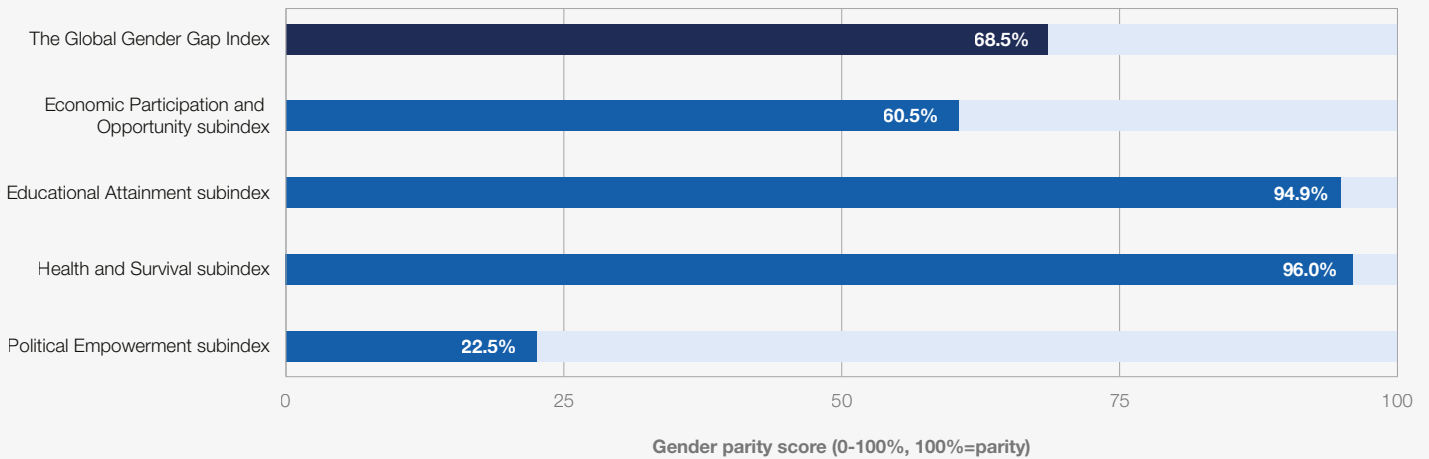
Note
“-” indicates score or rank is unchanged from the previous year. “n/a” indicates that the country was not covered in previous editions. * New to index in 2024.

1.3 Performance by subindex

This section presents the state of gender gaps across the four main components (subindexes) of the index: Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment. In addition to presenting the aggregate performance of the 146 economies included in the 2024 index across individual dimensions of the index, the subindex analysis offers insights into the different indicators driving the overall average global gender gap score.

Figure 1.3 shows the gender gap scores corresponding to each of the four subindexes. The Health and Survival gender gap has closed by 96%, Educational Attainment by 94.9%, Economic Participation and Opportunity by 60.5%, and Political Empowerment by 22.5%.

FIGURE 1.3 The state of gender gaps, by subindex
Percentage of the gender gap closed to date, 2024



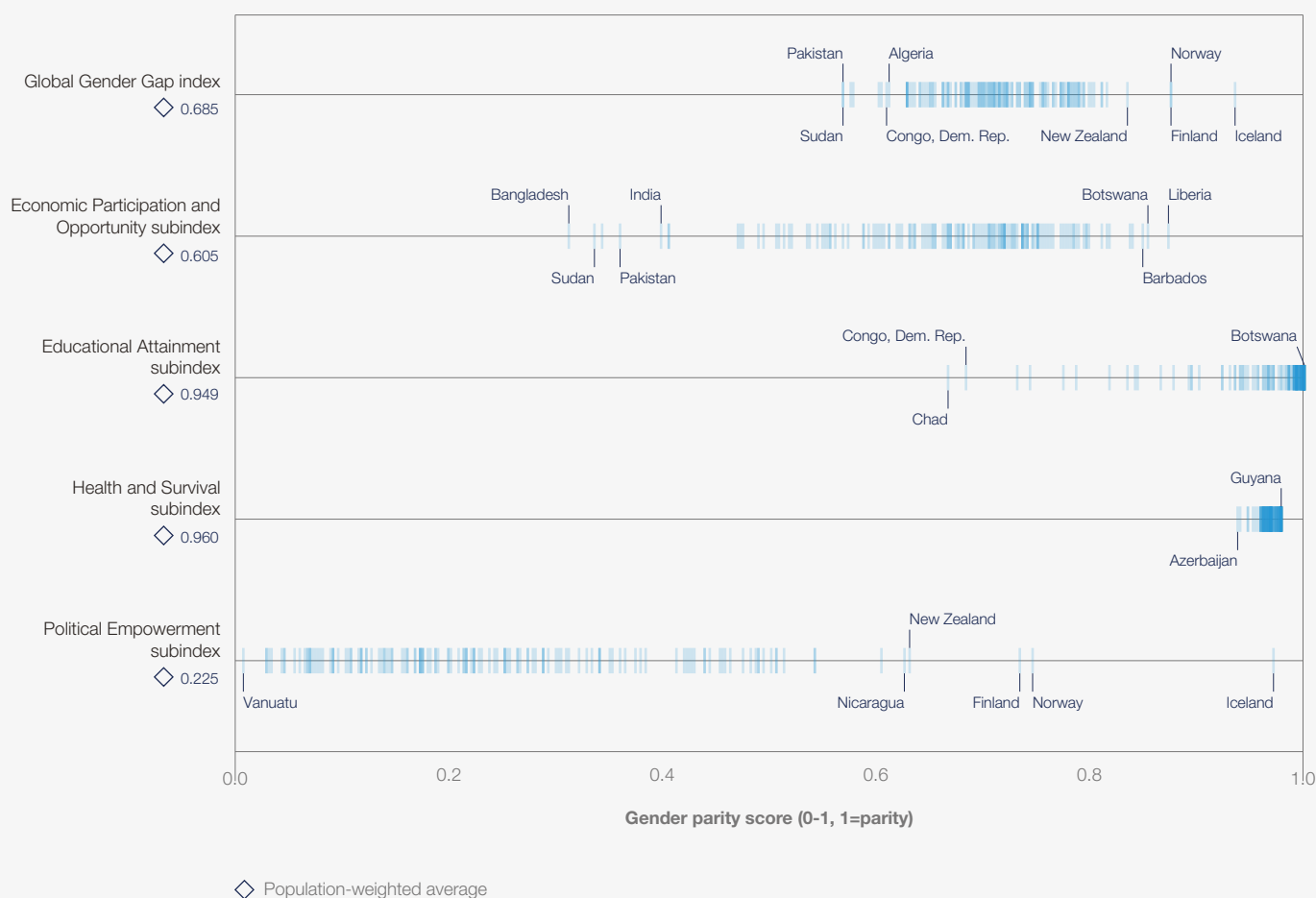
Source
World Economic Forum, Global Gender Gap Index 2024.

Note
Population-weighted averages, 146 countries. The percentages indicate of the gender gap that has been closed to date.

Upon comparing the 143 economies included in both the 2024 and 2023 edition, the Economic Participation and Opportunity subindex shows a +.6% percentage-point change, while the Political Empowerment subindex shows a less perceptible +.1 point shift. Compared to 2023, Health and Survival has remained virtually unchanged, with a slight +.1 point improvement. Educational Attainment was the only dimension to register a slight decrease in score from 2023 (-0.5 percentage points, based on the 143 country sample).

The score distributions of the 146 economies included in the 2024 edition offer a more detailed picture of the disparities that exist not only between subindexes, but within them. Figure 1.4 illustrates the distribution of individual economy scores attained, by subindex.

FIGURE 1.4 | Range of scores, Global Gender Gap Index and subindexes, 2024



Source

World Economic Forum, Global Gender Gap Index 2024.

Note

Blue diamonds correspond to population-weighted averages.

Globally, the second-largest gap to bridge is in **Economic Participation and Opportunity**. Countries included in the 2024 index are not advancing towards economic gender parity as a uniform block, as the score distribution would suggest. Approximately 24% of the sample has gender parity scores lower than the weighted global average for this subindex. In this 18th edition, the lowest reported score on this subindex is 31.1% (Bangladesh), while the highest is 87.4% (Liberia).

The group of economies with the lowest levels of economic parity are Bangladesh (31.1%), Sudan (33.7%), Iran (34.3%), Pakistan (36%), India (39.8%) and Morocco (40.6%). These economies all register less than 30% gender parity in estimated earned income. In addition, the level of parity in labour-force participation rate is under 50% for all listed economies, the lowest point being 20.1% for Iran. One distinct weakness in gender parity globally comes in the underrepresentation of women in the workforce, both overall and in senior and managerial roles – with parity in senior roles globally reaching only 40.5%, the lowest score across the subindex.

The economies where economic gender parity is highest include Liberia (87.4%), Botswana (85.4%),

Barbados (84.8%), Eswatini (84%) and Moldova (83.7%), where gender parity in labour-force participation rate is above 95%. Botswana, Eswatini, Moldova and Barbados all register parity (100%) in their share of technical and professional workers; Botswana and Liberia achieve 100% parity for their share of women in senior roles. Across all five highest performers on this subindex, gender parity in estimated earned income rises above 75%.

The dispersion of gender parity scores across the **Educational Attainment** subindex shows that overall performance is strong, yet a group of countries continue to lag behind full parity. Six economies have scores lower than 80%, all part of the Sub-Saharan Africa region, with the lowest score registered by Chad (66.7%). By contrast, full parity scores of 100% have been achieved by 33 (or 22.6%) of the economies in the sample.

The five lowest-scoring countries in the Educational Attainment subindex include Chad (66.7%), Democratic Republic of the Congo (68.3%), Angola (74.3%), Guinea (73.2%) and Mali (77.6%). The gender gap in literacy in Guinea, Chad and Mali ranges between 46% and 49%. While the levels of gender parity in primary education enrolment are

above 80% for all five, the share of female enrolment at this level of education ranges between 67.4% in Chad to 53% in Mali. The progression to secondary school does not improve numbers, with female enrolment shares ranging between 17.9% in Chad and 44.1% in Democratic Republic of the Congo. In none of these countries is the share of women in tertiary education higher than 11%, whereas men's share of enrolment is nearly double or more in all countries except for Angola.

In the **Health and Survival** subindex, economy performance is strong and clusters near parity. This subindex has remained moderately stable throughout the 18 editions due to two slowly progressing indicators. Compared to the last edition, only 19 economies report changes in their score on this subindex, three of them negative (Serbia, Spain and Malta) and the rest positive. China, Azerbaijan and Armenia all report increases of over +0.2 percentage

points. Similarly, Albania and Montenegro see increases of over +0.1 percentage points.

Overall, the average global score for gender parity is lowest in the **Political Empowerment** subindex (22.5%), which also registers the greatest score dispersion. Despite showing rapid progression over the past 18 editions, over half (52%) of the 146 economies included in this edition score under the global weighted average of 22.5%. Out of the entire sample, only 12 economies register parity scores of over 50%: Iceland (97.2%), Norway (74.6%), Finland (73.4%), New Zealand (63.1%), Nicaragua (62.6%), Germany (60.4%), Bangladesh (54.3%), Mozambique (54.2%), South Africa (51.3%), Ireland (50.7%), Sweden (50.6%) and Chile (50.2%). Most high-scoring countries on this subindex report scores near parity at the ministerial level (apart from Bangladesh (9%) and Ireland (40%)), and score over 79% for women in parliament.

1.4 Progress over time

The index has documented the average yearly reduction of the gender gap since the inaugural edition of the report in 2006. This metric, applied to a consistent sample of 101 countries, allows for calculating the rate of progress at which efforts are moving, and, in turn, to project how many years it

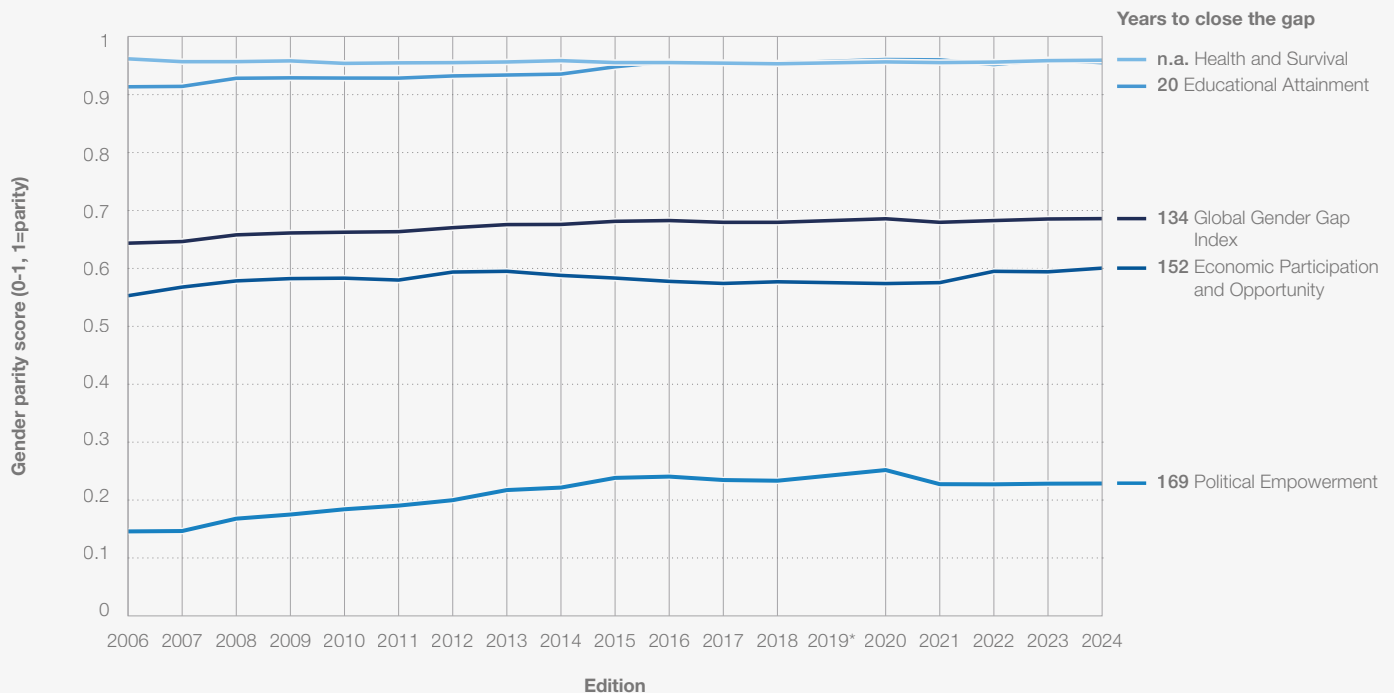
will take to close each gender gap across the four subindexes.

The 18-year trajectory of global gender gaps, globally and by subindex, is charted in Figure 1.5.

FIGURE 1.5

Evolution of the Global Gender Gap Index and subindexes over time

Evolution in scores, 2006-2024



Source

World Economic Forum, Global Gender Gap Index 2024.

Note

Results of the fourteenth edition of the Global Gender Gap Index were presented in the *Global Gender Gap Report 2020*, released in December 2019. There is no corresponding edition for 2019.

TABLE 1.2 | The Global Gender Gap Index 2024, results by subindex

Economic Participation and Opportunity

Educational Attainment

Rank	Economy	Score (0-1)	Rank	Economy	Score (0-1)	Rank	Economy	Score (0-1)	Rank	Economy	Score (0-1)
1	Liberia	0.874	74	Netherlands	0.694	1	Belize	1.000	74	Norway	0.993
2	Botswana	0.854	75	Israel	0.690	1	New Zealand	1.000	75	Bulgaria	0.993
3	Barbados	0.848	76	Mozambique	0.690	1	Namibia	1.000	76	Viet Nam	0.992
4	Eswatini	0.840	77	Peru	0.686	1	Argentina	1.000	77	Switzerland	0.992
5	Republic of Moldova	0.837	78	Malta	0.680	1	Ireland	1.000	78	Bosnia and Herzegovina	0.992
6	Belarus	0.818	79	Paraguay	0.680	1	Maldives	1.000	79	Iceland	0.992
7	Iceland	0.815	80	Greece	0.680	1	Israel	1.000	80	Suriname	0.992
8	Jamaica	0.809	81	Costa Rica	0.679	1	Malta	1.000	81	Jamaica	0.991
9	Norway	0.799	82	Germany	0.676	1	Colombia	1.000	82	Kyrgyzstan	0.991
10	Finland	0.796	83	Romania	0.676	1	Costa Rica	1.000	83	Armenia	0.991
11	Togo	0.796	84	Burkina Faso	0.674	1	Botswana	1.000	84	Australia	0.991
12	Sweden	0.794	85	Dem. Rep. of the Congo	0.669	1	Czechia	1.000	85	Georgia	0.991
13	Kenya	0.789	86	Rwanda	0.668	1	Dominican Republic	1.000	86	Peru	0.990
14	Zimbabwe	0.786	87	Sierra Leone	0.668	1	Estonia	1.000	87	Uzbekistan*	0.990
15	Burundi	0.784	88	Brazil	0.667	1	France	1.000	88	Chile	0.990
16	Albania	0.783	89	Indonesia	0.667	1	United Kingdom	1.000	89	Oman	0.989
17	Namibia	0.783	90	Cyprus	0.666	1	Honduras	1.000	90	Türkiye	0.987
18	Singapore	0.779	91	Niger	0.664	1	Lesotho	1.000	91	Germany	0.987
19	Estonia	0.777	92	Chile	0.662	1	Latvia	1.000	92	Bahrain	0.986
20	Philippines	0.775	93	Comoros	0.655	1	North Macedonia	1.000	93	Cape Verde	0.985
21	Thailand	0.772	94	Honduras	0.654	1	Mongolia	1.000	94	Azerbaijan	0.985
22	United States of America	0.765	95	Bolivia (Plurinational State of)	0.653	1	Malaysia	1.000	95	Thailand	0.985
23	Slovenia	0.762	96	South Africa	0.653	1	Netherlands	1.000	96	Bolivia (Plurinational State of)	0.985
24	Lithuania	0.760	97	Argentina	0.651	1	Philippines	1.000	97	Eswatini	0.982
25	Madagascar	0.759	98	Lesotho	0.648	1	Slovakia	1.000	98	Guatemala	0.982
26	Latvia	0.755	99	Uganda	0.645	1	Slovenia	1.000	99	Timor-Leste	0.980
27	Portugal	0.754	100	Nicaragua	0.642	1	Ukraine	1.000	100	South Korea	0.980
28	Kazakhstan	0.751	101	North Macedonia	0.635	1	United States of America	1.000	101	Zambia	0.979
29	Viet Nam	0.751	102	Malaysia	0.634	29	Sweden	1.000	102	Iran (Islamic Republic of)	0.977
30	Ghana	0.750	103	Bhutan	0.634	30	Belgium	1.000	103	Ghana	0.972
31	Azerbaijan	0.750	104	Czechia	0.632	31	Uruguay	1.000	104	Lao PDR	0.972
32	Bulgaria	0.748	105	Timor-Leste	0.631	32	Nicaragua	1.000	105	Indonesia	0.971
33	Canada	0.746	106	Croatia	0.623	33	Finland	1.000	106	Tunisia	0.970
34	Cape Verde	0.746	107	Bosnia and Herzegovina	0.620	34	Hungary	0.999	107	Fiji	0.969
35	Suriname	0.742	108	Tajikistan	0.619	35	Romania	0.999	108	Cambodia	0.967
36	New Zealand	0.741	109	Mexico	0.612	36	Kazakhstan	0.999	109	Belarus	0.967
37	Denmark	0.741	110	Côte D'Ivoire	0.611	37	Republic of Moldova	0.999	110	Egypt	0.966
38	Zambia	0.739	111	Italy	0.607	38	Luxembourg	0.999	111	Lebanon	0.966
39	China	0.737	112	South Korea	0.605	39	Serbia	0.999	112	India	0.964
40	Ukraine	0.737	113	Mauritius	0.603	40	Croatia	0.998	113	Bhutan	0.963
41	Ireland	0.737	114	Angola	0.599	41	Spain	0.998	114	United Republic of Tanzania	0.963
42	Australia	0.736	115	Uzbekistan*	0.598	42	Panama	0.998	115	Rwanda	0.962
43	Mongolia	0.736	116	El Salvador	0.592	43	Paraguay	0.998	116	Albania	0.958
44	Luxembourg	0.735	117	Fiji	0.589	44	Montenegro	0.998	117	Gambia (Republic of The)	0.957
45	Spain	0.732	118	Ethiopia	0.587	45	Jordan	0.998	118	Morocco	0.955
46	Belize	0.729	119	Bahrain	0.573	46	Denmark	0.998	119	Algeria	0.951
47	Guyana*	0.728	120	Japan	0.568	47	Brunei Darussalam	0.997	120	Tajikistan	0.947
48	France	0.726	121	Guatemala	0.562	48	South Africa	0.997	121	Comoros	0.945
49	Nigeria	0.726	122	Lebanon	0.558	49	Sri Lanka	0.997	122	Sierra Leone	0.943
50	Montenegro	0.724	123	Qatar	0.556	50	Kuwait	0.997	123	Burundi	0.943
51	Panama	0.723	124	United Arab Emirates	0.553	51	Vanuatu	0.997	124	Sudan*	0.940
52	Slovakia	0.720	125	Saudi Arabia	0.551	52	Ecuador	0.996	125	Bangladesh	0.940
53	Switzerland	0.720	126	Kuwait	0.550	53	Poland	0.996	126	Senegal	0.936
54	Georgia	0.720	127	Sri Lanka	0.544	54	Brazil	0.996	127	China	0.934
55	Vanuatu	0.719	128	Benin	0.537	55	Canada	0.996	128	Uganda	0.931
56	Gambia (Republic of The)	0.718	129	Jordan	0.536	56	Italy	0.996	129	Côte D'Ivoire	0.924
57	Belgium	0.718	130	Oman	0.520	57	United Arab Emirates	0.996	130	Nepal	0.923
58	United Kingdom	0.717	131	Tunisia	0.517	58	Qatar	0.995	131	Burkina Faso	0.903
59	Cambodia	0.717	132	Maldives	0.514	59	Barbados	0.995	132	Cameroon	0.894
60	Brunei Darussalam	0.715	133	Türkiye	0.507	60	Lithuania	0.995	133	Mozambique	0.894
61	Lao PDR	0.714	134	Chad	0.506	61	Austria	0.995	134	Liberia	0.892
62	Poland	0.712	135	Mali	0.495	62	Mexico	0.994	135	Kenya	0.877
63	Serbia	0.710	136	Guinea	0.489	63	Guyana*	0.994	136	Ethiopia	0.865
64	Uruguay	0.709	137	Nepal	0.475	64	Zimbabwe	0.994	137	Togo	0.843
65	Armenia	0.707	138	Senegal	0.473	65	Singapore	0.994	138	Nigeria	0.842
66	Ecuador	0.707	139	Algeria	0.470	66	Greece	0.994	139	Pakistan	0.836
67	Austria	0.706	140	Egypt	0.406	67	Saudi Arabia	0.994	140	Benin	0.817
68	Cameroon	0.705	141	Morocco	0.406	68	Portugal	0.993	141	Niger	0.786
69	United Republic of Tanzania	0.705	142	India	0.398	69	El Salvador	0.993	142	Mali	0.776
70	Dominican Republic	0.702	143	Pakistan	0.360	70	Mauritius	0.993	143	Angola	0.743
71	Colombia	0.701	144	Iran (Islamic Republic of)	0.343	71	Madagascar	0.993	144	Guinea	0.732
72	Hungary	0.697	145	Sudan*	0.337	72	Japan	0.993	145	Dem. Rep. of the Congo	0.683
73	Kyrgyzstan	0.695	146	Bangladesh	0.311	73	Cyprus	0.993	146	Chad	0.667

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

Source

World Economic Forum, Global Gender Gap Index 2024.

Note

* New to index in 2024.

This year's findings reveal that movement in the economic and political dimensions of the index is promising, but not dynamic enough to infuse the current upward curve with much needed momentum. Since 2006, global efforts, bridging 4.2 percentage points of the overall gender gap, have advanced by a yearly average of 0.24 percentage points. At this rate, economies will achieve global gender parity in 134 years. This shifts the goalpost to 2158 as the anticipated year for closing the gender gap – roughly five generations beyond the 2030 Sustainable Development Goal (SDG) target.

In 2024, the Health and Survival subindex comes in at 96%, 0.2 percentage points below its 2006 score of 96.2%. The subindex score has been slowly recuperating since dropping in 2022 to one of its lowest levels (95.6%). The improvement is in part linked to highly-populated countries reporting progressively higher levels of parity in sex ratio at birth (93% in 2024), bringing the indicator close to matching the 2006 score of 93.2%.

Stacked against last year's edition, the timeline to achieve parity in Educational Attainment has stretched from 16 to 20 years. With a score of 95.5%, this year's slight drop in educational parity is driven by a reduction in scores for literacy rate (from 95% to 91.4%), primary education enrolment (from 99.1% to 98.5%), and tertiary education enrolment (from 96.4% to 96.2%). Indicator scores are impacted by the country sample analysed each year, in addition to changes to indicator values in highly populated economies. Of the 146 economies included in this year's index, 42, or 28.8%, of them register score decreases against the prior edition, compared to 29, or 19.9%, in 2023.

The Economic Participation and Opportunity subindex has recovered to its highest gender parity score to date (60%, virtually on par with 2022), contributing to an upwards trajectory. Within this dimension, the most significant shifts at the indicator level occur in labour-force participation rate (65.7%), which builds towards recovery to the highest-registered score since 2006 across 101 economies (68%, in 2009). In 2024, 94 countries, or 64.4% of the sample, register score increases in this indicator, including 10 of the 15 most populous economies in the sample. The pace at which parity is advancing on this subindex projects that gender parity will be achieved in 152 years.

The Political Empowerment subindex, with a score of 22.8%, shows virtually no movement since last year. After peaking in 2019 at 25.2%, the subindex dropped in 2021 and since then been moving on a lower trajectory. This is due in part to the diminishing tenures of women sitting as heads of state over the past 50 years. Nonetheless, all three indicators in the Political Empowerment subindex show a sliver of improvement compared to last year's results. Of all three indicators that make up this subindex, the share of women in parliamentary positions is the only one to report an almost uninterrupted positive trajectory since 2006. It will nonetheless take 169 years to close the subindex gap, given the current pace of efforts.

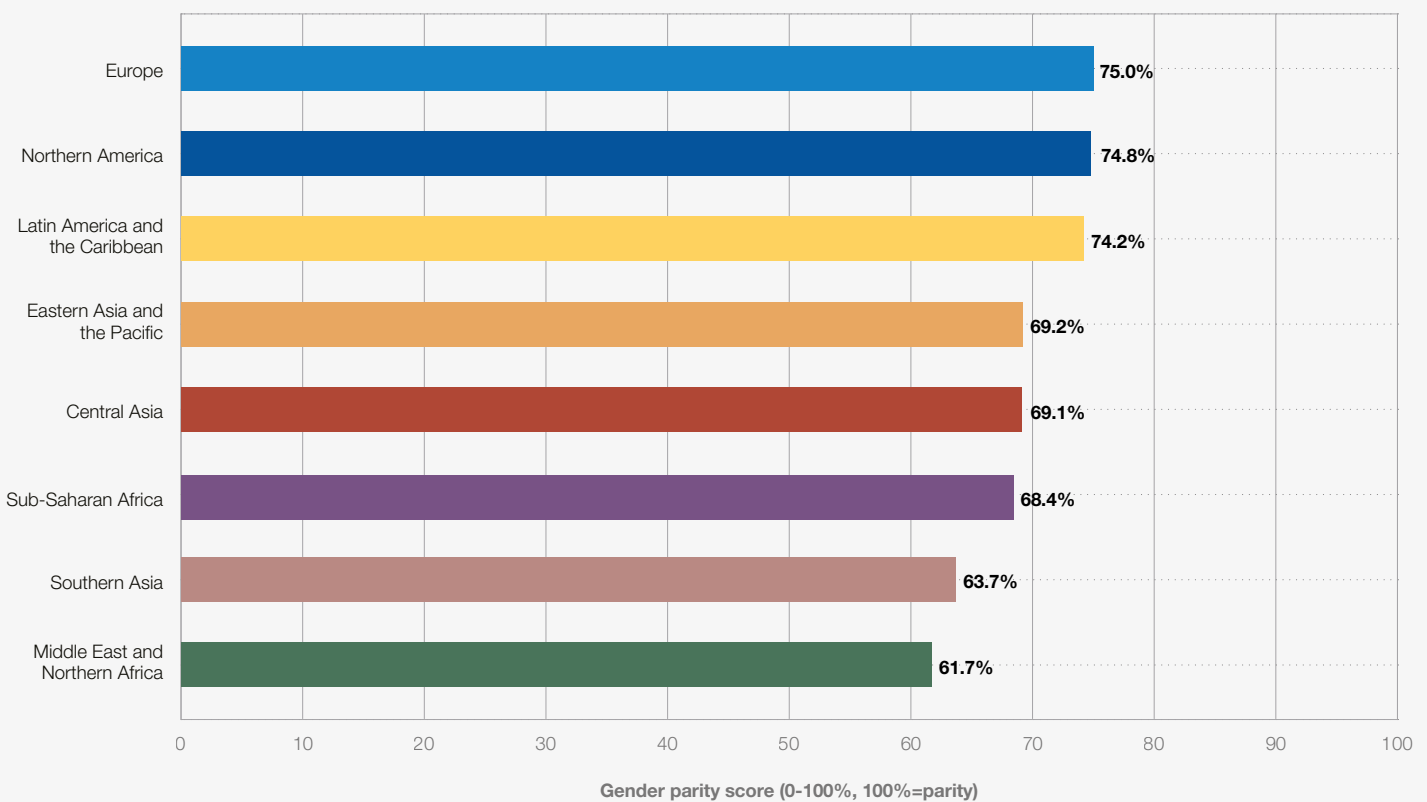
1.5 Performance by region

The *Global Gender Gap Report 2024* groups countries into eight regions, revised in this edition for consistency across flagship reports published by the World Economic Forum: Central Asia, Eastern Asia and the Pacific, Europe, Latin America and the Caribbean, Middle East and Northern Africa, Northern America, Southern Asia, and Sub-Saharan Africa. Countries in each regional group are listed in Appendix A.

Across the gender-parity scale, regional scores cluster around three different points (Figure 1.6). The first includes three regions that have closed

just about three-quarters of their gender parity gap. The region with the highest gender parity score is Europe (75%), followed closely by Northern America (74.8%) and Latin America and the Caribbean (74.2%). The second cluster includes three regions with scores just under 70%: Eastern Asia and the Pacific (69.2%), Central Asia (69.1%) and Sub-Saharan Africa (68.4%). The final cluster includes two remaining regions that have closed about two-thirds of their gender gap: Southern Asia, with a score of 63.7%, and Middle East and Northern Africa, with a score of 61.7%.

FIGURE 1.6 Gender gap closed to date, by region



Source

World Economic Forum, Global Gender Gap Index 2024.

Note

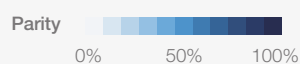
Population-weighted averages. 146 countries.

Figure 1.7 presents a more granular assessment of the various components of the regional gender parity scores. It disaggregates regional scores by subindex, shaded according to the level of parity attained. All regions report higher levels of gender parity in Educational Attainment and Health and Survival. Political Empowerment is the subindex where gender parity is lowest, although there is significant variation between regional scores. Northern America and Southern Asia achieve

nearly double the political parity scores of both Central Asia and Eastern Asia and the Pacific, while scores of both Europe and Latin America and the Caribbean more than triple those of Middle East and Northern Africa. There are also substantive regional differences in their trajectories to attain economic parity, with the difference between the highest performer (Northern America, 76.3%) and lowest performer (Southern Asia, 38.8%) reaching 37.5 percentage points.

FIGURE 1.7 | Regional performance 2024, by subindex

	Subindexes				
	Global Gender Gap Index	Economic Participation and Opportunity	Educational Attainment	Health and Survival	Political Empowerment
Central Asia	69.1%	66.8%	98.7%	96.4%	14.6%
Eastern Asia and the Pacific	69.2%	71.8%	95.3%	95.0%	14.6%
Europe	75.0%	68.0%	99.5%	97.0%	35.7%
Latin America and the Caribbean	74.2%	65.7%	99.5%	97.6%	34.0%
Middle East and Northern Africa	61.7%	42.7%	96.8%	96.4%	10.8%
Northern America	74.8%	76.3%	100.0%	96.9%	26.0%
Southern Asia	63.7%	38.8%	94.5%	95.4%	26.0%
Sub-Saharan Africa	68.4%	67.4%	86.7%	97.2%	22.4%
Global average	68.5%	60.5%	94.9%	96.0%	22.5%



Source

World Economic Forum, Global Gender Gap Index, 2024.

Note

Population-weighted averages, 146 countries. The percentages indicate the gender gap that has been closed to date.

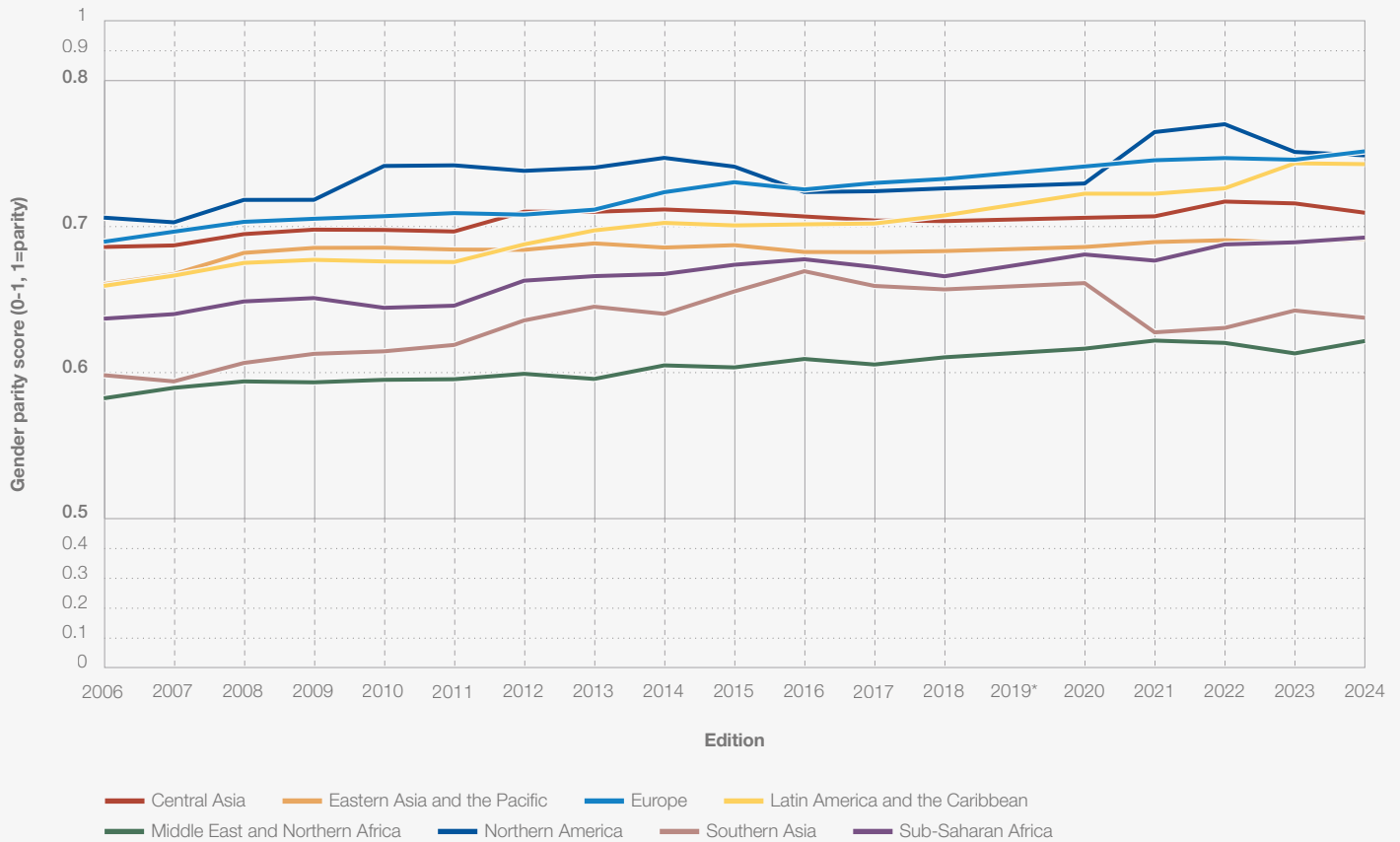
The 18-year trajectories of the eight regions assessed by the Global Gender Gap Index are illustrated in Figure 1.8, using the values corresponding to the constant sample of 101 economies included in all editions since 2006. Over time, all regions have shown some measure of improvement. The overall rate of progress has been highest in Latin America and the Caribbean since 2006. The region has seen an overall improvement of 8.3 percentage points since 2006, showing that gender parity efforts across the region have been sufficiently cohesive and constant to allow the score rise year after year. Europe, Sub-Saharan Africa, and Middle East and Northern Africa have had stable, gradually improving trajectories. Respectively, they have bridged the gender gap by

6.2, 5.6, and 3.9 percentage points since 2006. Southern Asia recorded fast improvement until 2016, when its performance began to decline. As a result, progress in the region has fallen against 2006, from 7.1 in 2016 to 3.9 percentage points in 2024, suggesting substantive setbacks to gender parity efforts. Northern America has had a variable trajectory, with both peaks and valleys, whereas Eastern Asia and the Pacific has remained largely flat. These two regions have narrowed their gender gap by 4.3 and 3.1 percentage points, respectively, since 2006. Finally, while starting on a par with Europe in 2006 but registering little progress across editions, Central Asia's curve has shown a negative trajectory since 2022, with progress to date coming in at 2.3 percentage points since 2006.

FIGURE 1.8

Regional gender gaps over time

Evolution in scores, 2006–2024



Source

World Economic Forum, Global Gender Gap Index 2024.

Note

Population-weighted averages for the 101 economies featured in all editions of the index, from 2006–2024. Results of the fourteenth edition of the Global Gender Gap Index were presented in the *Global Gender Gap Report 2020*, released in December 2019. There is no corresponding edition for 2019.

Central Asia

With a 2024 score of 69.1%, Central Asia ranks fifth out of eight regions on the overall Gender Gap Index. Based on the aggregated scores of the constant sample of economies included since 2006, its parity score has slightly regressed since last year, despite an overall improvement of +2.3 percentage points since 2006.

All seven economies included in Central Asia have achieved a level of parity equal to or higher than 67%, and the three best-performing countries all register gender parity scores of 71% or higher: Armenia (72.1%, 64th), Georgia (71.6%, 69th) and Kazakhstan (71%, 76th). The difference between the countries at the top and bottom of the regional table is 4.8 percentage points, making it one of the least dispersed regions.

In this edition of the index, Economic Participation and Opportunity in Central Asia shows slight signs of regression with a score of 73.4%. In 2021, the region’s curve began trending upwards after

flattening over a four-year stretch. That momentum has been brought to a virtual halt by a negative change in score of -0.6 percentage points, resulting from divergent performances across indicators. The level of parity in labour-force participation rate in six out of the seven economies is over 60%, except for Uzbekistan (54.6%). Across five of the seven economies in the region that provide data on professional and technical workers, female shares of workers actually surpass the male shares. However, in the same five countries, the share of women in legislative and managerial roles is well below 50%, and in the case of Armenia for every woman in a leadership role, there are more than two men (29.6% vs 70.3%). Gender parity in estimated earned income is not homogenous in Central Asia either. In Uzbekistan and Tajikistan, men earn at least twice that of women, resulting in parity scores under 50%.

Central Asia maintains near-parity status in Educational Attainment and has the second-highest parity score of all regions (99.6%), after Northern America (100%). All seven countries report virtual parity across literacy and primary enrolment

indicators. Slight differences in educational outcomes result from widening gaps between the female and male shares of enrolment for secondary education in Azerbaijan (95.7%), Georgia (96.1%). Similar gaps are seen in tertiary education, between Tajikistan (72.7%) and Uzbekistan (94%). The subindex nonetheless remains somewhat stable since the 2023 edition, with only a -0.4 percentage-point drop across the scale. The region also continues to orbit close to parity in Health and Survival, without significant changes to its subindex score.

Since the last edition, the most significant movement across subindexes for Central Asia is in Political Empowerment. The degree of political parity fell by -1.7 percentage points compared to last year, curving the regional trajectory further downward. In 2024, Azerbaijan registers the lowest regional score of zero for women in ministerial positions, while Armenia and Georgia reach the highest of 20%. Parity at the parliamentary level is considerably higher in the region, ranging from 22.1% in Azerbaijan to 57.5% in Armenia.

Europe

Europe ranks first on the 2024 regional rankings, having closed three-quarters of its gender gap (75%). Using the constant sample of countries, Europe's overall parity score has improved +6.2 percentage points since 2006.

The five economies leading the pack are all global top 10 countries: Iceland, Finland, Norway, Sweden and Germany. Out of the 40 economies monitored in this region, 21 have closed over 75% of their gender gap. There is a high level of dispersion of regional scores in Europe. Iceland, as the highest-ranking in the group, leads by 29 percentage points ahead of Türkiye (64.5%), the lowest-ranking.

Continuing a rather flat trajectory, Europe makes modest gains in economic parity since last year. Its Economic Opportunity and Participation gender parity score (67.8%) registers a slight uptick of +0.4 percentage points. Performance across economic indicators is predominantly positive, albeit with some exceptions. Only one of the 40 economies in the region shows gender parity in labour-force participation rate lower than 50%, Türkiye (49.2%), while 27 have over 80% parity on this indicator. Workforce indicators suggest that across European economies, women represent between 18.5% (Türkiye) and 46.3% (Belarus) of the workforce at the senior leadership level, and between 42.4% (Türkiye) and 69.38% of the workforce at the technical and professional level.

Europe has the fourth-highest educational gender parity score (95.5%), after Northern America (100%), Central Asia (99.6%) and Latin America and the Caribbean (99.5%). There are virtually no changes to its Educational Attainment subindex score (99.5%)

since last year. Over 70% of the economies in the region register parity in literacy, as well as 59% of those reporting on primary education enrolment and 57.5% in secondary education enrolment. Most notably, every European economy reports parity in tertiary education enrolment – although the male and female shares of enrolment vary significantly in magnitude between economies.

The Health and Survival subindex score has not changed significantly for Europe in four editions, failing to climb back to 2016 levels (97.7%). Only 11 of the economies in the region register parity for healthy life expectancy, compared to the 22 that have full parity score in sex birth at ratio.

In Political Empowerment, Europe has an upwards trending trajectory that continues to score progressively higher almost every year. In 2024, Europe has the highest level of political parity of all regions (36%), with Latin America and the Caribbean the closest region to follow, at 34%. Eight economies in the region show parity at the ministerial level: Norway, Albania, Belgium, Spain, Finland, Iceland, Netherlands and Portugal. Parity in parliaments varies significantly, with 16.7% of the gender gap closed in Cyprus and 90.8% in Iceland.

Eastern Asia and the Pacific

With just under one-third of the gap to close, Eastern Asia and the Pacific (69.2%) ranks fourth out of the eight regions in 2024. The constant country sample shows that the region's gender-parity score improved in the last year and has advanced a total +3.1 percentage points since 2006.

The five leading economies in the region are New Zealand (83.5%), Australia (78%), Philippines (77.9%), Singapore (74.4%) and Thailand (72%). Out of the 18 economies in the region, New Zealand ranks in the global top 10, yet only half have closed 70% or more of their gender gap. Scores in Eastern Asia and the Pacific are moderately dispersed. Fiji (64.2%), comes in last in the regional ranks, 19.3 percentage points behind New Zealand (83.5%).

In Economic Opportunity and Participation (71.7%), Eastern Asia and the Pacific ranks third out of eight blocks. It also has the third-highest score change since 2023 (+.6 percentage points) and registers its second-highest score since 2006. At the indicator level, economies in the Eastern Asia and Pacific are on parallel tracks of progress. While 77% of the group scores over 70% gender parity in labour-force participation rate, economies that trail behind have significant ground to cover, with scores as low as 50% (Fiji). The degree to which women are represented in the workforce is also very unequal. The share of women in senior leadership roles in the region ranges between 14.6% (Japan) and 48.6% (Philippines), while women in professional and technical roles make up between 38.1% (Timor-Leste) and 63% (Mongolia).

Eastern Asia and Pacific economies trail behind five other regions in terms of Educational Attainment (95.1%). The collective educational parity score has trended negatively for the past five years and has not yet recovered to the level of its highest score, recorded in 2015 (98.7%). Seven economies show full parity in literacy. Nine economies report parity between the male and female shares of enrolment at the primary level, 11 report parity at the secondary level, and 13 at the tertiary level. However, countries at the lower end of the scale trail between 6 to 15 percentage points behind on otherwise low-dispersion indicators, signaling important disparities between countries in the group.

The Health and Survival subindex shares similarities with Educational Attainment. Despite surpassing its original 2006 score of 94.8%, in 2024 the region ranks last globally on this subindex, with an overall score of 95%. Four countries show full parity in healthy life expectancy, with the rest following close behind. China, Viet Nam, Brunei and the Philippines report the broadest gender gaps in sex ratio at birth.

In the Political Empowerment subindex (14.5%), Eastern Asian and Pacific economies have the third-largest regional gap to bridge, of 85.5 percentage points. Comparing the 2024 status quo against 2006, Eastern Asia and the Pacific has made the least progress, only 3.4 percentage points. This is despite achieving a collective 17.1% score in 2018. Women have low representation at the ministerial level in Eastern Asia and the Pacific. Only 10 countries have a score of gender parity of 15% or more at the ministerial level, and only one – Australia (83.3%) – has more than 80%. At the parliamentary level, all countries have at least one woman in parliament. However, there are stark differences in representation between Vanuatu, with a 2% share of seats, and New Zealand, where women have a 45.5% share of seats.

Latin America and the Caribbean

Latin America and the Caribbean ranks third out of eight regions, with an overall gender parity score of 74.2%. The constant country sample shows that since 2006, the region has gone furthest out of all regions, reducing its gender gap by 8.3 percentage points.

The vast majority (86.3%) of the 22 Latin American and Caribbean economies have closed at least 70% of their gender gap. Together with Northern America, it is one of two regions where all countries rank within the top 100. Two Central American countries, Nicaragua (81.1%) and El Salvador (69.5%), are at the top and bottom of the regional table, with an 11.6 percentage-point difference between them.

The region's path towards economic parity has been incremental and positive throughout the 18 editions, with minor negative variations. Out of

all regions, Latin America and the Caribbean has registered the most progress across the Economic Participation and Opportunity subindex, advancing +9.8 percentage points since 2006. In 2024, it also reached its highest score to date, of 65.7%, a slight uptick of +.5 percentage points from 2023. Parity in every Latin American and Caribbean economy is over 50% in labour-force participation rate, with Peru, Jamaica, Bolivia and Barbados all reporting scores over 80%. Women have a high level of representation in professional and technical roles, with 68% of the region showing full parity for this indicator. The share of women in legislative, senior officers, and manager roles varies widely within the region: in Honduras, women occupy 29.7% of top roles, compared to 62.1% in Jamaica. Women also have lower estimated incomes than men across all economies. The two economies with higher levels of gender parity on this indicator are Barbados (86.6%) and Jamaica (80.8%)

In Educational Attainment (99.5%) and Health and Survival (97.6%), there are no significant changes against 2023, and the region ranks third and second, respectively. Ten out of 22 economies in the region report full parity in literacy, 50% of the economies have achieved parity in primary education enrolment, 90.9% have achieved parity in secondary education enrolment, and 100% in tertiary education enrolment. However, the magnitude of enrolment shares varies widely between economies for each indicator, suggesting efforts to increase access to equitable education are still needed. In Health and Survival, all economies in the region achieve parity in sex at birth ratio, while economies like Bolivia, Peru and Honduras fall behind top performers in healthy life expectancy, with a gap of +.05 percentage points.

In the Political Empowerment subindex, Latin American countries register a collective -1 percentage-point drop against last year's score, a small retrenchment after many years of progress: After advancing the most out of all regions since 2006, narrowing the regional gap by over 22.4 percentage points, it is still the second-highest ranked region in 2024 with a score of 34%. Nicaragua, Ecuador and Chile show gender balance at the ministerial level. Guatemala, Colombia and Mexico are not far behind, with scores above 70% and shares of over 40% of women in ministerial roles. Only in two economies do women have equal representation with men in parliament: Mexico and Nicaragua. Across the region, the share of women in parliamentary roles varies between 15.6% (Belize) to 53.9% (Nicaragua).

Middle East and Northern Africa

Since 2006, the MENA region has advanced +3.9 percentage points on its overall gender-parity score. Despite this positive trajectory, Middle East and Northern Africa ranks last out of all regions, having closed under two-thirds of its

regional gender gap (61.7%). About 86.7% of the economies in the region have closed over 60% of their gender gap, yet the distance between United Arab Emirates, ranked 1st in the region, and Sudan, ranked 15th, remains relatively wide, at 14.5 percentage points. Furthermore, only two out of the 15 economies in Middle East and Northern Africa rank in the top 100, showing there is still some progress to be made.

In terms of Economic Participation and Opportunity, Middle Eastern and Northern African countries log the seventh-highest regional score, 43.1%, which represents a +1.8 percentage-point change since last year, and a +3.1 percentage-point improvement since 2006. Gender parity in labour-force participation rate remains low compared to other regions, with the majority of gender gap scores on this indicator lower than 65% and as low as 20.1% (Iran). However, women's representation in the workforce is evolving – gender parity in technical and professional roles is higher than 70% in seven economies (Morocco, Sudan, Tunisia, Algeria, Kuwait, Lebanon and Israel), and higher than the global average (40.5%) in Oman (43.3%), Israel (46.7%) and Jordan (90.3%) for women in legislative, senior officer and managerial roles.

The region has made marked advances in Educational Attainment since 2006, improving the subindex score by +5.2 percentage points over time, culminating in a 2024 educational parity score of 97.2%. Gender parity in literacy is over 80% in every economy, with Qatar (99.7%) and Jordan (99.4%) leading the region. With the exception of Sudan (92.9%), every economy reporting on primary education enrolment has achieved near or full parity. For secondary education enrolment, eight economies have achieved parity. Only Bahrain (96.2%) and Egypt (96.4%) have a +3 percentage-point gender gap to close. In 2024, all economies in Middle East and Northern Africa have reached parity in tertiary education enrolment. Nonetheless, the low shares of enrolment across educational levels testify to the unrelenting need to expand access to educational opportunities to all in the region.

In Health and Survival, Middle East and North Africa has closed 96.4% of its gender gap. The score remains unchanged compared to 2023, but is a reduction of -1 percentage point since 2006. All economies in the region have a balanced sex ratio at birth. However, a gender gap of over +3 percentage points in healthy life expectancy is yet to be closed in Qatar (95.5%), Jordan (98.6%) and Algeria (99%).

Political Empowerment in the region ranks eighth globally, with just 11.7% of gender parity achieved. Nonetheless, the region has made substantive progress since the index was launched, reducing the level of gender disparity on this subindex by +8.4 percentage points since 2006. Women occupy ministerial roles to varying degrees across

Middle East and Northern Africa, with the highest shares of representation attained in Tunisia (36.4%), Morocco (26.3%) and Jordan (22.2%). At the parliamentary level, women hold a higher proportion of roles in Egypt (27.7%), Israel (25%) and Morocco (24.3%) compared to the rest of the region, but full parity in parliament is only achieved in United Arab Emirates.

Northern America

Ranked second globally, Northern America stands 0.2 percentage points away from Europe, at 74.8%. The constant country sample shows that the North American economies have progressed +4.3 percentage points across the index since 2006. Both economies rank in the top 50, and both have closed around 75% of their gender gap, with a difference of less than 1.5% between them.

Despite experiencing a -1.3 percentage-point drop from 2023, the region has the highest Economic Participation and Opportunity score of all eight blocks, standing at 76.3%. This is a result of both Canada and the United States enjoying high parity scores in labour-force participation rate (88.4% and 84.1% respectively), and parity in technical and professional workers. In contrast, for both countries, gender parity for estimated earned income rests below 70%, and the shares of women in senior roles are 42.6% for the United States and 35.5% for Canada. While levels are high, change is slow: when taking into account the entire time series, Northern America has made virtually no progress in closing the economic gender gap since 2006 (+0.7 percentage points).

The region also ranks first in the Educational Attainment subindex, with a score of 100%. While this dimension of the index is relatively stable, it has improved its 2006 score by +1.6 percentage points overall. Both countries retain parity (United States) or near-parity (Canada) for primary education enrolment and secondary education enrolment. In tertiary education enrolment, the shares of women vastly surpass those of men, by over 30 percentage points in both countries.

In Health and Survival, North America bridges 96.9% of its gender gap in 2024, a score that sits -1 percentage point lower than the 2006 score. The region retains parity on the sex ratio at birth indicator, and registers scores close to parity for healthy life expectancy.

In Political Empowerment, the region scores just 26%, tied with Southern Asia for third. While its 2023 score remains mostly unchanged, Northern America has the third-highest percentage-point improvement on the political dimension since 2006 (+15.7), after both Latin American and the Caribbean and Europe. In the United States, for every woman minister there are two men. Yet, in Canada, there is only a 9 percentage-point

difference, leading to a higher gender-parity score of 78.9% for ministerial parity. In both countries, the share of women in parliament is less than half that of men's, rendering lower parity scores for both Canada (43.7%) and the United States (41.2%).

Southern Asia

In seventh place is Southern Asia, with a gender-parity score of 63.7%. Using the constant country sample as a reference, the regional block shows a variable trajectory, with a curve that trended upwards early in the sample, yet saw a sharp decline in 2019. Despite the ups and downs, Southern Asia has improved by +3.9 percentage points its overall gender gap score since 2006. Six out of the seven economies in the region rank below the top 100, and their scores are grouped within a 12 percentage-point range between the top- and bottom-ranked economies, Bangladesh (1st in the region, 99th overall) and Pakistan (7th in the region, 146th overall). Just four out of the six have closed two-thirds of their overall gender gap.

Southern Asia ranks lowest in Economic Participation and Opportunity, with a score that, at 38.8%, situates the region at half the level of economic parity of Northern America. While the region made a gain of +1.1 percentage points against its 2023 score, when compared against the entire time series, it shows an overall decrease of -1.1 percentage points since 2006. The labour-force participation rate of women in the region is quite low, compared to men's. This results in lower than global average gender parity scores (< 65.7%) for all economies except Bangladesh (68.9%). Women are also largely underrepresented in legislative, senior officer and managerial roles, accounting for less than one-third of workers in the category. In professional and technical roles, there is increased gender parity between the shares of men and women in the category, but high variance between economies. While Sri Lanka has a highly equitable professional and technical workforce (96.8%), Pakistan displays strong gender imbalance in favour of men (35.8%).

Southern Asia ranks second-lowest in Educational Attainment, with a score of 94.5%, -2.5 percentage points lower than its 2023 performance. This reflects how lagging gaps in highly populated countries affect regional progress, notably the low literacy scores in Pakistan (67%) and Nepal (78%), as well as significant gaps in enrolment across education levels in Pakistan. The region has nonetheless advanced the most since 2006, elevating educational gender parity by +13.4 percentage points – over two times the leap made by the Middle East and Northern Africa and Sub-Saharan Africa regions during the same period.

The region has remained largely stable across the Health and Survival subindex. In 2024, Southern Asia scores 95.4%, showing no significant change from

2023, and, similar to other regions, displays a slightly negative trend across editions.

Finally, Southern Asia is tied for third with Northern America in the Political Empowerment subindex. Its 2024 score of 26% shows a slight decline of -0.7 percentage points from 2023. The region has moved +4 percentage points towards political parity since 2006. This progress across the subindex is in large part linked to consistently high parity scores on the head-of-state indicator over time. However, when it comes to other indicators in the subindex, Southern Asia has significant ground to cover. At the ministerial level, only Nepal (23.5%) comes close to reaching the global average score for this indicator. Women's representation in parliaments across the region is also low compared to other regions. Only Nepal (49.9%) surpasses the global average score of 33%

Sub-Saharan Africa

In sixth place, Sub-Saharan Africa edges closer to gender parity, with a score of 68.4%. The region is comprised of the largest number of economies in a single grouping (35), and includes three of the 15 most populous countries highlighted in the report – Ethiopia (79th, 70.9%), Nigeria (125th, 65%) and Democratic Republic of the Congo (140th, 60.9%) – which can affect overall regional results by edition and over time. Based on the constant sample and its performance across editions, Sub-Saharan Africa has increased its collective gender parity score by +5.6 percentage points since 2006, the third-largest improvement made by a region since the launch of the index.

Out of the 35 economies included in the group, 21 are in the top 100, and one, Namibia, is in the top 10. The top five performers in the region are Namibia (8th, 80.5%), South Africa (18th, 78.5%), Mozambique (27th, 77.6%), Burundi (38th, 75.7%), and Rwanda (39th, 75.7%). Over half of Sub-Saharan African countries (18) have closed over 70% of their gender gap, and only Chad trails behind the two-thirds mark (57.6%). Nonetheless, the region is characterized by a high level of dispersion between top and bottom ranks, with 22.8 percentage points between them.

The region places fourth in Economic Participation and Opportunity, with a score of 68.1%. The group of countries has seen a very minor +0.4 percentage-point increase since last year, and a total progression of +4.9 percentage points since 2006. Nevertheless, numerous countries in the region are moving promisingly towards economic gender parity. All economies in the group have gender parity scores over 50% on labour-force participation rate; five have a gender-balanced technical and professional workforce: Eswatini, Namibia, Botswana, Lesotho and South Africa; and seven have equal gender representation in senior economic roles: Liberia, Comoros, Nigeria, Togo, Burkina Faso, Botswana and Cameroon.

The region's performance is relatively lower in Educational Attainment, where it ranks last – the sole region with an educational parity score lower than 90% (88.9%). Yet, Sub-Saharan Africa has seen a +1 percentage-point change from its 2023 performance and has narrowed its educational gender gap by 5.8 percentage points since 2006. Compared to other regions, however, there are important educational gender gaps to address. Guinea, Chad, Liberia and Mali have over 48% of the literacy gap to close in 2024. In Chad, Guinea and Mali, the difference in shares between male and female primary education enrolments translates to gender parity scores of 89% or less. In secondary education, the gender gap in enrolments widens for Chad (59.7%), Democratic Republic of the Congo (63.4%) and Angola (65.2%). Progression through educational levels widens the gap further at the tertiary level in Chad (39.4%), Guinea (46%) and Niger (48%).

In Health and Survival, the region stands at 97.1% parity, which is virtually unchanged since 2006.

Lastly, Sub-Saharan Africa ranks fifth in Political Empowerment (22.6%). The region has moved a total of +11.3 percentage points upwards from its 2006 initial score, the fourth most significant effort across regions. In 2024, Mozambique and South Africa show parity at the ministerial level. Angola (64.3%), Ethiopia (57.1%), Burundi (50%) and Sierra Leone (50%) follow, with gender parity scores of 50% or higher. All Sub-Saharan African economies have women represented in parliament; however, only in Rwanda do women share equal representation with men. South Africa (85.9%) and Senegal (85.5%) are close behind in performance.

TABLE 1.3 The Global Gender Gap Index rankings by region, 2024

Central Asia

Economy	Rank		Score
	Regional	Global	
Armenia	1	64	0.721
Georgia	2	69	0.716
Kazakhstan	3	76	0.710
Kyrgyz Republic	4	90	0.700
Azerbaijan	5	103	0.685
Uzbekistan	6	108	0.681
Tajikistan	7	112	0.673

Eastern Asia and the Pacific

Economy	Rank		Score
	Regional	Global	
New Zealand	1	4	0.835
Australia	2	24	0.780
Philippines	3	25	0.779
Singapore	4	48	0.744
Thailand	5	65	0.720
Viet Nam	6	72	0.715
Mongolia	7	85	0.705
Timor-Leste	8	86	0.704
Lao PDR	9	89	0.700
Republic of Korea	10	94	0.696
Indonesia	11	100	0.686
Cambodia	12	102	0.685
Brunei Darussalam	13	105	0.684
People's Rep. of China	14	106	0.684
Vanuatu	15	111	0.673
Malaysia	16	114	0.668
Japan	17	118	0.663
Fiji	18	128	0.642

Europe

Economy	Rank		Score
	Regional	Global	
Iceland	1	1	0.935
Finland	2	2	0.875
Norway	3	3	0.875
Sweden	4	5	0.816
Germany	5	7	0.810
Ireland	6	9	0.802
Spain	7	10	0.797
Lithuania	8	11	0.793
Belgium	9	12	0.793
Moldova	10	13	0.791
United Kingdom	11	14	0.789
Denmark	12	15	0.789
Portugal	13	17	0.787
Switzerland	14	20	0.785
France	15	22	0.781
Albania	16	23	0.780
Serbia	17	26	0.779
Netherlands	18	28	0.775
Estonia	19	29	0.774
Latvia	20	30	0.773
Slovenia	21	34	0.766
Luxembourg	22	46	0.744
Austria	23	49	0.743
Poland	24	51	0.740
Belarus	25	55	0.733
Slovakia	26	56	0.731
Republic of North Macedonia	27	58	0.727
Bulgaria	28	60	0.723
Croatia	29	61	0.723
Malta	30	62	0.723
Ukraine	31	63	0.722
Montenegro	32	67	0.718
Romania	33	68	0.717
Greece	34	73	0.714
Bosnia and Herzegovina	35	78	0.710
Cyprus	36	84	0.705
Italy	37	87	0.703
Hungary	38	101	0.686
Czechia	39	104	0.684
Türkiye	40	127	0.645

TABLE 1.3 | The Global Gender Gap Index rankings by region, 2024

Latin America and the Caribbean

Economy	Rank		Score
	Regional	Global	
Nicaragua	1	6	0.811
Ecuador	2	16	0.788
Costa Rica	3	19	0.785
Chile	4	21	0.781
Barbados	5	31	0.773
Argentina	6	32	0.772
Mexico	7	33	0.768
Guyana	8	35	0.765
Jamaica	9	37	0.758
Peru	10	40	0.755
Bolivia (Plurinational State of)	11	44	0.746
Colombia	12	45	0.745
Panama	13	50	0.742
Suriname	14	53	0.739
Honduras	15	59	0.726
Brazil	16	70	0.716
Uruguay	17	71	0.715
Paraguay	18	81	0.707
Dominican Republic	19	82	0.706
Guatemala	20	93	0.697
Belize	21	95	0.696
El Salvador	22	96	0.695

Middle East and Northern Africa

Economy	Rank		Score
	Regional	Global	
United Arab Emirates	1	74	0.713
Israel	2	91	0.699
Tunisia	3	115	0.668
Bahrain	4	116	0.666
Jordan	5	123	0.652
Saudi Arabia	6	126	0.647
Qatar	7	130	0.640
Kuwait	8	131	0.636
Lebanon	9	133	0.632
Egypt	10	135	0.629
Oman	11	136	0.628
Morocco	12	137	0.628
Algeria	13	139	0.612
Iran (Islamic Republic of)	14	143	0.579
Sudan	15	146	0.568

Northern America

Economy	Rank		Score
	Regional	Global	
Canada	1	36	0.761
United States of America	2	43	0.747

Southern Asia

Economy	Rank		Score
	Regional	Global	
Bangladesh	1	99	0.689
Nepal	2	117	0.664
Sri Lanka	3	122	0.653
Bhutan	4	124	0.651
India	5	129	0.641
Maldives	6	132	0.633
Pakistan	7	145	0.570

Sub-Saharan Africa

Economy	Rank		Score
	Regional	Global	
Namibia	1	8	0.805
South Africa	2	18	0.785
Mozambique	3	27	0.776
Burundi	4	38	0.757
Rwanda	5	39	0.757
Cabo Verde	6	41	0.755
Liberia	7	42	0.754
Eswatini	8	47	0.744
Zimbabwe	9	52	0.740
United Rep. of Tanzania	10	54	0.734
Botswana	11	57	0.730
Madagascar	12	66	0.720
Kenya	13	75	0.712
Togo	14	77	0.710
Ethiopia	15	79	0.709
Sierra Leone	16	80	0.708
Uganda	17	83	0.706
Ghana	18	88	0.701
Zambia	19	92	0.697
Cameroon	20	97	0.693
Lesotho	21	98	0.691
Mauritius	22	107	0.683
Senegal	23	109	0.679
Gambia	24	110	0.679
Angola	25	113	0.668
Comoros	26	119	0.663
Burkina Faso	27	120	0.661
Côte d'Ivoire	28	121	0.655
Nigeria	29	125	0.650
Benin	30	134	0.629
Niger	31	138	0.628
Congo, Dem. Rep. of the	32	140	0.609
Mali	33	141	0.604
Guinea	34	142	0.601
Chad	35	144	0.576

Source

World Economic Forum, Global Gender Gap Index 2024.

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

This section reviews the state of gender parity at economy level, touching on the four dimensions of the index as well as the trajectories followed to date. The economies in this section are both statistically and strategically significant to monitoring and benchmarking efforts, given their placement in the index as well as the share of the global female population they represent, which is approximate to two-thirds of the world's women and girls.

Top 10 economies

For 15 years consecutive years, **Iceland** has been at the top of the Global Gender Gap Index. In 2024, the country registers a score of 93.5%, a +2.3 percentage-point change since last edition, driven by increased economic parity in professional and technical workers and labour-force participation rate, as well as an increase in political parity at the ministerial level. Iceland has progressively improved its overall gender gap score from 78.1% in 2006 to 93.5% in 2024 – a marked +15.4 percentage points. A model of political parity, Iceland has more than doubled its Political Empowerment score from 2006 throughout all editions (from 45.6% to 97.2%). For the past two editions, the country has reported complete parity at the head-of-state level – with women as heads of state for an aggregate tenure of 26.6 out of the past 50 years. Furthermore, in 2024 women hold a 50% share of ministerial roles and 47.6% of parliamentary seats, giving Iceland a near perfect political parity score. In the Economic Participation and Opportunity subindex, however, Iceland has seen more variance. In 2024, its curve continues to recover, reaching over 81.5% but not yet recovering to its 2021 peak of 84.6%. Gender parity in the labour-force participation rate has also declined compared to recent years, standing at 90.3% in 2024 – a near 5 percentage-point gap from its best score, recorded in both 2015 and 2016. Iceland distinguishes itself by having full parity in professional and technical workers. Furthermore, after declines in 2018 and 2022, the country is seeing again a rise in gender parity for workers in legislative, senior officials, and managerial roles (65.6% in 2024). Educational Attainment also has high levels of gender parity in Iceland, with literacy, primary enrolment and tertiary enrolment scoring 100%, and secondary enrolment standing at 96.4%. Compared to other countries, Iceland has somewhat weaker parity scores on Health and Survival.

A fixture of the global top 10, **Finland** stands in second place in 2024 after climbing one rank and posting an improved gender parity score of 87.5% (+1.2 percentage points from 2023). This is driven mainly by improvements in the Political Empowerment dimension and to some extent positive developments in Economic Participation. Finland has increased its parity score by +7.9 percentage points since 2006. Unlike other

economies in the top 10, Finland's Economic Participation and Opportunity scores have remained mostly below the 80% mark. In 2024, economic parity in Finland rises for the second year running to 79.6%, but not quite reaching the 2015 peak of 81.5%. Like Iceland, Finland has maintained full parity in professional and technical roles but lost -0.5 points in parity for senior leadership roles (57%) since the last edition. Parity in estimated earned income has increased over the past five editions, currently standing at 74.4%, with improvements also in parity in labour-force participation and perceived wage equality for similar work compared to last year. Where Finland has performed consistently is in Educational Attainment, obtaining 100% scores in 13 out of the 18 editions. In Political Empowerment, Finland has reached the highest parity score yet – 73.4%. This is a +26.4 overall percentage-point improvement from 2006, boosted by full parity at ministerial level for the past four editions, as well as scores of over 80% gender parity in parliament (85.2% in 2024). Finland also recorded its highest parity score at the head-of-state level, 50.3%, after an aggregate 16.7-year tenure for the past 50 years, including Sanna Marin's recent tenure.

Losing one rank to Finland since the last edition, **Norway** ranks third with an overall score of 87.5%, after registering a -.4 reduction in overall score since 2023 owing to small losses in the Economic Participation and Opportunity and Political Empowerment dimensions. Through the past seven editions, Norway has posted consistently higher scores (except for a slight decrease in 2022). Overall, it has pushed its score forward by +7.6 percentage points since 2006. In 2024, its best performance in terms of absolute scores is in Educational Attainment, standing at 99.3%, bolstered by full parity in literacy and primary and tertiary education enrollments. In Health and Survival, Norway performs better than the global average, scoring 96.2%. In Economic Participation and Opportunity, Norway scores 79.9%, with relatively high parity scores in earned income (80.2%) and professional and technical workers (100%). Notably, in 2024, the share of women in professional and technical roles surpasses that of men. Nonetheless, room for improvement remains, as for every woman in a senior leadership role, there are still two men, resulting in a score of 49.6%. The country demonstrates a strong performance in Political Empowerment, reaching 74.6% and second place on this dimension globally, an improvement by more than 25 percentage points since 2006. Women have held head-of-state roles for 18.1 years in the past half-century and in 2024, there are more women ministers than men, resulting in a full parity score. Norway's parliamentary representation score drops -6 percentage points from 85.9% in 2023 to 79.9% in 2024.

Ranked fourth in 2024 and holding its position compared to last year, **New Zealand** showcases an overall parity score of 83.5%. This represents a -2.1 percentage-point reduction in score since last edition, but overall an +8.4 percentage-point improvement from its 2006 score. The drop in score compared to last year is explained by regressions in the Political Empowerment dimension. In terms of Economic Participation and Opportunity, New Zealand achieves a score of 74.1%, with its highest labour-force participation rate at 88.2%. New Zealand excels in Educational Attainment, boasting a perfect parity score for the past six editions. In 2024, full parity is registered across all Educational Attainment indicators, making it one of the top performers in its region. In Health and Survival, New Zealand surpasses the global average score by +0.6 percentage points, scoring 96.6%. The country's political gender gap stands at 63.1% closed, with robust parliamentary and ministerial representation between genders. While still placing 4th globally in Political Empowerment overall, this however represents a marked regression of 9.4 percentage points compared to 2023, driven by a 16.5-point loss on parliamentary parity and a 17.1-point loss on parity in ministerial positions. New Zealand is part of a select group of countries where women have had some of the longest tenures as head of state in the past 50 years, with 16.2 years. Similarly to Finland, Jacinda Ardern's departure put pause on women's time as head of state in New Zealand.

With no change to its position from last year, **Sweden** ranks fifth in 2024. Its overall gender parity score of 81.6% shows virtually no change from 2023 (+.05 percentage points) – nor does it in fact show change compared to 2006 (+ 0.24 over 18 years). In Economic Participation and Opportunity, Sweden scores 79.4%, in between oscillating scores ranging from its lowest at 73.1% in 2006 and highest of 83.6% in 2015). Like its Nordic neighbours, Sweden registers full parity for professional and technical workers, and a high level of parity for legislative, senior officials, and managerial roles (71.5%). Full parity in literacy and secondary and tertiary education enrolment contributes to full parity marks in Educational Attainment – a relatively stable subindex for Sweden across all editions of the index. Sweden also scores higher than the global average in Health and Survival, at 96.3%. Finally, on Political Empowerment, women continue to have high levels of representation at ministerial and parliamentary levels, with scores of 91.7% and 87.6%, respectively. However, Sweden falls behind neighbouring countries with a score of 1.8% on the head-of-state indicator.

In its tenth appearance within the global top 10, **Nicaragua** ranks 6th, with a score of 81.1%. Despite not registering a change in score, Nicaragua benefits from a relative change in rank (+1) compared to the last edition. Showing continued recovery from the 2021 drop in performance in the Economic Participation and

Opportunity subindex, Nicaragua achieves a score of 64.2%. At the indicator level, this result emerges from a combination of high parity in estimated earned income (70.4%) and full parity in professional and technical workers, where the proportion of women is higher than that of men. Nonetheless, Nicaragua shows a lower gender parity score in labour-force participation rate (57.7%) compared to other top 10 countries, and has lower representation of women in senior leadership, which translates to a medium parity score of 54.3%. The country displays effective parity in Educational Attainment at 99.9% and surpasses the global average on Health and Survival with a score of 97.8%. In terms of Political Empowerment, Nicaragua, achieves a score of 62.6%, with women holding larger shares in ministerial roles and parliamentary seats compared to men, resulting in parity on both indicators.

In seventh position, is **Germany**, with a slightly lower gender parity score of 81% and dropping one spot in the ranking (This is a reduction of -0.5 percentage points from its 2023 score, its highest to date). The losses are mainly driven by slight regressions in the Political Empowerment dimension, while Economic Participation sees a slight uptick. In Economic Participation and Opportunity, Germany has closed 67.6% of its gender gap with slight improvements on perceived wage equality for similar work compared to 2023. The overall score on this dimension mirrors advances and remaining opportunities for economic parity: while Germany has achieved full parity in professional and technical workers, it has a 59.3% gender gap to close for legislators, senior officials, and managers (score of 40.7%). Similarly, disparity in estimated earned income remains high, with a score of 63.6%. Despite yielding one spot in the subindex ranking, Germany's rank performance across subindexes is strongest in Political Empowerment (6th globally with a score of 60.4%). While Angela Merkel remains the last female head of state to date, her 16-year tenure continues to strengthen Germany's score (49.5%). Similarly, near-equal representation at the ministerial level results in a gender parity score of 87.5%, among the 20 highest in 2024 but a drop of 12.5 percentage points compared to 2023. Women's parliamentary representation is comparatively lower (score of 54.6%). Educational Attainment is where Germany ranks lowest across dimensions (91st), with a score of 98.7%.

Namibia places 8th in the 2024 index, having closed 80.5% of its gender gap. While the score is a small improvement compared to 2023, there is no change in rank. Namibia performs strongly across all four subindexes, placing in the top 25 in every dimension. In parity in Educational Attainment and Health and Survival, the Sub-Saharan economy is a top performer, with scores of 100% and 98%, respectively. In Economic Participation and Opportunity, Namibia is ahead of the global and regional averages by almost +18 and +10 percentage points. Economic gender parity

is high when it comes to labour-force participation (88.4%). Furthermore, Namibia has achieved full parity in technical and professional workers, and 77.2% gender parity in senior leadership roles. Nonetheless, its score of 78.3% shows a slight decrease from last year that runs parallel to a slight reduction in parity in estimated earned income (82.1%, -0.9 percentage points from 2023). Political parity in Namibia is among the 50 highest with an overall score of 45.6%, boosted by an incumbent female head of state who has lengthened her term since the last edition of the index (21.8%, +2.9 increase from 2023) and the continued representation of women at ministerial (46.2%) and parliamentary (79.2%) levels.

Returning to the top 10 after a one-year absence, **Ireland** places 9th with an overall gender gap score of 80.2%. Compared to 2023, this represents a +.7 percentage-point improvement and a two rank climb driven mainly by progress in the Political Empowerment dimension as well as small improvements across several Economic Participation indicators. Across subindexes, Ireland performs best in education (100%), where it shows full parity in the three indicators it reports. It is also among the 10 countries where political parity is highest, with a score of 50.7%. Similar to Germany, Ireland's Political Empowerment performance is lifted by the near 21 years that women have headed the state, resulting in a 71.2% score on this indicator. Parity at ministerial and parliamentary levels is comparatively lower, as women's low share of representation in these spaces leaves Ireland with remaining gender gaps of 60% and 70%, respectively. However, moving in the right direction, its parity score for ministerial positions improved by 10 percentage points between 2023 and 2024. In Economic Participation and Opportunity, Ireland has closed 73.7% of its gender gap, an improvement of +0.5 percentage points from 2023. Ireland boasts full parity in the technical and professional workforce yet shows gaps for senior leadership roles (61.8%) and estimated earned income (61.3%). Gender parity in labour-force participation rate has improved consistently, reaching its third-highest score (84.2%) since 2006.

Spain returns to the top 10 for the third time since 2006, with its highest gender parity score yet at 79.7% - a +.7 percentage-point increase from 2023. Climbing eight ranks since 2023, the positive change is mainly a result of strengthening Political Empowerment and a small overall improvement in Economic Participation and Opportunity. The European country outperforms both the global and regional averages on every indicator except for Health and Survival. In Economic Participation and Opportunity, Spain has increased economic parity over the past seven years to 73.2%. In 2024, the indicators where parity is highest are professional and technical workers (100%), and labour-force participation rate (84.6%). However, it should be noted that the female share in the latter is dramatically reduced compared to 2021 values (from 69.2% to 53.2%). Efforts are needed to further

boost women's representation in senior leadership roles (53.2%), as well as parity in estimated earned income (67.6%). In Educational Attainment, Spain has effectively closed the gender gap, with a slight disparity remaining in literacy. Despite not having had a woman as head of state, Spain has narrowed its Political Empowerment gap to 49.4%, with full parity at the ministerial level (100%) and increasing parity at the parliamentary level (79.5%, up from 73.6% in 2023).

15 most populous economies

The **Philippines** rank 25th in 2024 with a gender parity score of 77.9% (-1.2 percentage points from 2023 and a rank drop of 9 places). The Eastern Asia and Pacific economy performed below its 2023 score of 79.1%, stemming from losses in economic parity and a reduction in the share of women ministers. The country's Economic Participation and Opportunity score of 77.5% is -1.4 percentage points lower than in 2023, despite achieving parity in professional and technical workers (100%) and recording progress towards parity in labour-force participation to an all-time high (69.3%). The Philippines, however, sees a -5.3-percentage point reduction in the share of women in legislators, senior officials, and managers, which brings down its score to 94.7% and a drop of almost 2 percentage points in perceived wage equality for similar work. The economy has achieved full parity across all Educational Attainment indicators, although the shares of women enrolled at each level of education have not all consistently increased across editions of the index. In the Health and Survival subindex, an important 1.6-point gender gap remains in the sex ratio at birth, which lowers the subindex score and places the Philippines among the lowest performers on this indicator. In Political Empowerment, the combined near-16 years during which the government was helmed by Corazon Aquino and Gloria Macapagal-Arroyo, continues to elevate the country's political parity score (37.3%, down from 40.9% in 2023), despite the lower levels of parity in ministerial roles (35.7% to 21.1%) and no progress on parliamentary seats (37.6%).

Building on progress across 18 editions, **Mexico** (33rd) has closed 76.8% of its gender gap and posted its highest score to date, maintaining its rank compared to 2023. The score represents a +0.26 percentage-point improvement from 2023, and a +12.2 percentage-point advancement since 2006. The score improvement compared to 2023 is due to slight improvements on the economic participation dimension, in particular when it comes to closing the gap in the labour-force participation rate and wage equality for similar work. The basis for Mexico's overall performance derives from strong results in the Economic Participation and Opportunity and Political Empowerment pillars. Women have equal representation at the parliamentary level, resulting in a 100% gender parity score. The country has also closed 72.7% of its ministerial gender gap. Across both the

Educational Attainment and Health and Survival subindexes, Mexico has achieved full parity in sex ratio at birth and secondary and tertiary education enrolment. It is crucial to note that the shares of women enrolled in tertiary education and secondary education have approximately doubled since 2006. Economic Participation and Opportunity parity stands at 61.2%. The share of women in professional and technical roles is near parity (98.1%), and parity in senior leadership roles is comparatively high, at 63.3%. Through the past 18 editions, gender parity in labour-force participation has increased overall by +10.3 points, reaching a high point of 60.6% in 2024. Similarly, women's estimated earned income has increased since 2006 at a higher rate than men's.

Ranked 43rd on the 2024 index with a score of 74.7%, the **United States** experiences no change to its overall placement in 2023, recording a marginal -0.15 percentage-point reduction in its score. The United States has closed three quarters (76.5%) of its Economic Opportunity and Participation gender gap, a -1.5 percentage-point reduction from its previous score (78%). This is despite attaining 100% gender parity in professional and technical workers, and having high levels of parity in labour-force participation rate (84.2%). While women's labour-force participation rate (57.3%) has been recovering from 2022 values, it remains the third-lowest registered across editions. At a senior leadership level, women continue to be underrepresented, as the 74.1% score indicates. Further, the United States still has over one-third of the income gap to close, with a score of 65.8% and a drop on this indicator compared to 2023 as well as a drop in perceived wage equality for similar work. In the Political Empowerment subindex, the United States improves marginally due to a slight increase in the percentage of women in parliament, with an overall score of 25.1% in political parity. Efforts to close the gap across indicators have been most effective in Educational Attainment, where women's shares of enrolment are higher than men's across all education levels.

With a -1 percentage-point reduction in score (from 72.6% in 2023) and a 13-rank drop compared to last year, **Brazil** places 70th on the 2024 index having closed 71.6% of the gender gap. With 66.7% in economic parity, Brazil experiences a slight reduction from its 2023 score of 67.0%, but maintains parity in professional and technical workers and reaches its highest parity for senior leadership roles (66.1%). Gender parity in labour-force participation rate increases from 2023 by +.7 percentage points to 72.6%, although it remains -4.5 points below Brazil's best result (77.2% score, 2021). In Political Empowerment, Brazil tracks alongside the global average, with a score of 22%, down from 26.3% in 2023 mainly due to lower female representation at ministerial level. Nonetheless, Dilma Rousseff's term as head of state continues to leverage Brazil's score (12%) to 34th rank in the head of state indicator, and by consequence, the subindex. Yet, not all subindex results are

regressive. In Educational Attainment, Brazil attains effective parity at 99.6%. This result is buttressed by 100% parity across all indicators, except for primary enrolment – here, parity has been increasing, but has not yet reached 100%. There is no change in the Health and Survival subindex, which maintains a score of 98%.

In 2024, **Viet Nam** (72nd) reduced its gender gap by a further +0.3 points, posting a 71.5% gender parity score – higher than the global as well as regional average for Eastern Asia and the Pacific, but ultimately insufficient to propel it upwards in rank. Since 2007, Viet Nam has bridged its gender gap by +2.6 points. In the Economic Participation and Opportunity subindex Viet Nam sees gender parity rise from 74.9% in 2023 to 75.1% in 2024, making it a leading performer in its region. The result reflects a combination of full parity in professional and technical workers and nearly-closed gaps in estimated earned income (79.9%) and in labour-force participation rate (88.1%). Nonetheless, the share of women's labour-force participation rate has been diminishing in Viet Nam, and in 2024 is nearly -11.4 points below its highest value (68.5% vs 79.9% in 2017). Another significant gender gap that Viet Nam has yet to close is that of women's representation in senior leadership roles, where parity stands at 35.1%. In the Educational Attainment subindex Viet Nam records parity in secondary and tertiary education and continues to improve gender parity in the literacy rate, with its highest score to date (97.8%). In Political Empowerment, Viet Nam (16.8%) trails behind its peers, with low levels of female representation in ministerial roles (11.1%), resulting in a low parity score of 12.5%. Women make up less than half of parliamentary seats, yielding a 44.1% parity score.

With a gender parity score of 70.9%, **Ethiopia** ranks 79th on the 2024 index. This represents a four-rank and 0.19 percentage-point decline from its 2023 index results. Subindex results only see marginal changes compared to last year, with the exception of political empowerment which drops by almost 2 percentage points due to lower representation of women in ministerial positions (score drop from 69.2% in 2023 to 57.1% in 2024). In the Economic Participation and Opportunity subindex, the country exhibits the sixth-lowest score in Sub-Saharan Africa and 118th globally, at 58.7%. This score is in part explained by a series of persistent economic gaps across indicators. Gender parity in the labour-force participation rate stands at 72.7%, unchanged from 2023, but a full -18.7 points lower than its best score (91.4%, 2011), and a reflection of the decline in women's labour-force participation rate to its second-lowest value since 2006 (57.6%). In addition, gender parity in legislator, senior official, and managerial roles remains at 34.1%, slightly below its best score. However, the share of women in professional and technical roles slowly increases (34.3%) and with it, gender parity (52.1%). On the educational front, Ethiopia trails behind 135 economies, with 86.5% parity in attainment. Gender parity in literacy only

reaches 75%, and 93.1% and 97% in primary and secondary enrollments, respectively. However, parity in tertiary education enrollment registers a slight +0.2 point increase to 59.8%. Health and Survival subindex parity remains at 97.1%, though parity in healthy life expectancy has declined slightly since 2015, contributing to an overall subindex score reduction. In the Political Empowerment subindex, Ethiopia scores 41.2%, significantly above the global average and boosted in part by the ongoing five-year consecutive term of Sahle-Work Zewde serving as head of state. In other areas of political representation, results are mixed: women hold 36.4% of ministerial roles and 41.3% of parliamentary seats.

Experiencing a decline in both score (68.9%) and rank (99th) since 2023, **Bangladesh** loses 40 ranks and -3.3 percentage points on the 2024 index. The drop derives to a large extent from an update to the 2017 values for economic indicators used in prior calculations, including the 2023 edition of the report. In the past five years, economic gender parity has deteriorated significantly, leaving Bangladesh with a wider gender gap to close. In 2024, the economic parity score of 31.1% is the lowest achieved by Bangladesh since 2014 and the lowest ranking globally in the 2024 index. Gender disparity in labour-force participation has rolled back the gender gap from 42.5% in 2018 to 30.7%. Income inequality between men and women in 2024 (10.2%) has increased nearly five times over since 2018 (48.9%) in 2018. Women's representation in senior leadership roles has also decreased, resulting in a 92 percentage-point gap to bridge. Additionally, in 2024 women encompass just one-fifth of professional and technical workers, resulting in a 25.4% parity score. Where Bangladesh performs well is in Educational Attainment, with a 94% attainment rate reflecting full parity in secondary enrolment, gender parity in literacy rate of 93% and gender parity in tertiary enrolment of 84.1%. In Political Empowerment, Bangladesh has the highest gender parity score in its region (54.3%) and seventh overall, on account of having had women in head-of-state roles for 30.3 years out of the last 50. However, there is only one-woman minister for every nine men (score of 9%) and women occupy just one-fourth of parliamentary seats, which translates to a gender parity score of 25%, with slight drops on both indicators compared to 2023.

The 100th rank in the index is occupied by **Indonesia**, which in 2024 has closed 68.6% of the gap. This result represents a 13-rank decline and a -1.1-point reduction from 2023. The decline is relative and due to the unavailability of data for women in parliament at the time of report production. However, when considering progress to date since 2006, Indonesia has succeeded in reducing its gender gap by +3.2 percentage points overall, despite mixed progress at the subindex level. Economic parity reaches 66.7%, placing it 89th overall, evidencing significant gaps at the indicator level. One such indicator is the labour-force participation rate, where gender parity

reaches 64.5%. While women are overrepresented in professional and technical roles to the extent of full parity, the opposite is true for legislative, senior official, and managerial positions, where parity is at 46.3%. Furthermore, women's estimated earned income is just half that of men's, resulting in a parity score of 51.7%. In the Political Empowerment subindex, Indonesia scores 13.8%, with parity at the ministerial level remaining static from 2023 at 26.1%. In Educational Attainment, Indonesia compensates with 97.1% parity, with parity evident in secondary and tertiary enrollment. However, gender parity in primary education enrollment has been decreasing since 2015 as men's enrolment shares have increased, rolling parity back to 94.9% in 2024. Literacy rates remain high at 97%. In terms of Health and Survival, Indonesia achieves 97% parity, ranking the country 72nd in the global index.

In 106th position is **China**, bridging 68.4% of its gender gap in 2024. Since 2023, China has improved by one rank and +0.5 percentage points with positive changes on the economic participation, health and survival and political empowerment dimensions. In terms of Economic Participation and Opportunity, China ranks 39th overall with a score of 73.7%, an improvement of 6 ranks and 1 percentage point from 72.7% in 2023. At the indicator level, labour-force participation parity stands at 81.5%, ranking 61st overall. Although women's labour-force participation rate has recovered from 2022 levels, it remains -13.4 percentage points below its highest recorded value of 77.1% in 2009. Educational Attainment reaches 93.4%, with a literacy rate score of 96.6%, although men's literacy rate is +3.4 percentage points higher than women's. At the secondary education level, there is a 12.7% gap to bridge. However, China achieves full parity in tertiary education enrollment, with women surpassing men in enrolments. Health and Survival scores 94%, with a sex-at-birth ratio of 89.4%. Healthy life expectancy stands at 104.2%. Gender parity in the Political Empowerment subindex is 12.3%, with an 111th rank overall. Parity is higher for women in parliament, as they represent one-fourth of parliamentarians in 2024, the highest share to date, yielding a score of 36.1%. Women's representation at the ministerial level has declined to 4.3%, compared to the 11.5% share held from 2010 to 2016 (except for 2014).

In the 2024 Index, **Japan** (118th) makes significant progress from 2023: with overall parity at 66.3%, it improves its position by seven ranks and +1.6 percentage points over last year. This is largely driven by improvements in the Political Empowerment dimension and to a lesser extent positive changes in Economic Participation and Opportunity, where Japan ranks 120th, with a 56.8% economic gender gap yet to be closed. Labour-force participation parity stands at 76.8%, with women's participation slowly increasing from 2022 levels. The share of women in legislative, senior official, and managerial roles in 2024 also increased, by +1.7 percentage points from 2023 and +4.6 percentage points since 2006.

Nonetheless, Japan's gender disparity in senior roles remains significant, with a gender parity score of 17.1%. Estimated earned income also displays considerable disparity based on the 2024 score of 58.3%. This is an improvement since 2016 but still trails -2.6 points behind its highest score, achieved in 2015. In Political Empowerment, Japan ranks 113th overall, with gender parity at 11.8%. Women hold one-fourth of ministerial roles, resulting in a 33.3% parity score, a significant improvement from a share of 8% and score of 9.1% in 2023. In parliament, gender parity stands at 11.5%, showing only marginal movement over time. In Educational Attainment, Japan achieves virtual parity with a score of 99.3% that results from parity in the literacy rate and secondary education enrollment, and near-parity in tertiary education enrollment (96.9%). This performance positions Japan 72nd overall in the subindex. Japan's score in Health and Survival remains virtually unchanged compared to last year, placing it in 58th position.

Nigeria (125th) has climbed five ranks and improved last year's score by +1.3 percentage points, resulting in overall gender parity in 2024 of 65%, with positive changes in the Political Empowerment dimension, Educational Attainment, and Economic Participation and Opportunity. The Sub-Saharan economy has made notable strides in the Economic Participation and Opportunity, where it records 72.6% of the gap closed, placing it 49th globally on the subindex. Notably, Nigeria excels in gender parity for senior leadership roles, achieving full parity, with women's representation in legislative, senior official, and managerial roles doubling that of men's. However, significant gender gaps persist in professional and technical workers, with parity at only 62.6%, as well as in estimated earned income, which stands at 50.1%. With relatively high labour-force participation rates for both men and women, parity on this indicator stands at 89.9%, ranking 13th highest overall. In Educational Attainment, gender parity reaches 84.2%, resulting in Nigeria placing just eight ranks above the lowest performer. A persistent gender gap is observed in literacy rates (73.9%), with women lagging far behind men. Secondary education enrollment parity is 98.9%, while tertiary education enrollment reaches 72.6%. In Health and Survival, Nigeria scores 96.7%; it achieves the highest score in sex ratio at birth but lags in parity in healthy life expectancy. In Political Empowerment, Nigeria ranks among the bottom 10 performers (136th) with a parity score of 6.6% but improvements in particular on ministerial positions since 2023, with women's representation rising from 10.7% in 2023 to 17.6% in 2024 (score change from 12% to 21.4%).

With a population of over 1.4 billion, **India** (129th) has closed 64.1% of its gender gap in 2024. This result places the Southern Asian economy -2 ranks lower than the previous edition, with a marginally lower score (0.17 percentage points). This slight regression is mainly the result of small declines in Educational Attainment and Political Empowerment,

while Economic Participation and Opportunity slightly improves. While India's economic parity score has trended upwards for the past four editions, it would need a further 6.2 percentage points to match its 2012 score of 46%. Achieving that objective will be possible through bridging gender gaps in estimated earned income (28.6%); legislative, senior officials, and management roles (14.4%); labour-force participation rate (45.9%); and professional and technical workers (49.4%). In the Political Empowerment subindex, India scores within the top-10 on the head-of-state indicator (40.7%). India's scores for women's representation at the federal level, in ministerial positions (6.9%) and in parliament (17.2%), remain relatively low. Parity in Educational Attainment is well underway, but challenges remain. Updated figures in Educational Attainment bring India's parity levels slightly down from prior scores. While the shares of women are high in primary, secondary and tertiary education enrolments, they have only been modestly increasing, and the gap between men and women's literacy rate is 17.2 percentage points wide, leaving India ranked 124th on this indicator.

In 135th position is **Egypt**, which has dropped -1 rank from 2023 – despite maintaining a positive trajectory since 2017 and recording in 2024 a 62.9% gender parity score, +.26 percentage-points up from 2023. A small decline in the Economic Participation dimension compared to 2023 is slightly more than offset by score improvements in Educational Attainment and Political Empowerment. Egypt faces substantive challenges to economic parity across indicators. The gap in its labour-force participation rate is 78.3 percentage points wide, similar to estimated earned income, where gender parity stands at 20.9%. In senior leadership roles, gender parity in legislators, senior officials and managers barely reaches 16.2%. Yet, slow progress on this indicator is apparent; the 2024 value is the highest registered since 2006, reflecting an also growing share of women in this category (+5 percentage points from 2006 values). In contrast, Egypt is among the four leading regional performers in the Political Empowerment subindex, behind only Algeria, Tunisia, and Morocco. Egypt is among the five countries in the region where parity at the ministerial level surpasses 20% (23.1%) and has the highest regional parity score for women in parliament (38.3%). In Health and Survival, Egypt achieves 96.8% parity, maintaining its 2023 score. The country ranks 110th overall in the Educational Attainment subindex with a slight score improvement compared to 2023, having closed 96.6% of its educational gender gap. The country records parity in primary and tertiary education enrolments, but is behind in literacy rate, at 86.2% and loses slightly on parity in secondary education (99% in 2023 to 96.5% in 2024).

The **Democratic Republic of Congo** ranks 140th in the 2024 index, with the state of gender parity in the country slightly receding to 60.9% from 61.2% in 2023 (-0.2 point decrease). Marginal regressions are apparent for the Economic Participation

and Opportunity and Political Empowerment dimensions. The majority-female Sub-Saharan economy, with a population of 100 million, faces its largest gender-parity challenge in the Political Empowerment subindex. While the subindex shows a positive trajectory overall, only 10.9% of the gap has been closed to date (-0.2-point decrease from 2023). Gender parity at the ministerial level has increased since 2018, by +12.6 percentage points, pushing parity to 25.7% – yet it remains 20 places and 74.3 percentage points behind the region's best performers (South Africa and Mozambique, both at 100%). At the parliamentary level, Democratic Republic of Congo has the fifth-lowest regional score (14.7%) placing it 125th overall. In Economic Participation and Opportunity, Congo has closed 66.9% of its gender gap, yielding a rank of 85 on this dimension. There are high levels of parity in labour-force participation, at 90.3% parity score, as well as women in senior roles (72.2% parity score) where the share of women in this category has more than doubled since 2018. Where economic gaps remain are in professional and technical workers (43.3%) and in estimated earned income (69.3%). Finally, in the Educational Attainment subindex, the country faces important gaps, placing second from the bottom in 145th rank. In secondary and tertiary education enrolment, gender parity reaches 63.4% and 59.3%, respectively. Women's literacy rate is significantly lower than men's, resulting in an 80% gender parity score.

With a female population of over 119 million, **Pakistan** comes second to last on the 2024 index (145th), having closed 57% of its gender gap. Compared to 2023, the economy loses three

ranks and 0.53 percentage points on its overall score, largely driven by regressions in the Political Empowerment dimension, yet partially offset by a small score improvement in Educational Attainment. The low performance reflects substantive gender gaps in economic and political parity, as well as a lag in both the Educational Attainment and Health and Survival subindexes, where most economies are at parity. The Southern Asian economy has closed just over one-third of its economic gender gap, at 36%. At the indicator level, the gap is widest in senior leadership (6.1% score), with legislators, senior officials and managers making up less than 6% of the total. Income disparity yields a gender gap that is 75.1 percentage points wide, one of the biggest overall (136th). While Pakistan's parity in labour-force participation rate is comparatively higher, it remains among the lowest overall (30.4%, 140th). Despite showing a positive trajectory on Educational Attainment since 2006, Pakistan is yet to catch up to the majority of economies in the subindex (139th). The biggest challenge lies in closing its literacy rate gender gap, which is 67.1%. With increasingly higher parity scores in primary (87.6%), secondary (84.3%), and tertiary education enrolment (92.6%), as well as growing shares of female enrolment across indicators, efforts are seemingly showing impact but at a slower pace than in other economies. Finally, in the Political Empowerment subindex, Pakistan shows 6.3% parity at the ministerial level, and 19.3% in parliamentary seats leaving the country in 112th rank overall.

2

Economic and leadership gaps: constraining growth and skewing transitions

This chapter offers insights into the complex picture of economic gender disparities, equipping decision-makers to address gender gaps in a targeted and transformative manner. The first section provides an outlook of the current global economic and regulatory context which is shaping gender parity outcomes. The second section provides a more focused analysis of global workforce dynamics, leadership trends and skill development across

various industries and over time. Building on the 2023 report, the chapter provides continued tracking of key labour-market outcomes, particularly in the face of technological transitions, as well as novel explorations of underlying layers contributing to gender gaps, including patterns in professional networks, care provision and perceptions of opportunity.

2.1 Economic and political context

Investing amid crisis: The challenges of the current macro-environment

The progressive breakdown of political, environmental and economic configurations is creating high-risk, high vulnerability conditions for women and girls, in turn diminishing prospects of a global recovery. The unequal participation of women in the global economy will only worsen an already suboptimal long-term growth rate: the World Bank's January 2024 *Global Economic Prospects Report* predicted that the latter years of the current decade will be characterized by the slowest GDP growth rate in 30 years.¹ Moreover, rising income inequality in both advanced and emerging economies increases the vulnerability that low-income women and girls face in the context of climate change and ongoing political stagnation.

Already in 2022, an estimated 15% of women worldwide were living within 50 kilometres of armed conflict² – a condition that contributes to the worsening of women's outcomes in health, economic participation, educational attainment and political empowerment. Climate crises are also becoming numerous and frequent and are deemed to increase a range of inequities – from women's reproductive health outcomes³ to potentially pushing nearly 158 million women and girls into poverty in the next 25 years.⁴

While the threat of continued downturns and prolonged crises are a worrying prospect for gender parity, global efforts to close the gender gap should be motivated by the boundless possibilities offered from increased economic and leadership parity. International financial institutions have noted the economic gains that could be reaped from enhanced female participation in labour markets and economies. The World Bank estimates that closing the gender gap in employment and entrepreneurship could increase global GDP by more than 20%,⁵ while the International Monetary Fund (IMF) has categorized the correction of the “misallocation” of women's talents and abilities as a method for boosting productivity.⁶

The COVID-19 pandemic produced a precipitous decline in global economic activity, which led to reduced government revenues.⁷ In parallel, almost all governments injected large fiscal stimuli into economies.⁸ While public spending levels of 2020 fell rapidly in 2021 and 2022,⁹ high debt levels and interest payments – particularly for low- and middle-income countries – are increasingly a concern.^{10,11} The growing cost of debt service threatens to erode fiscal space needed for investment into educational, retraining and reskilling, and childcare programmes associated with higher rates of women's labour-force participation.¹²

The estimated investment required for achieving gender equality for all developing economies

could reach up to \$7.8 trillion per year, according to the United Nations Conference on Trade and Development (UNCTAD). The estimated collective financial investment required to achieve this goal by 2030, at the current rate of government expenditure, would be \$360 billion per year.¹³ The necessary level of financial effort requires a fundamental shift in mindset for economies, understanding gender parity efforts as engines for new, high-quality growth.

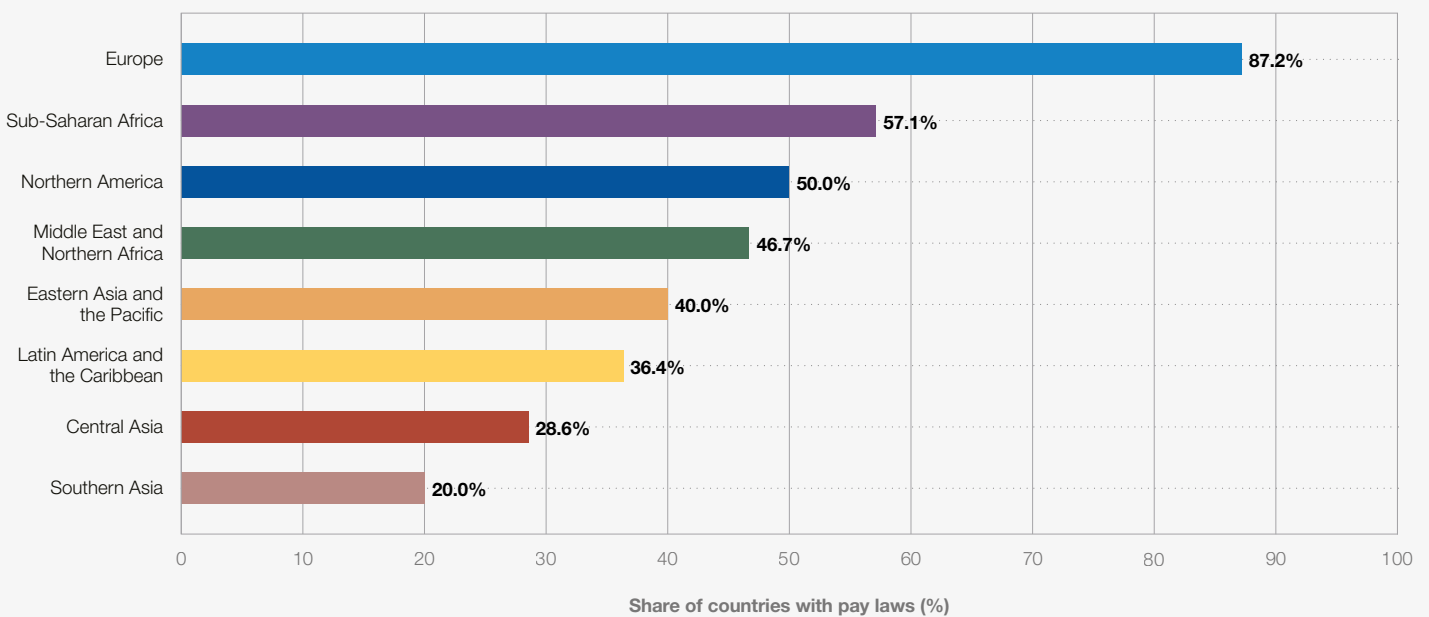
Business, in turn, has shown a mixed approach to advancing gender parity in the current economic and political context. While diversity, equity and inclusion (DEI) spending and policies have seen retrenchment in some parts of the world due to political polarization and economic pressures, in many regions, including Latin America, the Middle East, and East Asia, gender parity efforts are gathering momentum. In Northern America and Europe, companies which have long been committed to DEI have been staying the course, continuing to proactively address gender gaps in their workforce, across business functions and in their wider ecosystems. Experiencing the benefits of increased productivity, adaptability to change, returns on investment and stronger innovation outcomes, they are starting to see gender parity as a competitive advantage in an increasingly tough macro and business environment. At the same time, though, beyond the DEI frontier the aggregate picture across all firms still shows systematic regression in parity as economic conditions worsen (see following sections).

Blueprints for change: Developments in global gender policy

According to the World Bank, in 2024 men continue to enjoy more legal protections than women. For this reason, developments in the adoption of gender policies across economies cannot be minimized or dismissed, especially since implementation gaps are widespread. A clear example of this emerges in economic gender policy. Since 1971, the number of countries that have adopted pay equity laws has increased from 2 to 98, with regional differences in uptake of such laws. However, only one in five economies that have legislated equal pay for equal work have also implemented mechanisms to redress the pay gap.¹⁴

Most governments have yet to make gender a systematic feature and focus of their budgetary cycle. Since the 1984 launch of the first gender budget initiative in Australia,¹⁵ the uptake in efforts has extended to over 100 countries.¹⁶ However, while over 90% of countries examined by a recent UN Women report having policies and programmes to address gender equality, only 53% of them also report having sufficient resources allocated for that purpose.¹⁷ What is more, only a minority of countries present government expenditures by gender, obscuring potential cues to how the bulk of government spending can address gender gaps.¹⁸

FIGURE 2.1 Share of economies with laws regarding equal pay in 2024, by region



Source

World Economic Forum calculations based on 2024 data from the World Bank's *Women, Business, and the Law* dataset.

Note

Values for 145 economies included in the Global Gender Gap Index 2024, except for Norway, for which no values were available. Data derived from the *Women, Business, and the Law* pay equity indicator that corresponds to the question "Does the law mandate equal remuneration for work of equal value?". Recovers the WBL Pay Equity indicator "Does the law mandate equal remuneration for work of equal value?".

Nonetheless, 2023 did see policy developments on key issue for economic parity: the care economy. In October, the UN General Assembly adopted a landmark resolution on the centrality of care and support from a human rights perspective.¹⁹

In Latin America, the Interamerican Court of Human Rights has since discussed the right to care, contributing to broader recognition of the economic relevance of care.²⁰

2.2 Evolving gender gaps in the global labour market

In the spring of 2024, the short-term global economic outlook shows signs of reserved optimism. The IMF has revised its global 2024 growth projections to a slightly improved 3.1% on account of economic resilience. While economic slowdown is underway in large economies, fiscal consolidation measures are expected to be reduced or at least delayed beyond 2024 – resulting in a potential increase in public expenditure and with it, economic activity. Inflation is expected to soften, although neither systematically across economies nor permanently. This economic configuration can impact gender parity in an array of ways. Lower inflation and increased government expenditure can expand economic possibilities for women, especially when constrained by lower-paying jobs and sectors.²¹

Labour-force participation rate

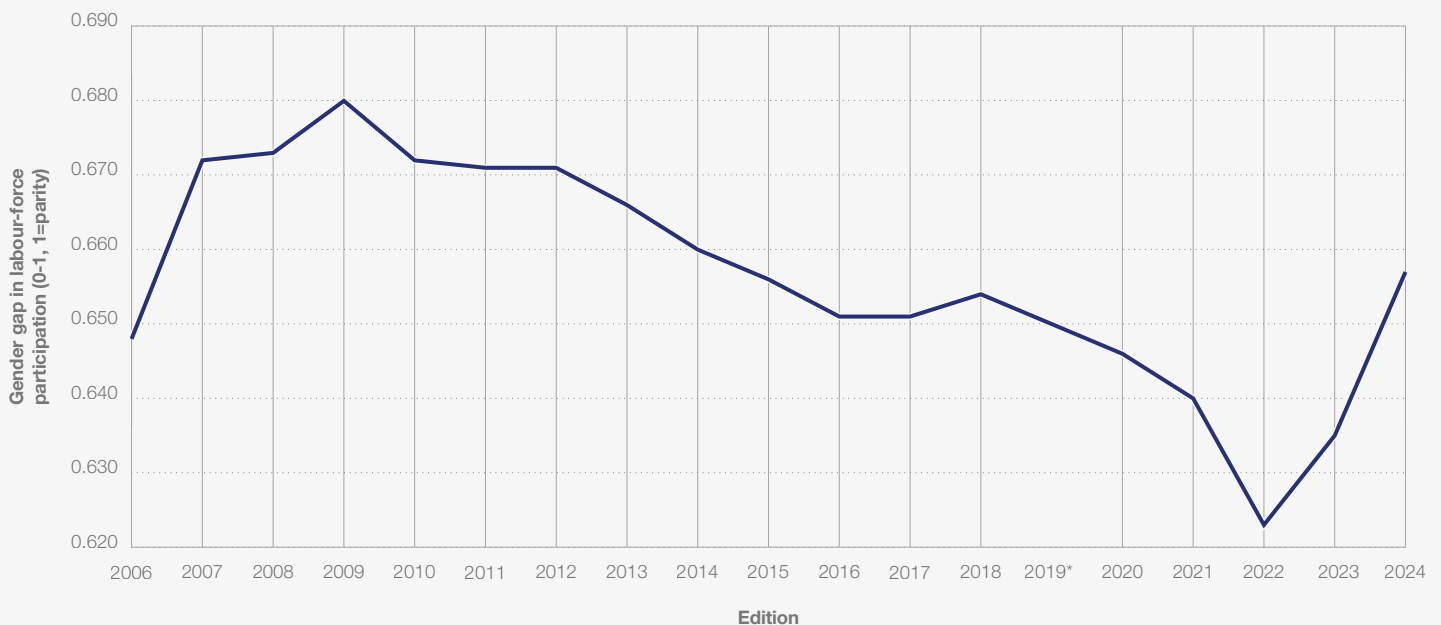
Continuing a pattern of recovery that was highlighted in last year’s edition, parity in the labour-force participation rate has rebounded past 2023 levels (63.5%) to reach 65.7%, based on

the constant sample of 101 economies tracked since 2006, as shown in Figure 2.2. However, segments of the global workforce were affected disproportionately during pandemic years, leaving behind what the International Labour Organization (ILO) has deemed “pockets of missing workers” in low-income economies.²²

In the United States, the number of women in the job market hit a historic high. The U.S. Department of Labour identified remote work as a key driver of women’s return to the workforce, particularly for working mothers. However, the lack of fully functioning childcare systems curtails optimism associated with this development.²³

At the regional level, the effect is visibly positive for Southern Asia and Sub-Saharan Africa, where gender parity values rise to 42.6% and 83.9%, respectively, in 2024, suggesting parity in labour-force participation is recovered or nearly recovered from shocks that happened at the turn of the decade. In both regions, women’s participation rate in the labour force has increased in greater proportion than men’s since 2020.

FIGURE 2.2 Global gender gap in labour-force participation, 2006-2024



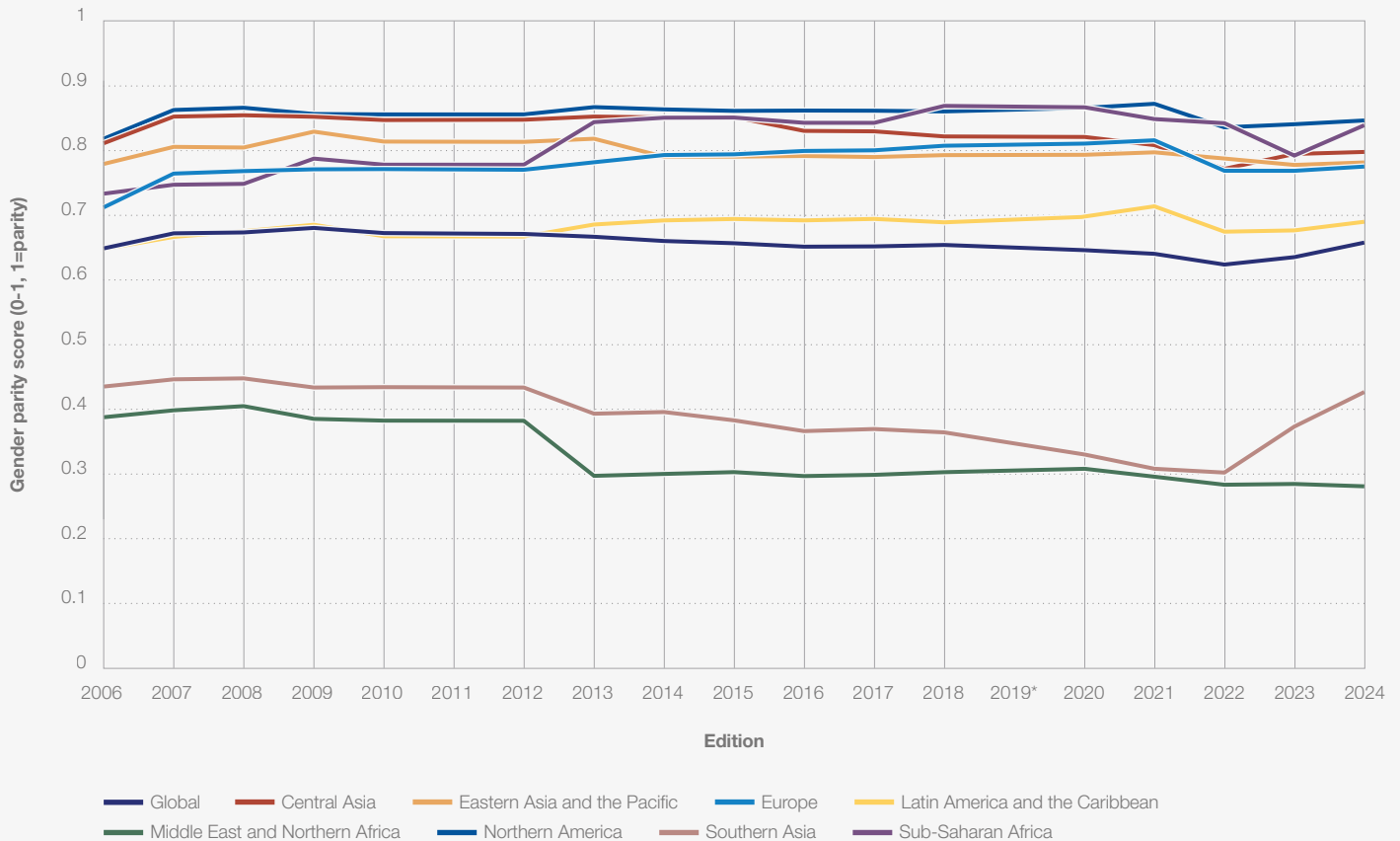
Source
Global Gender Gap Report, 2006-2024.

Note
Results of the fourteenth edition of the Global Gender Gap Index were presented in the *Global Gender Gap Report 2020*, released in December 2019. There is no corresponding edition for 2019.

In Northern America and Europe, where gender parity in labour-force participation rate has been comparably higher, the recent upturn shows a moderate improvement since 2022, reaching 84.6% and 77.4% respectively. This is linked to men's labour-force participation rate increasing modestly in Europe, while remaining flat in Northern America since 2021. However, the upwards push in women's workforce participation has not been large enough to reach prior levels of progress. In Middle East and Northern Africa,

gender parity in labour-force participation rate is lowest of all regions (28%) on average and has been in decline since 2019, when it reached 30.8%. This reflects a significant drop in female participation rates prior to 2020 that have only since begun to increase. Exceptions are Saudi Arabia, where female labour-force participation has nearly doubled over time, from 22.5% in 2006 to 43.2% in 2024, as well as Bahrain and the UAE which have also seen significant increases since 2006.

FIGURE 2.3 Gender gap in labour-force participation, by region, 2006-2024



Source
Global Gender Gap Index, 2006-2024.

Note
Results of the fourteenth edition of the Global Gender Gap Index were presented in the *Global Gender Gap Report 2020*, released in December 2019. There is no corresponding edition for 2019.

Employment and job gaps

Employment rates are mirroring positive developments in women's labour-force participation. In the OECD area, 2024 employment rates reached record numbers for both men and women. Women's employment rate increased at a faster rate than men's, leading to a reduction in the gender gap.²⁴ In Europe, the profile of the labour force has also shifted to include a larger share of female, older, highly educated workers. Labour mobility in the eurozone, subsidized childcare and family leave policies, job-retention schemes, and delayed retirement are among the factors considered to contribute to this outcome.²⁵

While positive strides in employment are encouraging, the sustainability of such progress remains uncertain. The ILO cautions that global unemployment is expected to rise in lower-income economies, potentially leading to heightened poverty rates.²⁶

Moreover, the ILO has continued to underscore the need to address the gendered jobs gap, a recent indicator developed by the organization that describes individuals seeking employment that do not have a job – including unemployed, potential labour force and those willing to work but not available at short notice.²⁷ As women are often more constrained in the speed at which they can take up new employment opportunities

(e.g. due to care obligations), they are less likely to be considered as unemployed based on current criteria but remain in the pool of those experiencing a job gap. Initial ILO estimates were included in the 2023 edition of the *Global Gender Gap Report*, evidencing how the jobs gap rate was significantly higher for women. The most recent ILO estimates suggest that while gender parity in the jobs gap measure has stayed relatively stable in 2024, the absolute proportion of women experiencing a jobs gap is much higher than initially projected, at 21% (vs 14.5% projected for 2023) while the rate for men is 14% (vs 9.8% projected for 2023).²⁸

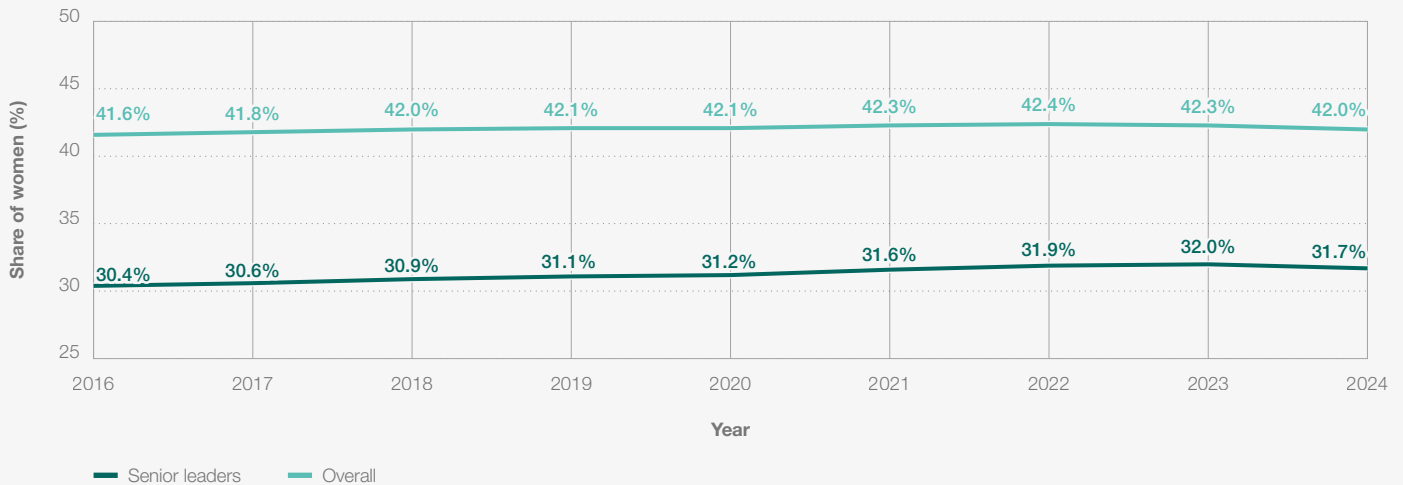
Workforce representation and leadership

Breaking down global labour-market data to the industry level, data provided by LinkedIn shows that in 2024 women's representation in the workforce remains well below men's, across almost every industry and economy analysed.

The sample, which consists of LinkedIn users across 166 economies, indicates that women account for 42% of the global workforce (compared to a 40.5% global average based on ILO reported figures; it should be noted that LinkedIn captures only a segment of the global labour market).²⁹ LinkedIn data for the past eight years shows that women's overall representation in the workforce has slightly decreased in the past two years, regressing to 2018 levels (Figure 2.4).

By comparison, women's representation in senior leadership has fared slightly better, with a less pronounced drop compared to previous years (Figure 2.4). LinkedIn data for the past eight years shows that women increased their representation in leadership, from a 30.4% share in 2016 to a 32% share in 2023. However, data for the first quarter of 2024 suggests an early -0.3-point reduction in representation, bringing the share of women in leadership down to 31.7%.

FIGURE 2.4 Women's workforce representation, overall and in senior leadership 2016-2024



Source
LinkedIn Economic Graph.

Note
Average values for 166 economies with at least 100,000 LinkedIn members.

Differences in the gender composition across different industries' overall workforce and leadership continue to contribute to women's segregation across industries.

In 2024, women make up most workers in Healthcare and Care Services (62.1%), Education (54.4%), Consumer Services (53.1%), and Government and Public Sector (50.7%). In contrast, women have the lowest presence in Utilities (31.5%); Supply, Chain and Transportation (31.6%); Oil, Gas, and Mining (24.1%); and Infrastructure (22.4%).

Comparing women's representation across industries over time shows there has been an overall positive evolution since 2016 (Figure 2.5). The share of women in the following industries has grown incrementally: Government and Public Service (from 48.3% to 50.7%), Professional Services (from 40.2% to 41.4%), Infrastructure (from 21.3% to 22.4%), Education (from 53.3% to 54.4%) and Utilities (from 30.5% to 31.5%).

However, women's share of the workforce has been trending slightly downwards at the aggregate level since 2023, and in eight industries since

2022. Between 2023 and 2024, the industries which experienced the greatest decline in women's workforce participation were Accommodation and Food (from 44.2% to 43.5%), Consumer Services (from 53.7% to 53.1%), Wholesale (from 33.3% to 32.7%), Real Estate (from 42.2% to 41.7%) and Retail (from 49% to 48.5%).

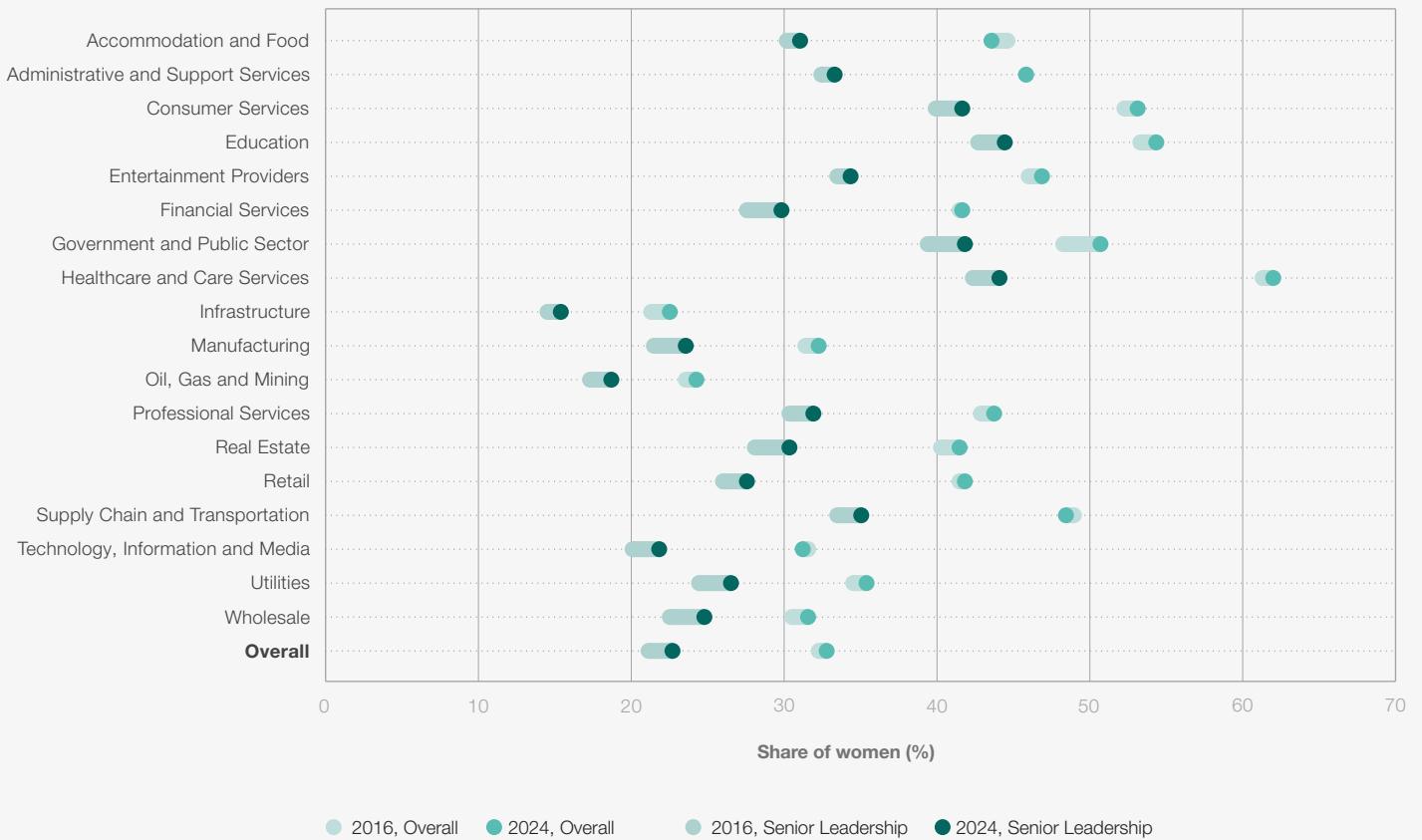
Women's representation in senior leadership has seen modest improvements since 2016, with more women in senior leadership across every industry in 2024 than in 2016 (Figure 2.5). Over this period, the

share of leadership roles held by women saw the largest increases in Government and Public Services (from 39.4% to 41.8%), Professional Services (28.1% to 30.3%), Utilities (22.5% to 24.8%) and Financial Services (from 27.5% to 29.7%). Despite the progress recorded between 2016 and 2024, the period between 2023 and 2024 saw moderate declines across all industries, with relatively more pronounced changes in Consumer Services (from 42.1% in 2023 to 41.6% in 2024), Retail (from 35.3% to 35%), Technology (from 26.7% to 26.4%) and Wholesale (from 23.1% to 22.8%).

FIGURE 2.5

Women's workforce and senior leadership representation, by industry

2016-2024



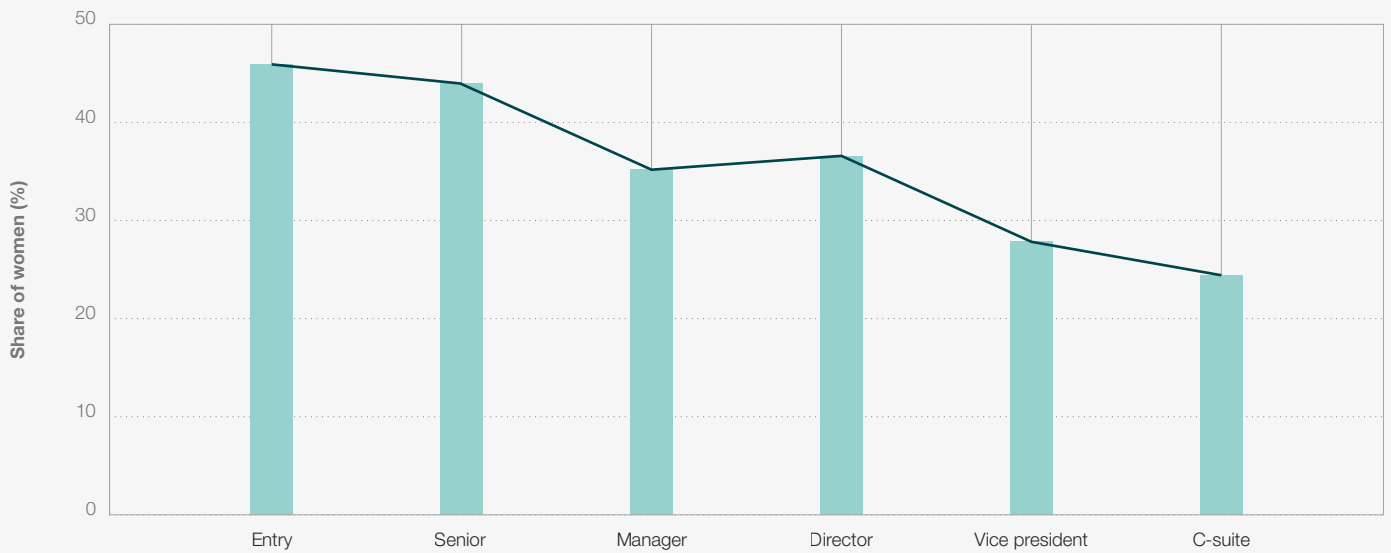
Source
LinkedIn Economic Graph.

Note
Average industry values for 35 economies: Argentina, Australia, Austria, Belgium, Brazil, Canada, Chile, Colombia, Denmark, Finland, France, Germany, India, Ireland, Israel, Italy, Mexico, Netherlands, New Zealand, Norway, Panama, Philippines, Poland, Portugal, Puerto Rico, Romania, Singapore, South Africa, Spain, Sweden, Switzerland, United Arab Emirates, United Kingdom, United States and Uruguay.

One significant implication arising from the unequal proportion of women across industries is its reinforcement of other gender disparities in the workforce. Disproportionate representation of women in certain sectors has been documented as one of several factors contributing to gender pay gaps. In industries where women account for a higher share of the labour force, pay tends to be lower.³⁰ The reverse is also true: industries in which women are less represented tend to be higher-paying.

Women's concentration in lower-paid industries, in combination with women's lower representation in leadership roles, is a disadvantageous coupling of conditions affecting women's access to economic prosperity and opportunity to build wealth throughout their working lives. Top-level positions remain narrowly accessible for women, globally speaking, illustrated by the disaggregation of data by seniority levels in the metric introduced in the last edition as the global "drop to the top".

FIGURE 2.6 | Global workforce representation of women, by seniority, as of April 2024



Source
LinkedIn Economic Graph.

Note
Values for 160 economies with at least 100,000 LinkedIn members.

In 2024, the ascent to the C-suite globally is steeped in deeply entrenched inequalities, resulting in an overall -21.5 percentage point drop from the base to the top. Women make up 46% of entry-level roles, a figure that has remained stable since 2023 and remains virtually unchanged in 2024.

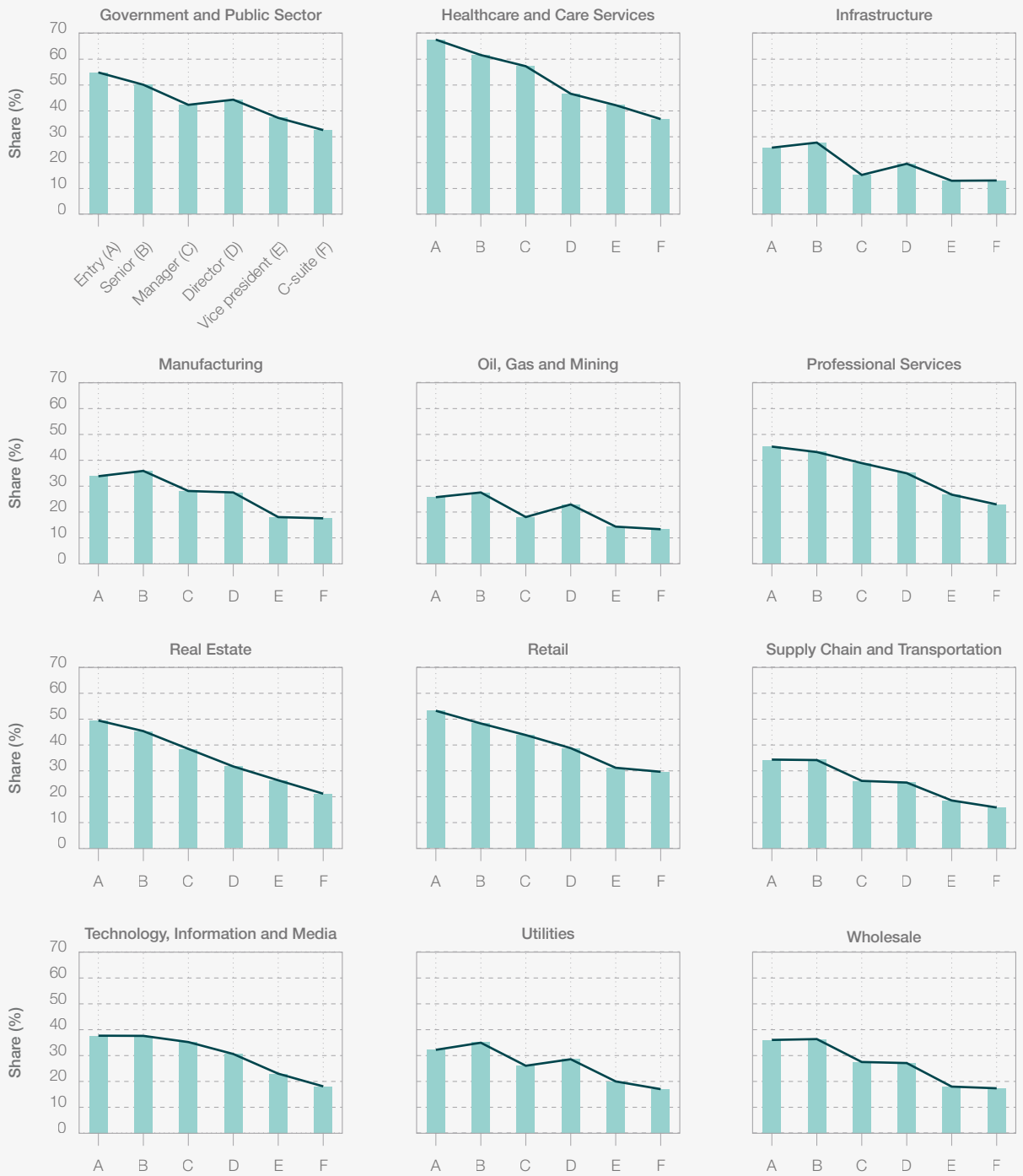
Globally, while women are close to occupying nearly half of entry-level positions, they fall short of representing just one quarter of C-suite roles. Across all industries, career progression remains limited, although the trend exhibits industry-specific patterns.

FIGURE 2.7 | Industry representation of women, by seniority, as of April 2024



FIGURE 2.7

Industry representation of women, by seniority, as of April 2024



Source
LinkedIn Economic Graph.

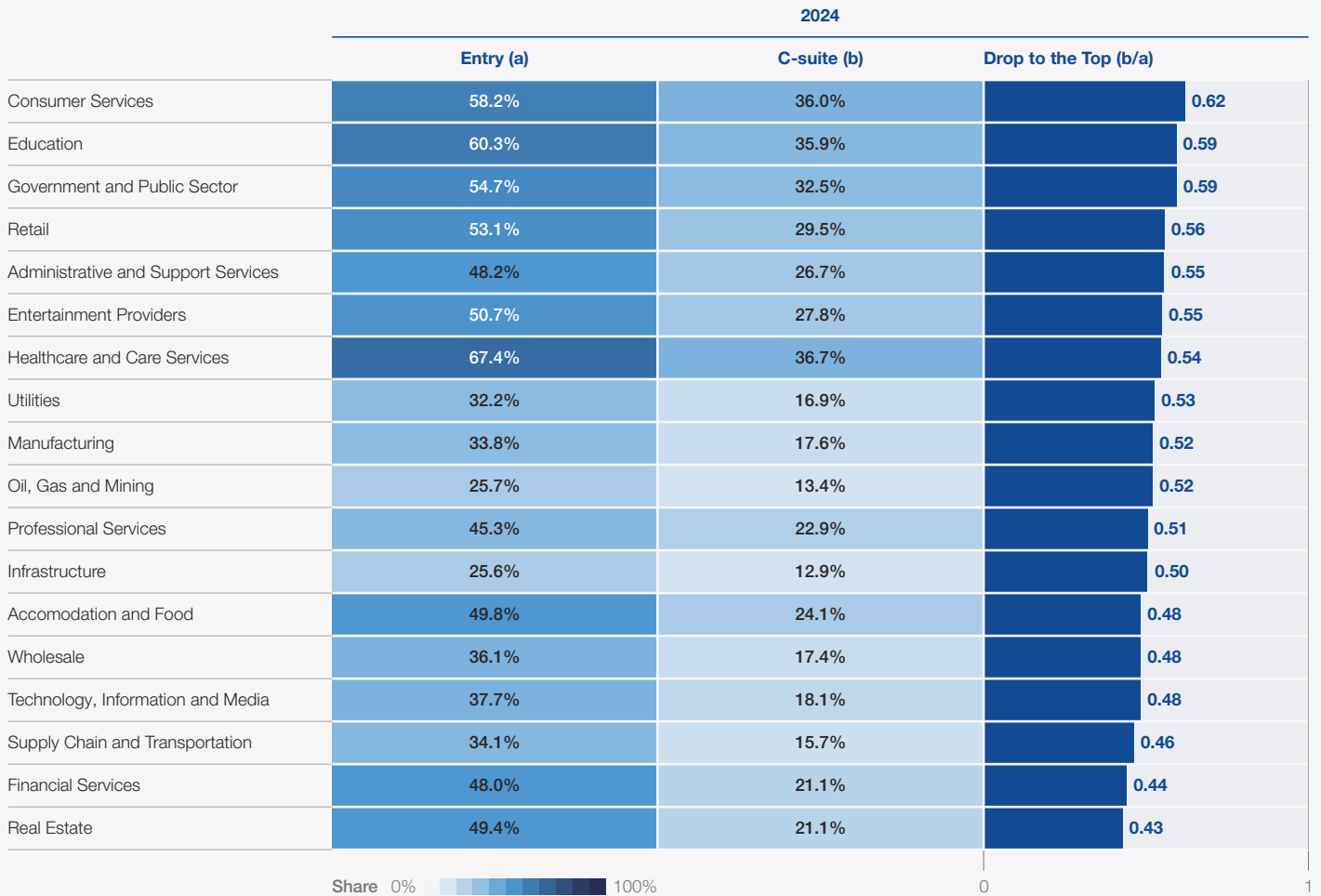
Note
Average industry values for 16 economies: Australia, Brazil, Canada, France, Germany, India, Ireland, Italy, Mexico, Netherlands, Singapore, Spain, Sweden, United Arab Emirates, United Kingdom and United States.

Industries with a majority female entry-level workforce exhibit relatively lower drops in female representation at the highest levels of organizations (Table 2.1). Consumer Services, Education, and Government and Public Sector are the three industries in which it appears relatively easier for women to climb, as C-suite-to-entry-level ratios are relatively high, at 62%, 59% and 59%, respectively.

Of the female-dominated industries, Healthcare and Care Services exhibits the sharpest drop to the top (54%): over half of the female talent at the base (67.4%) does not reach the highest levels within the industry (36.7%). The sectors where women undergo a more significant drop are Real Estate (C-suite-to-entry-level ratio of 43%), Financial Services (44%), and Supply Chain and Transportation (46%).

TABLE 2.1 Global "drop to the top", by industry

Values as of April 2024



Source
LinkedIn Economic Graph.

Note
Average industry values for 16 economies: Australia, Brazil, Canada, France, Germany, India, Ireland, Italy, Mexico, Netherlands, Singapore, Spain, Sweden, United Arab Emirates, United Kingdom and United States. Data presented in the graph is organized in descending order based on the ratio of women's representation in both entry-level and C-suite positions.

Women's progression across the career ladder often reflects broader shifts in organizational attitudes towards workforce parity, which are discernible from the evolution of women's recruitment into leadership roles.

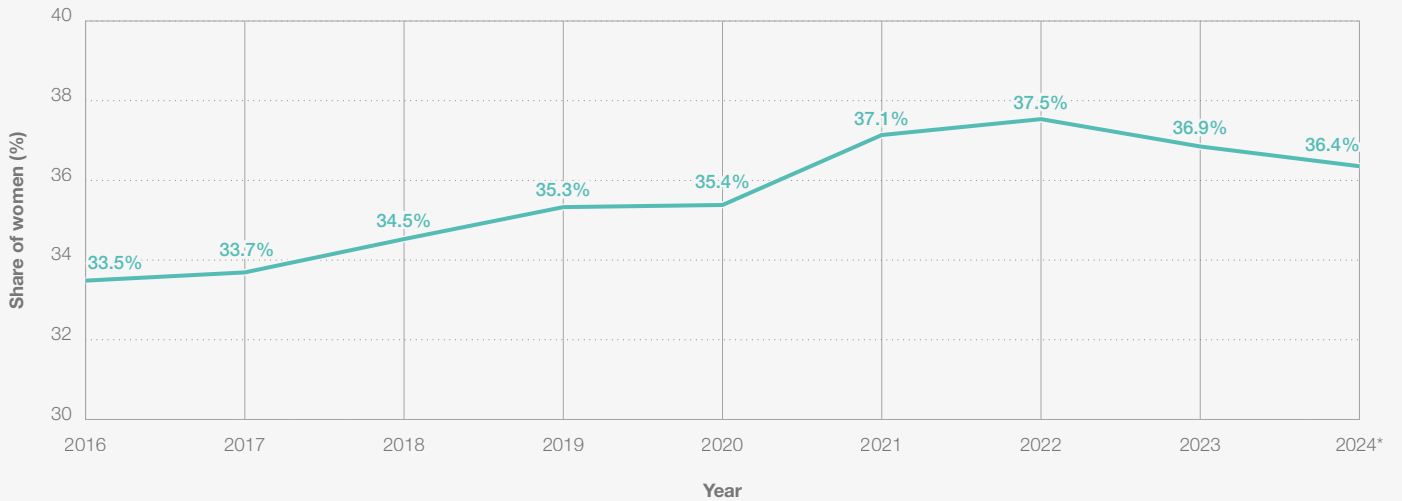
Past editions of the report celebrated a promising trend in the increased hiring rate of women into leadership roles in the lead to, and during the first years of, the COVID-19 pandemic. After reaching a hiring rate of 37.5%, the positive trend began to deteriorate in 2023. As Figure 2.8 shows, the last

two years have shown that an increasingly smaller proportion of leadership hires are women, bringing both the 2023 hiring rate (36.9%) and the early 2024 hiring rate (36.4%) below 2021 levels.

The change in sectoral hiring rates since 2016 shows that the retrenchment is common across most industries. Only in four industries have hiring rates for women in leadership remained neutral or positive since the last edition: Utilities; Oil, Gas, and Mining; Hospitals and Healthcare; and Accommodation and Food Services (Figure 2.9).

FIGURE 2.8 | **Share of women hired into leadership**

2016-2024

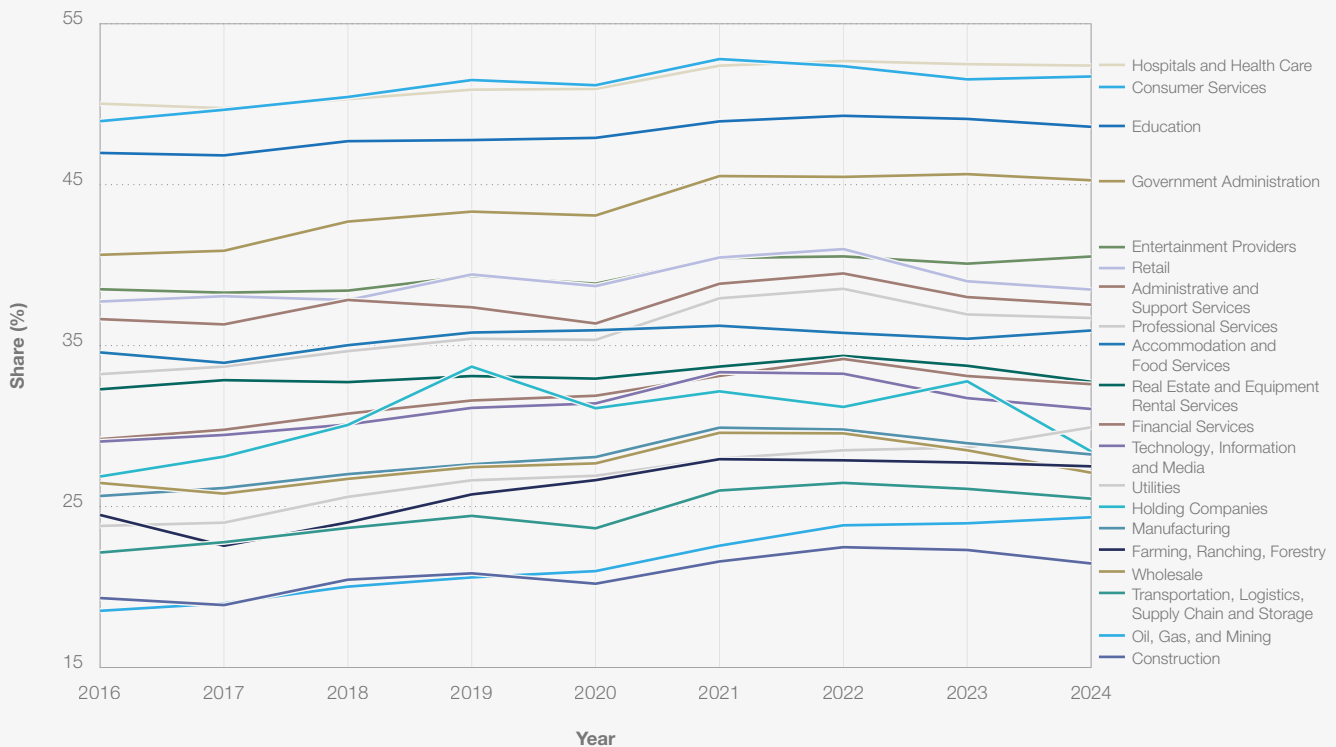


Source
LinkedIn Economic Graph.

Note
Average values for 35 economies: Argentina, Australia, Austria, Belgium, Brazil, Canada, Chile, Colombia, Denmark, Finland, France, Germany, India, Ireland, Israel, Italy, Mexico, Netherlands, New Zealand, Norway, Panama, Philippines, Poland, Portugal, Puerto Rico, Romania, Singapore, South Africa, Spain, Sweden, Switzerland, United Arab Emirates, United Kingdom, United States and Uruguay. * Includes observations up to April 30.

FIGURE 2.9 | **Share of women hired into leadership, by industry**

2016-2024



Source
LinkedIn Economic Graph.

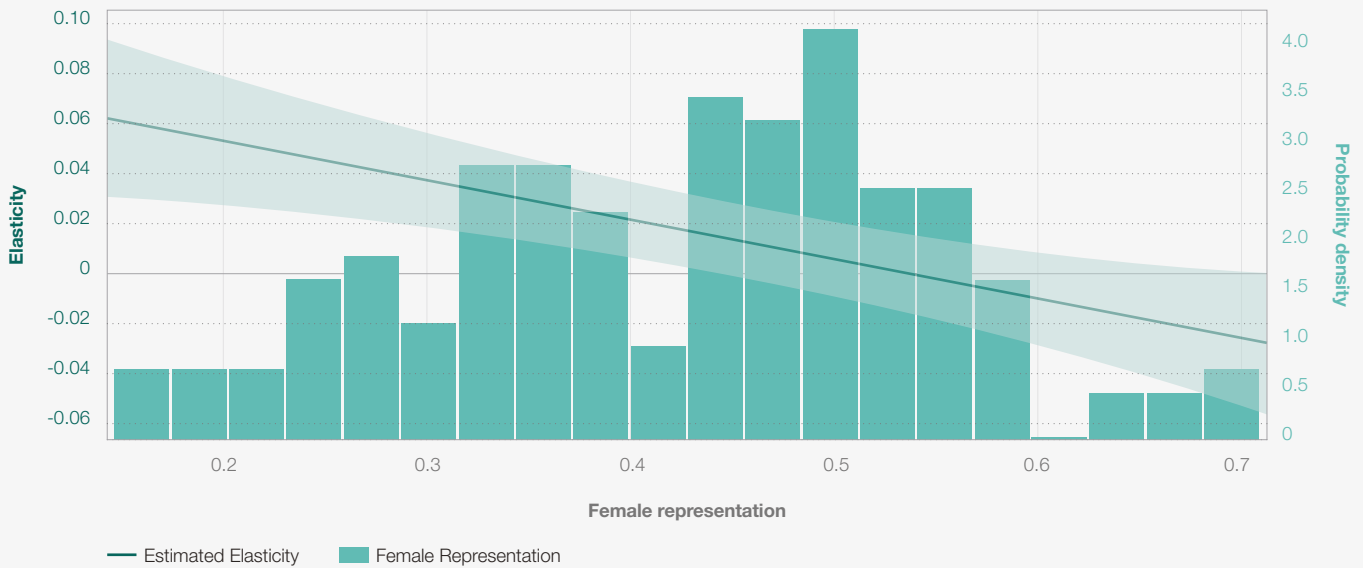
Note
Average industry values for 16 economies: Australia, Brazil, Canada, France, Germany, India, Ireland, Italy, Mexico, Netherlands, Singapore, Spain, Sweden, United Arab Emirates, United Kingdom, United States.

Recent research by LinkedIn suggests that there exists an important relationship between hiring rates of women into senior leadership and macro-economic conditions which can explain the regression in hiring rates observed over the last two editions of the report.³¹ The authors find that worsening labour-market conditions are systematically associated with smaller shares of senior leadership hires being women.

The relationship is especially pronounced in industries with under 50% female representation

in the workforce and is not the result of fewer women applying to such roles. Figure 2.10 illustrates this heterogeneity in the labour market tightness-hiring rate relationship across industry and country contexts with varying levels of women's representation. The effect is most pronounced in industries such as Oil, Gas and Mining as well as Construction. These results suggests that the higher women's representation in the workforce is, the greater the resilience of progress achieved.

FIGURE 2.10 Female representation and labour-market tightness



Source
Lara and Baird, 2024.

Note
The higher the elasticity, the more negative will be the impact of an economic downturn on the rate of women being hired into senior leadership.

Leadership representation in government

2024 has been deemed to be the “biggest global election year in history”, with the largest global population in history coming to vote in over 60 national elections, including some of the world’s most populous economies: Bangladesh, Brazil, India, Indonesia, Mexico, Pakistan and the United States.

Across economies included in the 2024 Global Gender Gap Index, there are 25 women heads of state in office across 24 economies.³² Uniquely, in Barbados, both the prime minister and president positions are held by women. Between March 2023 and March 2024, the representatives of Finland, France, Hungary, Nepal, Singapore, Trinidad and Tobago, and Tunisia left office. During the same period, only two women assumed head-of-state roles in Latvia and Trinidad and Tobago. Notably, in Trinidad and Tobago, a female head of state succeeded the outgoing incumbent.

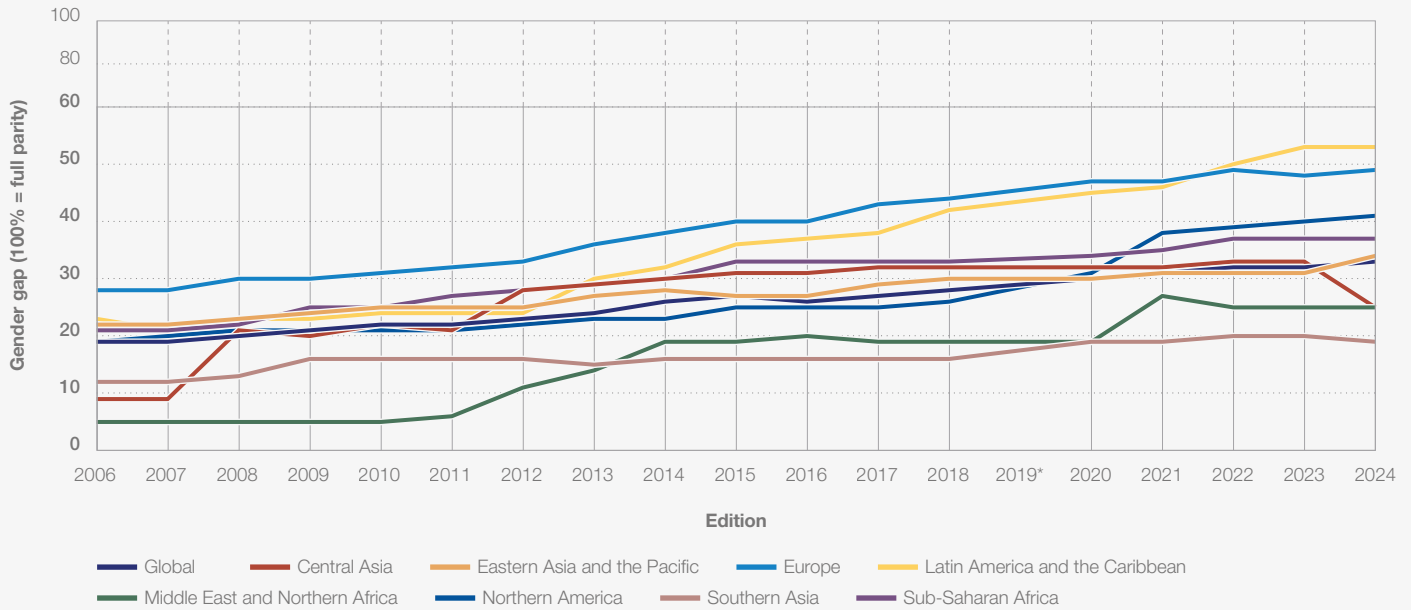
Over the past 50 years, nearly half (47.2%) of economies tracked by the Global Gender Gap Index have had at least one woman in top political office. The longest-serving female heads of state remain Angela Merkel of Germany, Vigdís Finnbogadóttir of Iceland and Sheikh Hasina of Bangladesh, each serving over 15 years. Among top political leaders leaving office in 2023, burnout was cited as a contributing factor by Jacinda Ardern, Sanna Marin and Nicola Sturgeon. This is an element worth noting on account of the growing notice on the effects of political violence against women in political parity,³³ as well as the fact that over half of the global population reporting gender bias against women in political leadership, according to UNDP.³⁴

Gender parity at the parliamentary level stands at a record high of 33% in 2024, having nearly doubled since 2006 (18.8%). At the regional level, Latin America demonstrates continuous improvement over time, while Central Asia shows declining parity rates in recent editions. Some of the economies exerting influence over the overall positive global trajectory include United Arab Emirates, which has

FIGURE 2.11

Gender parity in parliamentary seats, by region

2006-2024



Source

Global Gender Gap Index, 2006-2024.

Note

Results of the fourteenth edition of the Global Gender Gap Index were presented in the *Global Gender Gap Report 2020*, released in December 2019. There is no corresponding edition for 2019.

maintained parity since 2021, followed by Costa Rica, which has recorded a parity score of 90% for the past three editions. Bolivia, Denmark and Spain have also reached parity levels of over 80% on this indicator in 2024.

At lower levels of political leadership, women's hold in decision-making is increasing. United Nations data shows that the share of women elected to local government has been rising slowly in the past four years, from 33.9% to 35.5% in 2023. Out of the economies reporting 2023 values for this indicator following elections in 2022, those with the highest proportion of women participating in local government are Iceland (51.3%), Senegal (47.2%) and Sweden (44.2%).³⁵ Across the same subset of economies, only in Jordan, Bahrain and Oman did the share of women in local government diminish significantly, by -6.9, -3.3, and -2.7 percentage points, respectively.

World Economic Forum calculations find that increases in women's representation in local government and legislatures, as well as economies political parity scores, are in part driven by quotas. The trend will be tested anew in 2024 across 47 parliamentary chambers that are holding elections and use gender quotas.³⁶

The following section provides new insights into some of the layers underlying the outcomes described in the preceding sections. Two factors in particular which are critical for positive career trajectories, professional networks, and support in the provision of care, are examined in more detail below.

The role of professional networks

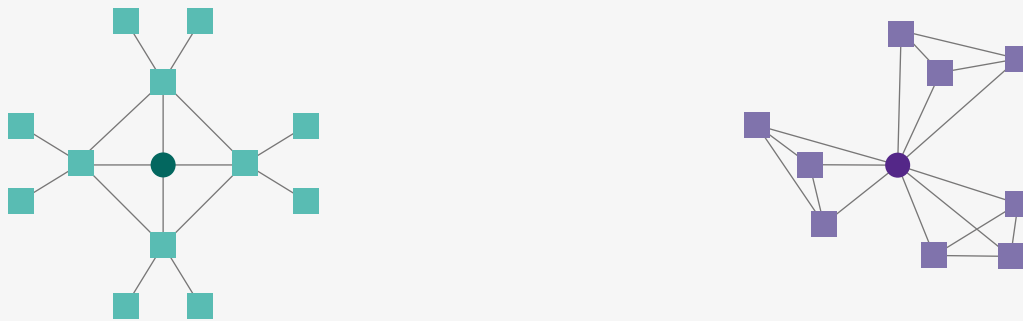
Gender parity in the workforce can be advanced formally, by design: for example, through implementing quotas, targets and policies to drive up representation. However, informal factors also influence promotion, retention, and progression into leadership. Professional networks are essential in this context, as they provide immaterial resources and capital to bridge professional gaps. Economic networks create benefits not just for individuals, but also for organizations, industries, and economies at large. Networks are considered important to provide access to job, mentorship, and sponsorship opportunities, as well as exchanges leading to innovation and the adoption of best practices. As such, it is interesting to consider the role professional networks can play in replicating, or subverting, dynamics contributing to gender inequality, such as workforce mobility.

As with other social structures, online networks carry over gender designs that translate to economic opportunity, or the lack thereof.³⁷ Initial explorations into the gender gaps in online professional networks show that in nearly all economies analysed (97%), men have larger LinkedIn networks than women, and in two out of three economies, men make new connections at a faster rate than women (25.7%). Early insights suggest that gender differences are narrowing over time, with women's networks growing in size, albeit at a slower rate than men's.

In addition to differences in size, men's networks also show slightly "stronger" ties between connections (+3.3% closure coefficient) in 70% of economies.³⁸ In comparison, women have more "weak" ties, which have been linked to job mobility;³⁹ similarly, men's networks are more dispersed on average than women's (lower clustering coefficient).⁴⁰ (Figure 2.12) LinkedIn research on United States networks suggests that differences in network strength are driven by, among other factors, occupation and seniority, and impact job and economic outcomes. Stronger networks are associated with increased probability of career progression and receive more recruiter outreach.⁴¹

These findings provide initial insights into the state of gender parity in online networks and offer an overview of opportunity outside of the restraints of traditional networks and their respective, longstanding gender inequities. Advancements in technology are creating new features and opportunities to diversify professional networks. Enhanced job search is facilitating standardized skill listing and recognition, enabling AI engines to match skill profiles to opportunities – including those of non-traditional candidates. Additionally, online platforms offer insights into career trajectories and necessary skillsets for desired roles, providing new avenues to close gender gaps in the labour force.

FIGURE 2.12 Gender gaps in network size and strength



Women's networks are more likely to be characterized as a tighter circle with more weak ties. Their clustering coefficient is higher than their closure coefficient, meaning women's contacts are more likely to be connected to each other, and facilitate connections to other contacts.

Men's networks are more likely to be characterized as spherical. Their closure coefficient is higher than their cluster coefficient, meaning men's contacts are more likely to be connected in different groupings, creating multiple spheres of connection.

Source
Baird, Kavanagh-Smith, Osoba, and Yu. 2024.

The role of equitable care systems

The last two editions of the report explored the hard-hitting effects the pandemic had on women's workforce participation, including how a disproportionate surge in caregiving responsibilities contributed to women's exit from the labour force. With women's-labour force participation remaining lower than men's, the role of equitable care systems becomes a key concern for both government and business as they explore strategies to meet the needs of a changing population beyond existing and insufficient frameworks. New data offering insights into childcare provisions worldwide offers a useful departure point for the analysis of one core issue in care systems.

World Bank data suggest only two thirds (65%) of economies guarantee at least 14 weeks of paid leave for mothers, with fathers also having some form of paid leave in these instances. All European and Central Asian economies meet or exceed

protections for women. However, nearly two-thirds of economies in MENA fall short of guaranteeing minimum leave duration. Additionally, the majority of MENA and Central Asian economies do not provide paternity leave.

Further differences emerge between regions based on how provisions are funded. Benefits that are exclusively publicly funded are only available in 51% of economies worldwide, with the biggest funding gaps happening in 70% of economies in MENA, Eastern Asia and the Pacific and Southern Asia. In the absence of public and private investment in childcare, and under longstanding unequal attitudes towards care activities at large, the economic and social cost of caregiving is borne predominantly by women.

In 2022, businesses estimate that men and women do not participate equitably in caregiving (children or elders) overall, according to World Economic Forum surveys. The perception that men and women spend unequal amounts of time in caregiving is particularly pronounced in Latin America, Sub-Saharan Africa and Southern Asia. The opposite is

true for Northern America and Central Asia, where survey respondents estimate that time spent in caregiving is more gender-equal.

Nevertheless, attitudes and frameworks for care are evolving alongside the growing demand for broader care provision, with governments expanding frameworks and businesses increasing their benefits offer. One example of this shift is evidenced by the state of parental leave benefits. Over the past 50 years, the average number of maternity leave days in 2024 has nearly doubled from 1971, from 63 to 107 in Global Gender Gap Index countries (Figure 2.13). In the same sample, average paternity leave has increased from less than half a day (0.2) to over 9 days. While paternity leave represents a small fraction of maternity leave allocations (9.1%), it has increased more significantly over time, despite the absence of international conventions recommending a minimum paternity-leave allocation such as those adopted for maternity-leave allocations.⁴²

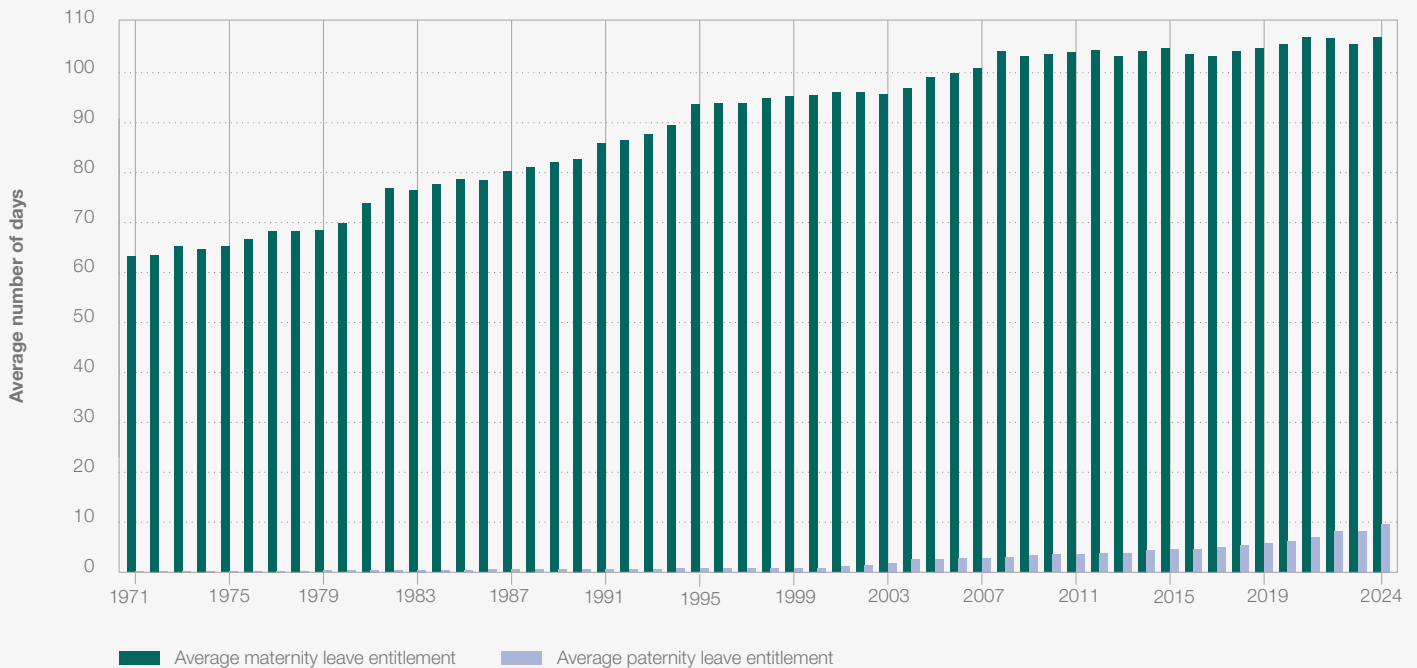
These developments are crucial when considering how leave allocations, in addition to being an essential workforce protection, can be instruments

for improved workforce parity. World Bank research has found that extending the duration of maternity leave is linked to a reduction of women's participation in the workforce. Furthermore, the data suggests that parental parity is in fact positively correlated with higher female labour-force participation. Achieving workforce gender parity, therefore, requires governments and businesses to facilitate for the adoption and exercise of equitable parental leave, ensuring childcare responsibilities are shared equitably.⁴³

For governments, this would mean addressing the policy gap in childcare, which is estimated by the ILO to leave parents without care provision for 4.2 years until children can enrol in school. Businesses in turn would need to increase provision of leave benefits, currently as low as 36% and 31% for mothers and fathers, respectively. Further actions are needed beyond childcare if workers are to be supported as informal caregivers and/or as formal care workers. Global demand for care provision is rising across economies, as is the demand for care workers. As a consequence, the importance of care skills and occupations is also increasing, and with it, the space for investment in the care economy.⁴⁴

FIGURE 2.13 Evolution of maternity and paternity leave length

1971-2024



Source

World Economic Forum calculations based on 2024 data from the World Bank's *Women, Business, and the Law* dataset.

2.3 Gender gaps skewing the technology transition

This section offers insights into the gaps that are skewing the ongoing technology transition. It presents a renewed stocktake on the state of parity in science, technology, engineering and mathematics (STEM) leadership, representation, and skilling, and provides granular insights on critical gender patterns shaping the ever-faster development and deployment of artificial intelligence (AI).

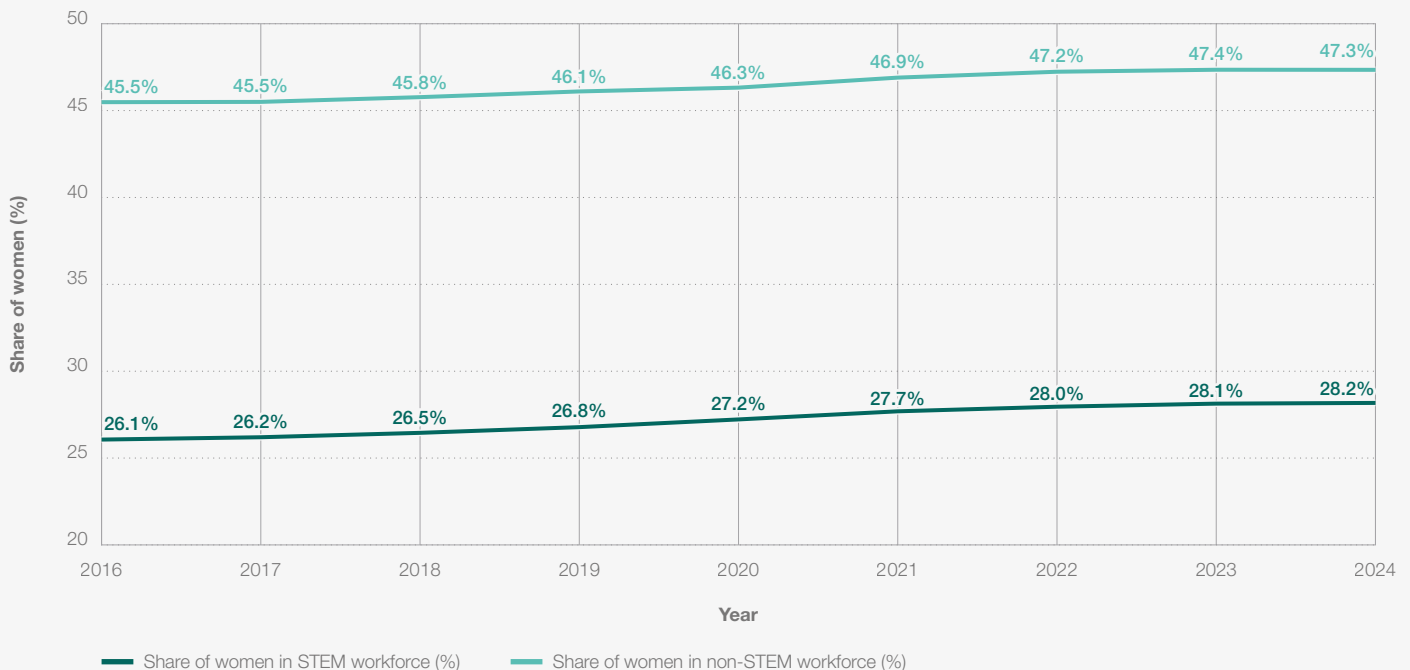
Gender gaps in STEM workforce and leadership

Overall, the proportions of women in both the STEM and non-STEM workforce have gradually increased since 2016 (Figure 2.14). However, in 2024 women continue to have lower representation in the STEM workforce than in the non-STEM workforce, with representative shares of 28.2% and 47.3%, respectively. A slight downturn in non-STEM has been observed in early 2024, which is not present in STEM.

The “drop to the top”, illustrated in Figure 2.15, is more pronounced in STEM occupations (C-suite-to entry-level ratio of 42%) compared to non-STEM occupations (46.3%). Between the two, the difference is narrowest – only 6.7 percentage points – at the director level.

From an industry perspective, gender gaps in representation are present across all economic sectors. While there is variability in the shares of women in STEM employment across industries, women are systematically underrepresented in STEM employment in comparison to men (Figure 2.16). Furthermore, women are overrepresented in non-STEM occupations across all industries. This configuration gives women a double disadvantage with regards to technological and workforce transitions, as they continue to occupy the lower-growth, lower-paying jobs that are likely to be negatively affected in the short term.

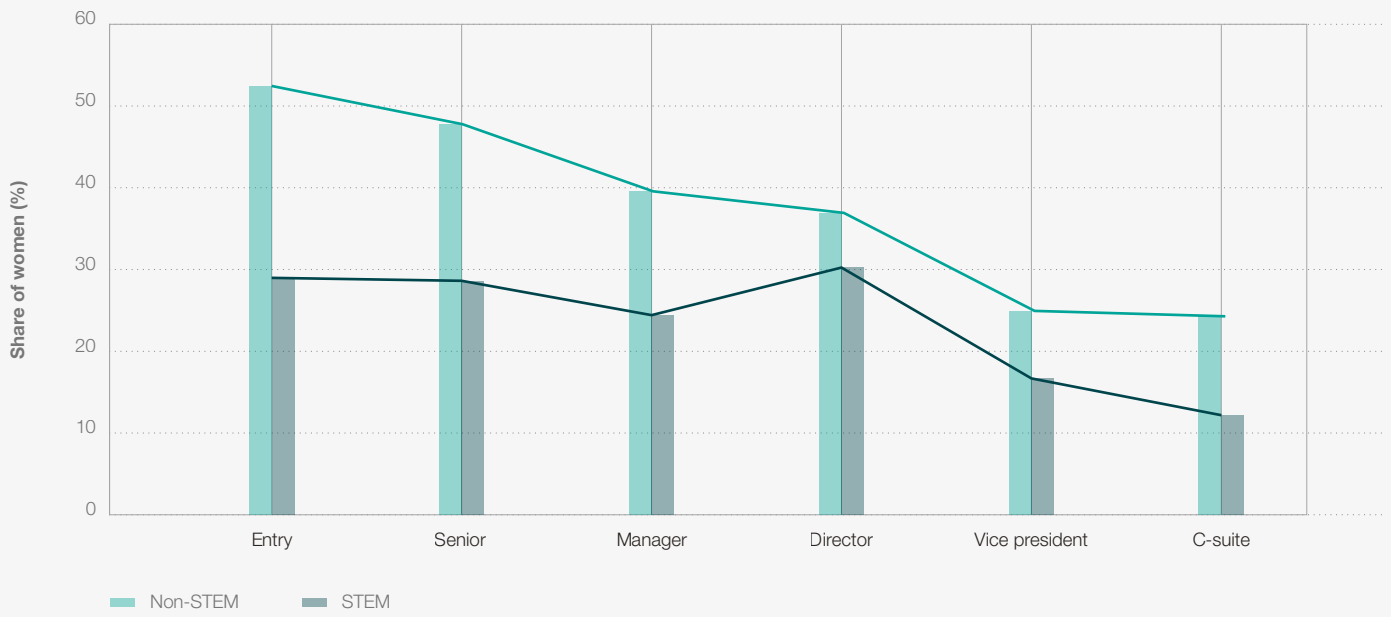
FIGURE 2.14 Representation of women in the workforce, STEM vs non-STEM 2016-2024



Source
LinkedIn Economic Graph.

Note
Average values for 40 economies: Argentina, Australia, Bangladesh, Belgium, Brazil, Canada, Chile, Colombia, Denmark, Ecuador, Egypt, Finland, France, Germany, Greece, India, Israel, Italy, Kenya, Malaysia, Mexico, Morocco, Netherlands, New Zealand, Pakistan, Peru, Philippines, Poland, Portugal, Romania, Saudi Arabia, Singapore, South Africa, Spain, Sweden, Switzerland, Ukraine, United Arab Emirates, United Kingdom and United States.

FIGURE 2.15 | Representation of women, by seniority, STEM vs non-STEM roles

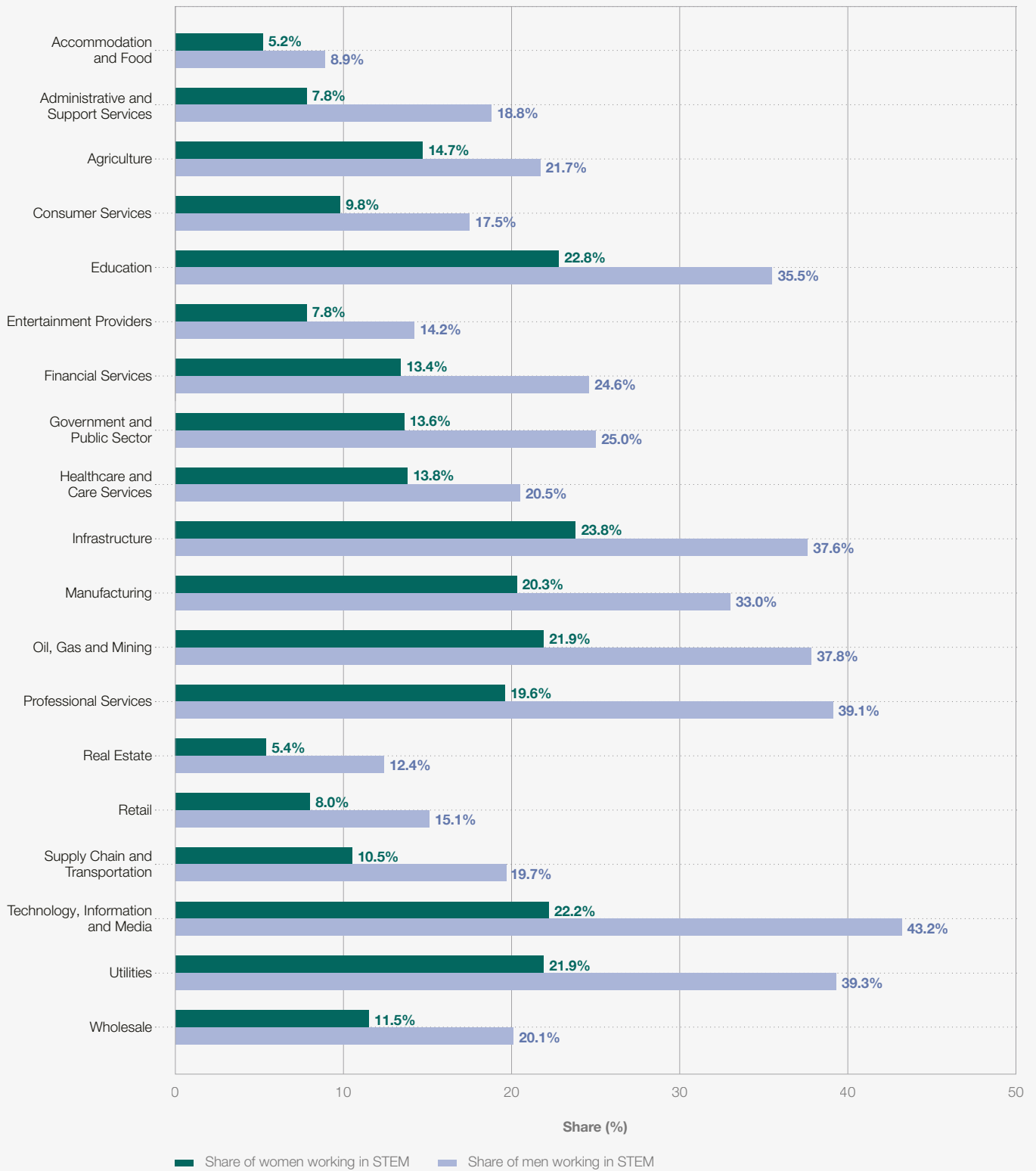


Source
LinkedIn Economic Graph.

Note
Average values for 31 economies: Argentina, Australia, Austria, Bangladesh, Belgium, Brazil, Canada, Denmark, Egypt, Finland, France, Germany, India, Ireland, Israel, Italy, Kenya, Malaysia, Mexico, Netherlands, Pakistan, Peru, Philippines, Saudi Arabia, Singapore, South Africa, Spain, Sweden, Switzerland, Ukraine, United Kingdom and United States.

FIGURE 2.16

Shares of women and men in STEM occupations, by industry



Source
LinkedIn Economic Graph.

Note
Average industry values for 40 economies: Argentina, Australia, Bangladesh, Belgium, Brazil, Canada, Chile, Colombia, Denmark, Ecuador, Egypt, Finland, France, Germany, Greece, India, Israel, Italy, Kenya, Malaysia, Mexico, Morocco, Netherlands, New Zealand, Pakistan, Peru, Philippines, Poland, Portugal, Romania, Saudi Arabia, Singapore, South Africa, Spain, Sweden, Switzerland, Ukraine, United Arab Emirates, United Kingdom and United States.

Gender gaps in AI talent

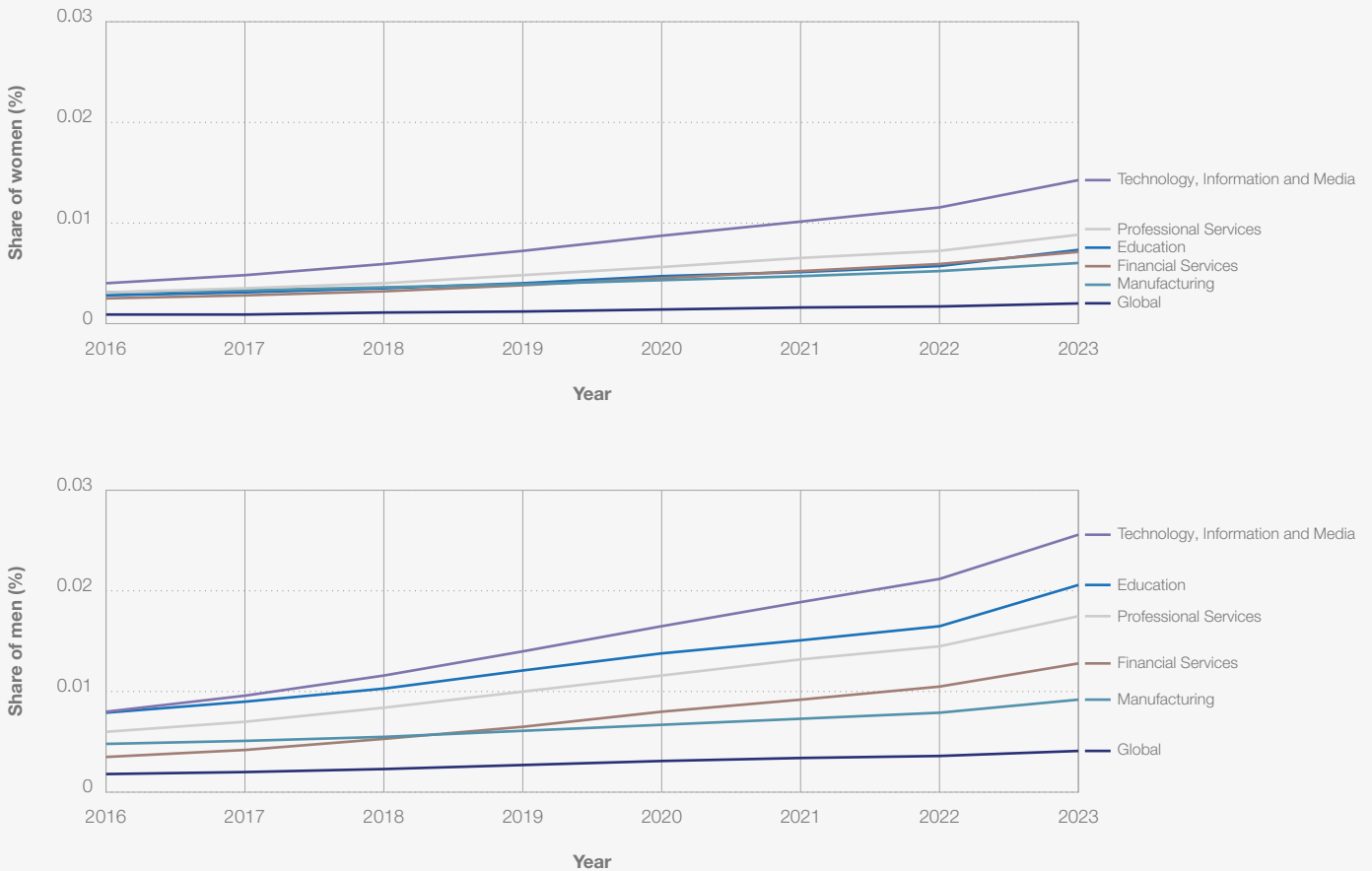
With technology adoption expected to play a primary role in business transformation in the next five years, employers are increasingly looking for workers with technological literacy and engineering skills.⁴⁵ In this context, the share of AI talent is evolving – albeit with different gender concentrations.⁴⁶ New LinkedIn data offers novel insights into the gendered makeup of AI talent, with a focus on the subset of workers with AI engineering skills.⁴⁷ These skills, used to develop and implement AI systems, are contributing to the development of innovative applications across a range of issues – from comprehensive healthcare analytics to predictive infrastructure maintenance.

For AI Engineering, the concentration of female talent has more than doubled since 2016, from .09% to .2% of LinkedIn’s female membership. Male AI talent in 2016 was already tracking higher than women’s and has doubled since then (from 0.18% to 0.41%) but has not outpaced the rate of growth for women’s talent (Figure 2.17).

The share of women with AI Engineering skills has increased overall since 2016. Yet, female AI Engineering talent as a share of the overall industry workforce has a smaller industry presence than male talent in 2023 – and the differences are most pronounced in Education and in Technology, Information, and Media. However, the sectors with the most significant increases in female concentration over time are Technology, Information and Media, followed by Professional Services and Financial Services (Figure 2.18).

Gender representation within AI Engineering also shows a promising trend. While men and women’s concentration of AI talent has been climbing, over the last four years the share of AI talent who are men has decreased with a corresponding increase in the share who are women. Although men still have substantially higher representation for AI talent, the increasing share who are women is a positive signal for improving gender parity. At the industry level, gender parity in AI industry representation has increased gradually in Education; Professional Services; Manufacturing; and Technology, Information and Media. Only in Financial Services has gender parity in AI Engineering declined since 2016.

FIGURE 2.17 Male and female AI engineering talent concentration, global and by industry 2016-2023

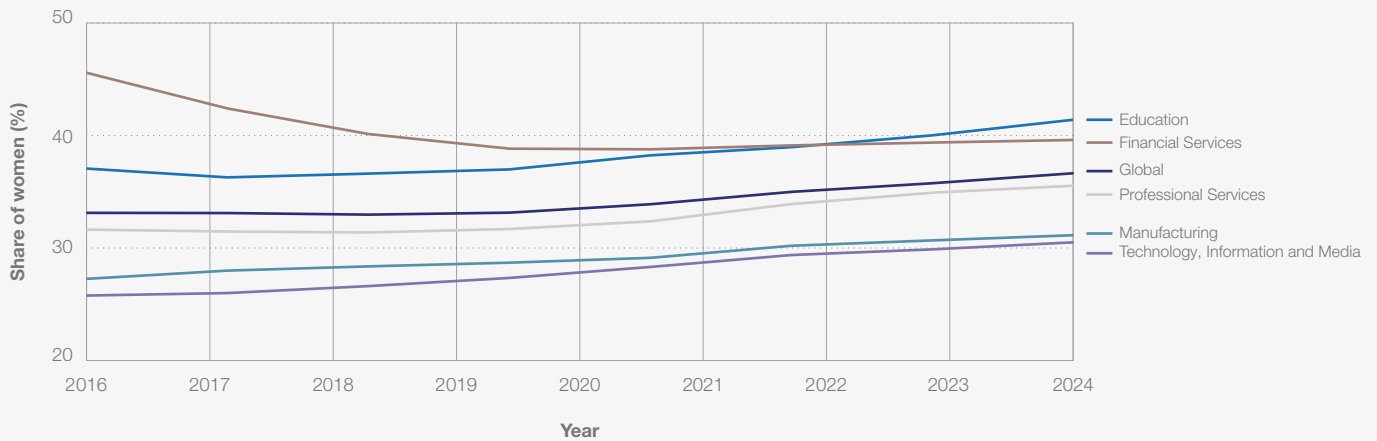


Source
LinkedIn Economic Graph.

FIGURE 2.18

Women's representation in AI engineering, by industry

2016-2023



Source
LinkedIn Economic Graph.

Note
Industry values for economies with more than 100,000 members.

Gender gaps in the skills of the future

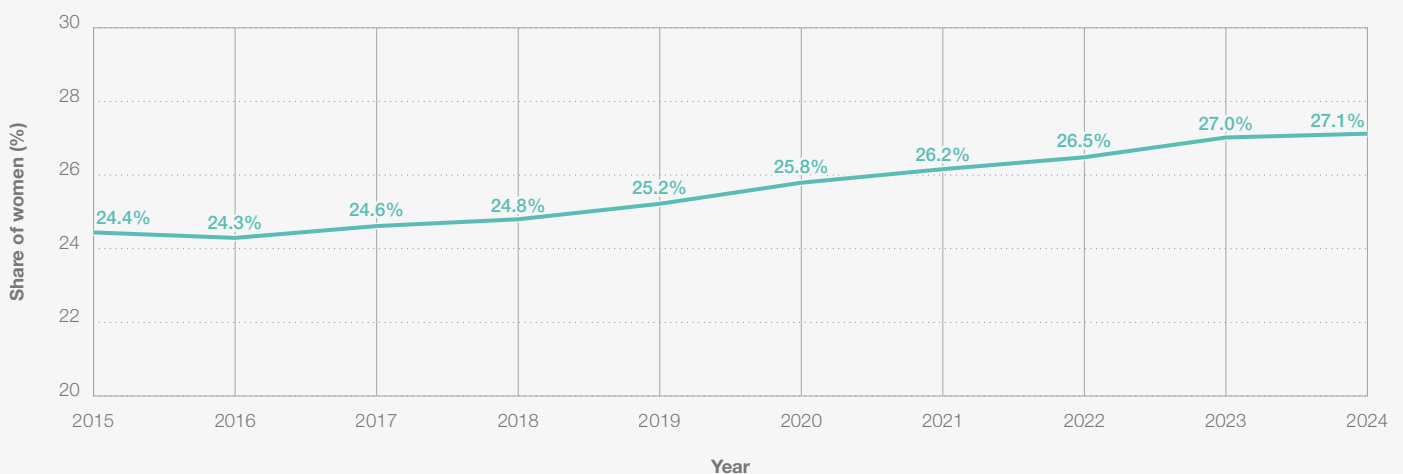
Fostering system-level resilience in the face of evolving job landscapes hinges on empowering individuals to cultivate a diverse array of competencies, spanning both human and technological domains, and ensuring their adept application.

Skills of the future

Men and women are represented disproportionately in STEM skills across economies, likely mirroring the different conditions driving gendered participation in technological transitions. However, these gaps are evolving differently across countries and over time. While more men list STEM skills compared to women, the share of women with STEM skills has increased since 2016 from 24.4% to 27.1% in less

FIGURE 2.19

Women's STEM skill adoption, 2015-2024



Source
LinkedIn Economic Graph.

Note
Average values for 73 economies: Algeria, Argentina, Australia, Austria, Bahrain, Bangladesh, Barbados, Belgium, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, Croatia, Cyprus, Czechia, Denmark, Dominican Republic, Ecuador, Egypt, Estonia, Finland, France, Germany, Ghana, Greece, Guatemala, Hong Kong SAR, China, India, Ireland, Israel, Italy, Jamaica, Jordan, Kenya, Latvia, Lithuania, Luxembourg, Malaysia, Maldives, Malta, Mauritius, Mexico, Morocco, Nepal, Netherlands, New Zealand, Norway, Pakistan, Panama, Peru, Philippines, Poland, Portugal, Puerto Rico, Qatar, Romania, Saudi Arabia, Singapore, South Africa, Spain, Sweden, Switzerland, The Bahamas, Trinidad and Tobago, Tunisia, Ukraine, United Arab Emirates, United Kingdom, United States, Uruguay and Venezuela.

than a decade (Figure 2.19), narrowing the STEM skill gender gap in 62 out of 73 economies.

Skilling choices

Data from PwC reveals that a significant proportion of employees – 68% of men and 62% of women – believe they possess a clear understanding of how their job requirements will transform over the next five years. Moreover, a striking 80% of men and 79% of women reported to actively seek opportunities to expand their skillsets.

However, the proactive stance towards skill development is not without gender disparities, as evidenced by the gender gaps in enrolment rates across different skill categories (Figure 2.20).

Within the realm of soft skills, which are pivotal for fostering effective interpersonal dynamics and organizational cohesion, some degree of gender

parity is evident. According to data from Coursera, in 2024, skills associated with collaboration and leadership exhibit relatively higher levels of gender balance, such as teaching and mentoring (>100%), empathy and active listening (65%), as well as leadership and social influence (65%). However, despite the higher levels of parity, this edition's figures show that parity in enrolment rates has declined almost across the board. From a skill category perspective, the most pronounced losses occur in management skills (-11 points from 2022), in cognitive skills (-11 percentage points from 2022) and in working-with-others skills (-21 points from 2022), which include empathy and active listening (-4 percentage points), leadership and social influence (-5 percentage points), and teaching and mentoring (-13 percentage points). Only engagement skills have remained stable since the last edition, with marketing and media (73%) registering a +1 percentage-point improvement and service orientation (58%) remaining unchanged.

FIGURE 2.20 Gender parity in online course enrolments, by skill

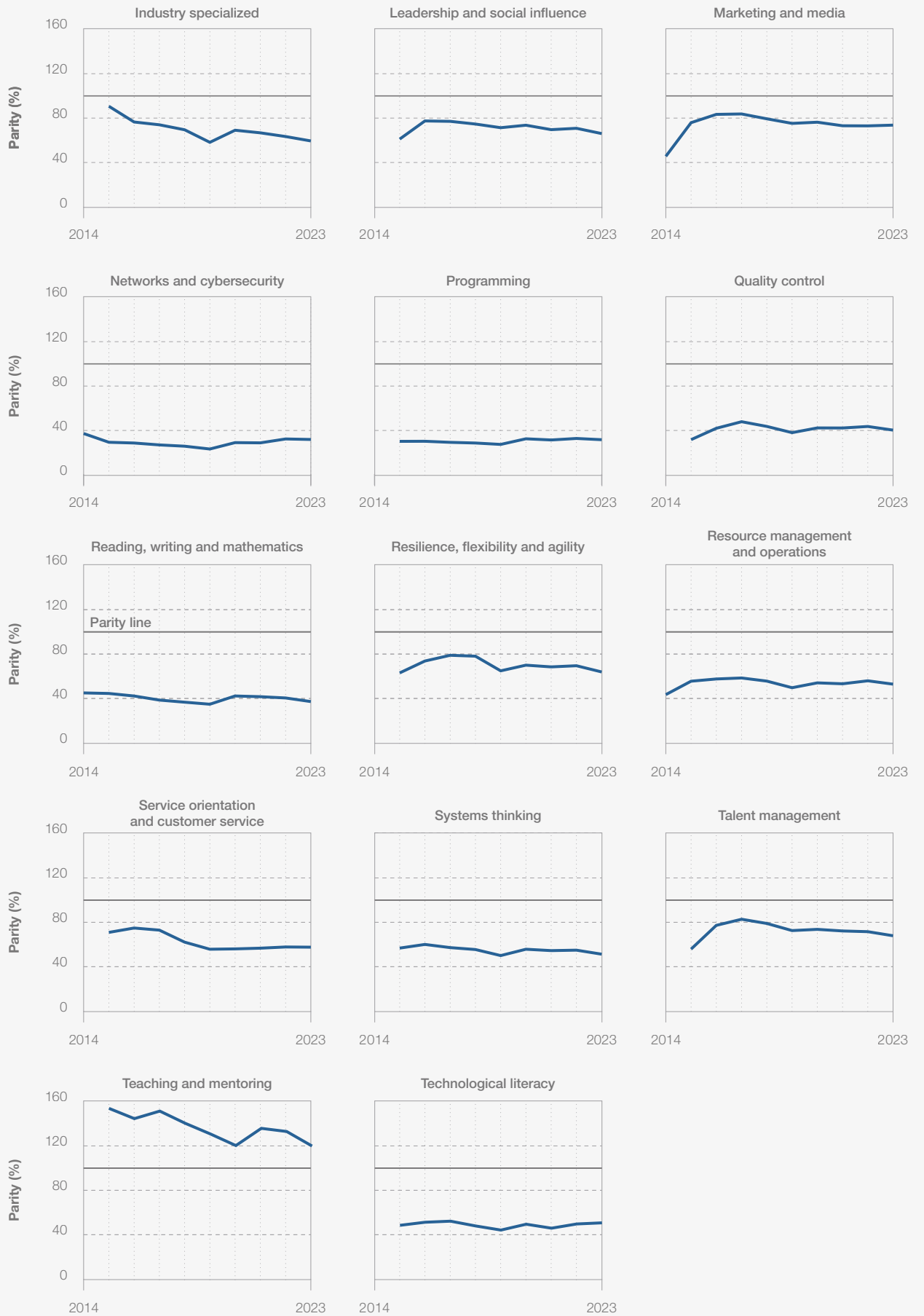
2014-2023



FIGURE 2.20

Gender parity in online course enrolments, by skill

2014-2023



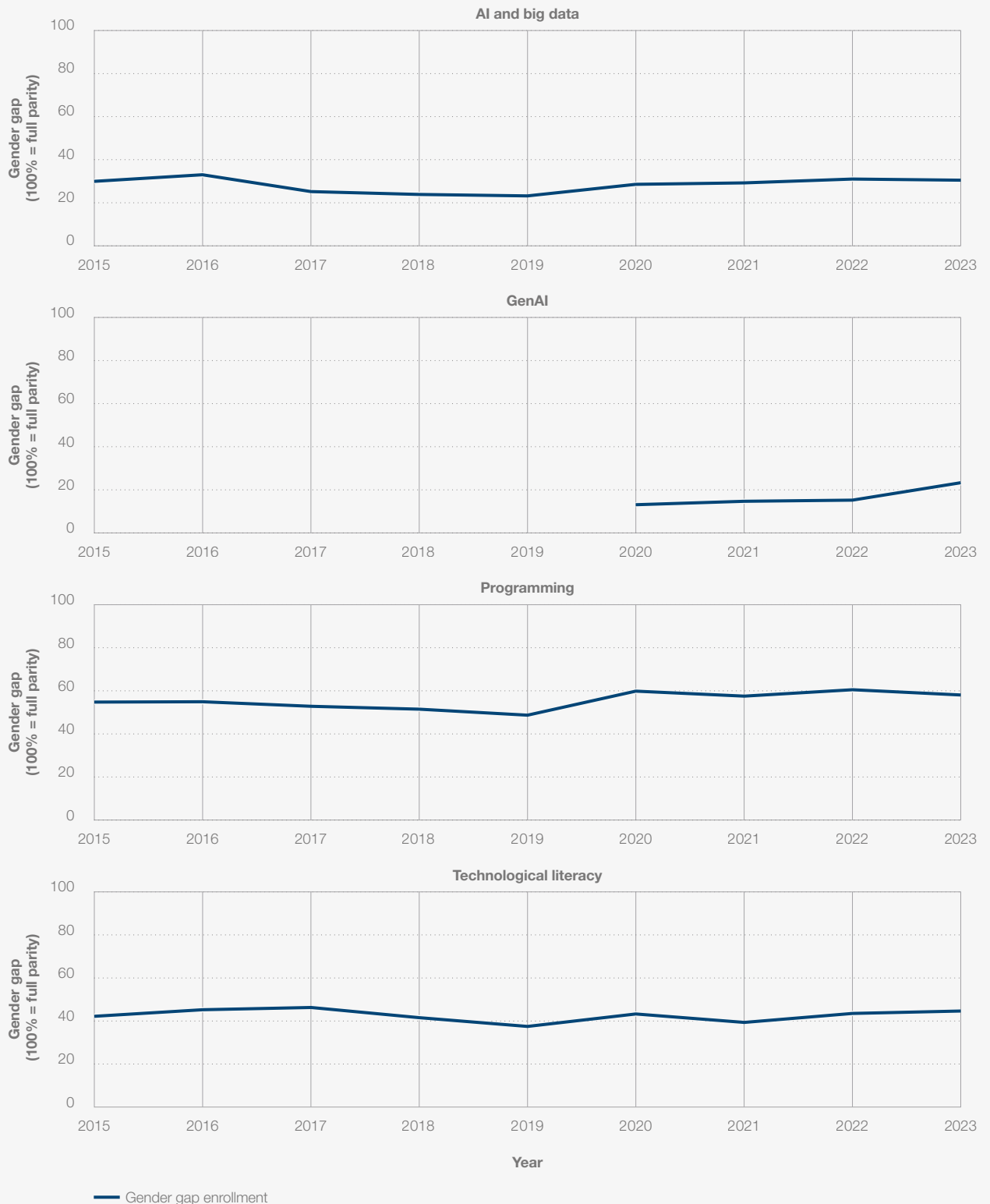
Source
Coursera.

Note
100% = full gender parity.

Conversely, disparities are becoming more pronounced within the sphere of online skilling in AI and digital skills, which are increasingly shaping the overall skills and job landscape. Despite a notable uptick in enrolment in these courses across genders between 2015 and 2023, and since the last report, certain technical proficiencies – notably in AI and big data (30%), programming (31%) and networks and

cybersecurity (31%) – lag in achieving gender parity. These findings underscore the need for targeted interventions to bridge this gap and ensure equitable access to emerging technological competencies, particularly since generative AI is a fast-growing technology with the potential to enable tailored learning experiences fitting the needs of diverse learner populations.

FIGURE 2.21 Gender parity in online AI and digital course enrolments



Source
Coursera.

Perceived skills demand and workforce expectations

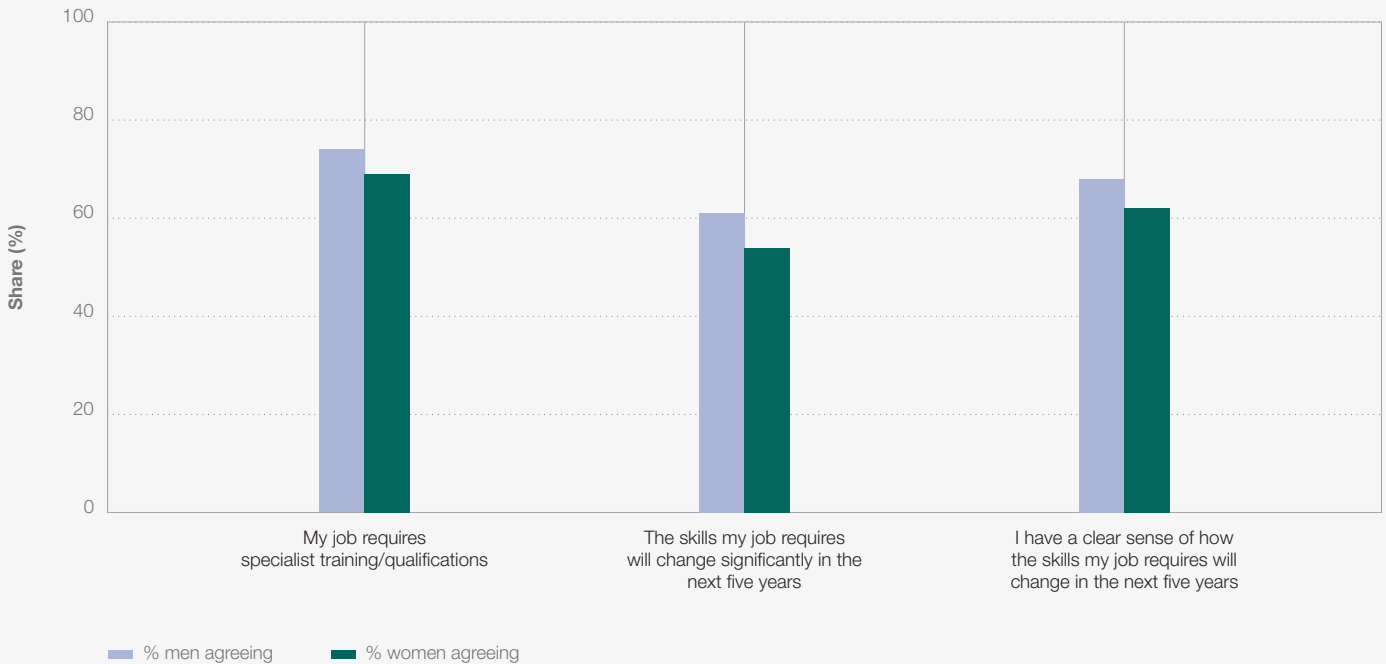
Demand for STEM skills in the economy is increasing overall, yet skilling decisions will depend on an employee's current role and employer. They will, to an important extent, depend on skills trajectories for any given role, on prospective benefits from learning new skills and on access to both upskilling and reskilling opportunities. This section considers gender gaps in all three dimensions to contextualize the skilling decisions discussed in the previous section.

A comprehensive, cross-industry workforce survey by PwC in 2023 with close to 54,000 respondents across 46 countries and territories indicates that 74% of male respondents and 69% of female respondents believe their job requires specialized qualifications or training. As illustrated in Figure 2.22, relatively fewer women than men expect the skills

required to do their job to change significantly in the next five years (54% vs 61%) and relatively fewer women than men have a clear sense of how skills required for their current role will change (62% vs 68%).

The survey further reveals that leadership, adaptability and collaboration display almost no gender gaps when it comes to the perceived importance for men's and women's careers (Figure 2.23a). However, given their current roles, the women surveyed judge digital, analytical and green skills as well as specialist technical or trade skills as less important over the next five years of their current career trajectories. The largest gaps in this context exist for technical and trade skills, analytical and data skills, and digital skills. Furthermore, important gender gaps exist across all skills when it comes to the confidence employees have in their employers to provide the necessary tools and opportunities to up- or reskill (Figure 2.23b).

FIGURE 2.22 Gender gap in workforce expectations



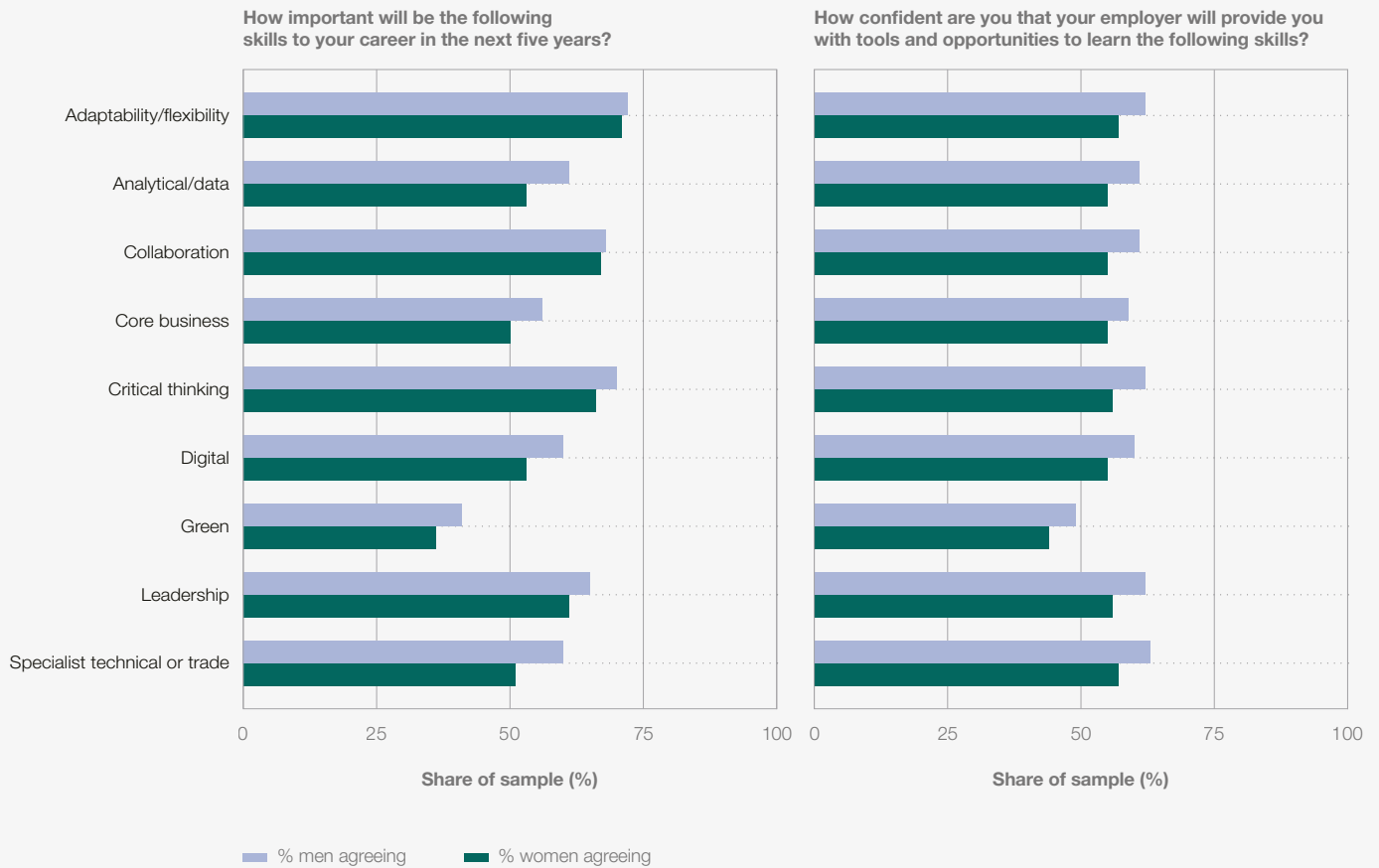
Source
PWC Workforce Hopes and Fears Survey, 2023.

These gender gaps in perceived usefulness of a particular skill, given current roles and perceived opportunities to acquire new skills, provide additional important context to realized skilling gaps. The survey data suggests that part of the observed skills gap can be explained by the extent to which women's career trajectories are pointing in the direction of the skills and occupations of the future, and by the extent to which women feel they are easily able to access opportunities to acquire new skills.

While gender parity in Educational Attainment is within close grasp of the global community, it does not yet translate to equitable outcomes in the world of work. As men and women transition from schooling to the workforce, their skillsets continue to be shaped and valued differently – often to the economic disadvantage of women. It is in this space that reskilling can play a key role in valorizing all skills needed in the future of work, and therefore, in incentivizing men and women to participate without gender bias in all types of work.

FIGURE 2.23

Perceived importance of skills and opportunities to learn skills



Source
PwC Workforce Hopes and Fears Survey, 2023.

2.4 Call to action

Macroeconomic and geopolitical conditions play a key role in shaping current and future possibilities to achieve gender parity for countries and regions. In recent years, gender equality progress has been constrained by consecutive shocks, progressive breakdowns in social and care infrastructure, and enduring inequities aggravated by systemic transformations. As shown by this year's index results, the scale and speed of progress are deeply insufficient to achieve gender equality by 2030.

The reticence to embrace gender parity as a condition for equitable and sustainable growth is impacting global capacity to meet current and future challenges and costing women and girls their futures. This raises a key opportunity for government and business leaders to contribute to macro level solutions for gender equality, and with it, a different kind of growth.

Resourcing gender equality efforts is crucial to avoid the rollback of hard-earned progress, and to ensure that pathways to growth, prosperity, innovation, and sustainability are levelling the ground for all persons. Through collaborative efforts and targeted interventions between governments and business, we can make 50/50 a reality.

The Forum's Global Gender Parity Sprint 2030 is a dynamic six-year journey to accelerate global efforts towards achieving economic gender parity. With a focus on fostering economic transformation, innovation and sustainable growth, key objectives revolve around reshaping labour markets, enhancing industry-level systems and integrating gender parity into the heart of global transformations in technology, climate action and care. We invite government, business and civil society leaders to join us in this effort to reset the trendline to parity.

Endnotes

1. The World Bank, 2024a.
2. Georgetown Institute for Women, Peace and Security (GIWPS), 2024.
3. WHO, 2023.
4. Turquet, et al., 2023.
5. The World Bank, 2024b.
6. IMF, 2024.
7. Steffensen et al., 2021.
8. Bergant, et al., 2023.
9. OECD, 2023.
10. Interest payments in low-income economies are projected to average 14% of government revenue. See: Jones, Claire, "Global economy faces decade of weak growth, warns IMF chief", *Financial Times*, 11 April 2024.
11. 60% of low-income countries, and at least 25% of middle income countries are in debt distress or at risk of debt distress. See: Green, Mark, "Much of the World is Facing Debt Distress", *Stubborn Things blog*, Wilson Center, 13 Jun 2023.
12. IMF, 2024.
13. UNCTAD, 2023.
14. The World Bank, 2024b.
15. Sharp and Broomhill, 2013.
16. UN Women, 2023b.
17. UN Women, 2023a.
18. International Budget Group, 2021.
19. United Nations Resolution 54/6 of 11 October 202, <https://undocs.org/Home/Mobile?FinalSymbol=A%2FHRC%2FRES%2F54%2F6&Language=E&DeviceType=Desktop&LangRequested=False>.
20. OAS, 2022.
21. Gourinchas, 2024.
22. ILO, 2024b.
23. George, 2024.
24. OECD, 2024.
25. Berson and Botelho, 2023.
26. ILO, 2024b.
27. ILO, 2024a.
28. Ibid.
29. The results of this analysis represent the world seen through the lens of LinkedIn data. As such, it is influenced by how members choose to use the site, which can vary based on professional, social, and regional culture, as well as overall site availability and accessibility. These variances were not accounted for in the analysis.
30. European Commission, 2024.
31. Lara and Baird, 2024.
32. At the time of data collection, other female heads of state have been counted but not included in the Global Gender Gap Index. They include: Gordana Siljanovska-Davkova, President of North Macedonia; Hilda Cathy Heine, President of Marshall Islands; Vjosa Osmani, President of Kosovo; and Fiame Naomi Mata'afa, Prime Minister of Samoa.
33. See UN Women statement here: <https://www.unwomen.org/en/news-stories/press-release/2023/03/women-in-power-in-2023-new-data-shows-progress-but-wide-regional-gaps>.
34. UNDP, 2023.
35. UN Women, "SDG 5.5.1.b Proportion of seats held by women in local governments", Global data on women's political participation, June 2023.
36. IPU, 2024.
37. Disparities in network size among different groups do not necessarily indicate gender bias inherent to online platforms. As with other technologies, gender disparities can be a reflection of pre-existing inequalities within the labour market as well as larger economic structures.

38. The local closure coefficient is elevated when an individual is linked to the connections of their own connections. This coefficient is also elevated under the same condition of interconnectedness.
39. Rajkumar, et al., 2022.
40. The local clustering coefficient is elevated when an individual's connections are interconnected. This coefficient remains high under the same condition of interconnectedness.
41. Baird, et al., 2024.
42. See ILO conventions: 1919 Maternity Protection Convention (#3) and 2000 Maternity Protection Convention (#183).
43. Hyland and Liang, 2022.
44. World Economic Forum, 2024.
45. World Economic Forum, 2023.
46. AI Talent consists of LinkedIn members self-reporting AI skills to their profile and/or occupied in an AI job. To determine AI Talent concentration, AI talent is counted at the country with respect to LinkedIn membership in the respective country, which can be influenced by LinkedIn coverage. AI skills have been split into AI Engineering and AI Literacy skills. LinkedIn's industry taxonomy and their corresponding NAICS codes are available at: <https://learn.microsoft.com/en-us/linkedin/shared/references/reference-tables/industry-codes-v2-naics>.
47. AI Engineering Talent is defined as LinkedIn members self-reporting they are occupied in an AI Engineering job (such as AI Engineer, Machine Learning Engineer, Computer Vision Engineer, etc.) and/or have added at least two AI skills to their LinkedIn profiles (such as Machine Learning, Large Language Models, Transformers, etc.). AI Literate Talent is defined as members who have added any AI Literacy skills to their profiles, including Prompt Engineering, GitHub Copilot, ChatGPT, and other. Note AI Engineering Talent and AI Literate Talent are not mutually exclusive: for example, an AI Engineer can be using GitHub Copilot in their daily job, making them belong to both groups. To determine AI Engineering or Literate Talent concentration, the corresponding AI Talent is counted at the country with respect to LinkedIn membership in the respective country, which can be influenced by LinkedIn coverage. LinkedIn's industry taxonomy and their corresponding NAICS codes are available here: <https://learn.microsoft.com/en-us/linkedin/shared/references/reference-tables/industry-codes-v2-naics>.

References

- Baird, M., D. Kavangh-Smith, O. Osoba and Y. Wu, *Measuring Gender Gaps in Economic Network Strength in the US*, LinkedIn Economic Graph, 2024 (forthcoming).
- Bergant, Katharina and Kristin Forbes, “Responses to COVID-19: The role of policy space”, *Centre for Economic Policy Research (CEPR)*, 2023.
- Berson, Clémence and Vasco Botelho, “Record labour participation: workforce gets older, better educated and more female,” *ECB Blog*, 8 November 2023, <https://www.ecb.europa.eu/press/blog/date/2023/html/ecb.blog231108~8a96e44be0.en.html>.
- European Commission, *The gender pay gap situation in the EU*, 2024. https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/equal-pay/gender-pay-gap-situation-eu_en.
- George, Erin, “Mothers’ employment has surpassed pre-pandemic levels, but the child care crisis persists”, *U.S. Department of Labor Blog*, 6 May 2024, <https://blog.dol.gov/2024/05/06/mothers-employment-has-surpassed-pre-pandemic-levels-but-the-child-care-crisis-persists>.
- Georgetown Institute for Women, *Peace and Security (GWIPS), Women, Peace, and Security Index 2023/24*, 2024.
- Gourinchas, Pierre-Olivier, “Global Economy Approaches Soft Landing, but Risks Remain”, *IMF Blog*, 30 January 2024, <https://www.imf.org/en/Blogs/Articles/2024/01/30/global-economy-approaches-soft-landing-but-risks-remain>.
- Hyland, Marie and Liang Shen, *The Evolution of Maternity and Paternity Leave Policies over Five Decades A Global Analysis*, Policy Research Working Paper 10215, World Bank, 2022.
- ILOstat, *Women are more likely than men to want a job but not have one*, 2024, <https://ilostat.ilo.org/blog/women-are-more-likely-than-men-to-want-a-job-but-not-have-one/>.
- International Budget Group, *Open Budget Survey 2021, 8th Edition*, 2021.
- International Labour Organization (ILO), *The jobs gap: Measuring labour underutilisation beyond unemployment*, 2024a.
- International Labour Organization (ILO), *World Employment and Social Outlook Trends 2024*, 2024b, <https://www.ilo.org/publications/flagship-reports/world-employment-and-social-outlook-trends-2024#:~:text=The%20report%20reveals%20a%20complex,rates%20in%20lower%2Dincome%20nations>.
- International Monetary Fund (IMF), *World Economic Outlook April 2024: Steady But Slow: Resilience Amid Divergence*, 2024.
- Inter-Parliamentary Union (IPU), *In a super election year, will women come out on top?*, 2024, <https://www.ipu.org/news/news-in-brief/2024-03/in-super-election-year-will-women-come-out-top>.
- Lara, Sylvia and Matthew Baird, *The Impact of Changes in Labor Market Conditions on Women Hired into Leadership Roles*, EP Working Paper No. 4, LinkedIn Economic Graph, 2024, <https://economicgraph.linkedin.com/content/dam/me/economicgraph/en-us/PDF/impact-labour-conditions-on-female-leadership-hiring.pdf>.
- Organisation for Economic Co-operation and Development (OECD), *The rise and fall of public social spending with the COVID-19 pandemic*, 2023.
- Organisation for Economic Co-operation and Development (OECD), *Labour Market Situation*, OECD – Updated April 2024, 2024, <https://www.oecd.org/sdd/labour-stats/labour-market-situation-oecd-updated-april-2024.htm>.
- Organization of American States (OAS), *Inter-American Model Law on Care*, 2022, <https://www.oas.org/es/cim/docs/LeyModeloCuidados-EN.pdf>.
- Rajkumar, Karthik, Guillaume Saint-Jacques, Iavor Bojinov, Erik Brynjolfsson, and Sinan Aral, “A causal test of the strength of weak ties”, *Science* vol. 377, no. 6612, 2022, pp. 1304-1310.
- Sharp, Rhonda and Ray Broomhill, “A Case Study of Gender Responsive Budgeting in Australia”, *The Commonwealth Secretariat*, 2013, https://www.unisa.edu.au/siteassets/episerver-6-files/global/eass/hri/grb_papers_australia_comm-sec-updf_final-copy-.pdf.
- Steffensen, Jesper, Gundula Löffler and Lars Engen, *Rebuilding Local Fiscal Space: Exploring the Impact of the COVID-19 Pandemic on*

the Fiscal and Economic Health of Selected Subnational Governments, Overseas Development Institute, 2021.

The World Bank, *Global Economic Prospects*, 2024a.

The World Bank, *Women, Business and the Law 2024*, 2024b, <https://openknowledge.worldbank.org/server/api/core/bitstreams/d891abb1-ca9c-42cd-989f-32d3885189a2/content>.

Turquet, Laura, Constanza Tabbush, Silke Staab, Louie Williams and Brianna Howell, *Feminist Climate Justice: A Framework for Action*, UN Women, 2023.

UN Conference on Trade and Development (UNCTAD), *The costs of achieving the SDGs: Gender equality*, 2023, <https://unctad.org/sdg-costing/gender-equality>.

UN Women, *Strengthening Public Finance Management Systems for Gender Equality and Women's Empowerment*, 2023a.

UN Women, *What is gender responsive budgeting*, 2023b, <https://www.unwomen.org/en/news-stories/explainer/2023/11/what-is-gender-responsive-budgeting>.

United Nations Human Development (UNDP), *A Decade of Stagnation: New UNDP data shows gender biases remain entrenched*, 2023, <https://hdr.undp.org/content/decade-stagnation-new-undp-data-shows-gender-biases-remain-entrenched>.

World Economic Forum, *The Future of the Care Economy*, 2024, <https://www.weforum.org/publications/the-future-of-the-care-economy/>.

World Economic Forum. *The Future of Jobs Report 2023*, 2023, <https://www.weforum.org/publications/the-future-of-jobs-report-2023/>.

World Health Organization (WHO), *Protecting maternal, newborn and child health from the impacts of climate change: A call for action*, 2023.

Appendix B

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.

Three underlying concepts

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

Gaps vs. levels

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

Outcomes versus inputs

The second basic concept underlying the Global Gender Gap Index is that it evaluates countries based on outcomes rather than inputs or means. Our aim is to provide a snapshot of where men and women stand with regard to some fundamental outcome indicators related to basic rights such as health, education, economic participation and political empowerment. Indicators related to country specific policies, rights, culture or customs – factors that we consider “input” or “means” indicators – are not included in the index but are discussed further in the analytic sections of this appendix, as well as featured in the report's Economy Profiles. For example, the index includes an indicator comparing the gap between men and women in high-skilled jobs such as legislators, senior officials and managers (an outcome indicator) but does not include data on the length of maternity leave (a policy indicator). This approach has contributed significantly to the index's distinctiveness over the years and, we believe, continues to provide the most objective basis for discussing underlying contextual factors.²

Gender equality vs. women's empowerment

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

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

Subindex	Indicator	Source
Economic Participation and Opportunity	Labour-force participation rate	International Labour Organization (ILO), <i>ILOSTAT</i> database, <i>Labour Force Surveys</i> .
Economic Participation and Opportunity	Wage equality for similar work	World Economic Forum, Executive Opinion Survey (EOS).
Economic Participation and Opportunity	Estimated earned income	International Labour Organization (ILO), <i>ILOSTAT</i> database; UN <i>World Population Prospects 2022</i> ; World Bank, <i>World Development Indicators</i> database.
Economic Participation and Opportunity	Legislators, senior officials and managers	International Labour Organization (ILO), <i>ILOSTAT</i> database.
Economic Participation and Opportunity	Professional and technical workers	International Labour Organization (ILO), <i>ILOSTAT</i> database.
Educational Attainment	Literacy rate	UNESCO, <i>UIS.Stat</i> Education statistics data portal. When not available, data is sourced from United Nations Development Programme, Human Development Reports, most recent year available between 2013 and 2023.
Educational Attainment	Enrolment in primary education	UNESCO, <i>UIS.Stat</i> Education statistics data portal.
Educational Attainment	Enrolment in secondary education	UNESCO, <i>UIS.Stat</i> Education statistics data portal.
Educational Attainment	Enrolment in tertiary education	UNESCO, <i>UIS.Stat</i> Education statistics data portal.
Health and Survival	Sex ratio at birth	World Bank, <i>World Development Indicators</i> database.
Health and Survival	Healthy life expectancy	World Health Organization (WHO), <i>Global Health Observatory</i> database.
Political Empowerment	Women in parliament	Inter-parliamentary Union.
Political Empowerment	Women in ministerial positions	UN Women.
Political Empowerment	Years with female/male head of state (last 50)	World Economic Forum's calculations.

Source

World Economic Forum, Global Gender Gap Index 2024.

The index is focused on assessing gender gaps between women and men across economic, educational, health and political outcomes based on the data available. The Executive Opinion Survey seeks to address additional data gaps by collecting information on differential outcomes based on gender, sexual orientation, religion, ethnic and/or racial background, income level and disability. Further efforts will be required to capture the relationships between these intersecting categories and additional gender identities.

The four subindexes

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

Economic Participation and Opportunity

This subindex contains three concepts: the participation gap, the remuneration gap and the advancement gap. The participation gap is captured using the difference between women and men in labour-force participation rates. The remuneration gap is captured through a hard data indicator (ratio of estimated female-to-male earned income)³ and a qualitative indicator gathered through the World Economic Forum's annual Executive Opinion Survey (wage equality for similar work)⁴. Finally, the gap between the advancement of women and men is captured through two hard data statistics (the ratio of women to men among legislators, senior officials and managers, and the ratio of women to men among technical and professional workers).

Educational Attainment

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

Health and Survival

This subindex provides an overview of the differences between women's and men's health using two indicators. The first is the sex ratio at birth, which aims specifically to capture the phenomenon of "missing women", prevalent in countries with a strong son preference.⁵ Second, we use the gap between women's and men's healthy life expectancy. This measure provides an estimate of the number of years that women and men can expect to live in good health by accounting for the years lost to violence, disease, malnutrition and other factors.

Political Empowerment

This subindex measures the gap between men

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

Section B: Construction of the index

The Global Gender Gap Index is constructed using a four-step process, outlined below. Some of the indicators listed in Table B2 require specific standardization or modification to be used in the index. For further information on the indicator-specific calculations, please refer to Section B of this appendix.

Step 1. Convert to ratios:

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

Step 2. Data truncation at parity benchmark:

The ratios obtained above are truncated at the "equality benchmark". For all indicators, except the two health indicators, this equality benchmark is considered to be 1, meaning equal numbers of women and men. In the case of sex ratio at birth, the equality benchmark is set at 0.944,⁶ and in the case of healthy life expectancy the equality benchmark is set at 1.06 to capture that fact that women tend to naturally live longer than men. As such, parity is considered as achieved if, on average, women live five years longer than men.⁷

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.⁸ 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

TABLE B.2 | Calculation of weights within each subindex, 2024

Economic Participation and Opportunity

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

Educational Attainment

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

Health and Survival

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

Political Empowerment

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

Note

Population-weighted averages, including the 101 economies featured throughout all the 2006-2024 editions of the Global Gender Gap Index.

reward countries for having exceeded the parity benchmark. However, disparities in either direction are recorded in the Economy Profiles.

Step 3. Calculation of subindex scores:

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

standard deviation for each indicator. These four values are then used as weights to calculate the weighted average of the four indicators. This way of weighting indicators allows us to make sure that each indicator has the same relative impact on the subindex. For example, an indicator with a small variability or standard deviation gets a larger weight within the subindex than an indicator with a larger variability. Therefore, a country with a large gender gap in the first indicator will be more heavily penalized. Another example is the case of the sex ratio at birth indicator (within the Health and Survival subindex): where most countries have a very high sex ratio and the spread of the data is small, the larger weight will penalize more heavily those countries that deviate from this value. Table B2 displays the values of the weights used.⁹

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).¹⁰ A simple average of each subindex score is used to calculate the overall Global Gender Gap Index score – a final value that, like subindex scores, ranges between 1 (parity) and 0 (imparity). The parity and imparity benchmarks have remained fixed through report editions to allow for the comparison and relative ranking of countries¹¹ each year, and across time. This allows readers to track individual country progress. Furthermore, the option of roughly interpreting the final index scores as a percentage value that reveals how a country has reduced its gender gap should help make the index more intuitively appealing to readers.¹²

Section C: Indicator definitions and sources

Indicators composing the Global Gender Gap Index

Economic Participation and Opportunity subindex

Labour-force participation rate, %

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

Period: 2010 or latest year available.

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

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

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

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

Period: Moving average 2022-2023 or most recent year available (no earlier than 2019-2020).

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

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

The estimated female earned income is a proxy for how much command women have over a country’s economic resources. For each country, it is computed using female and male shares of the economically active population, the ratio of the female to male wages (both indicators are sourced from the ILO), gross domestic product valued at constant 2017 international dollars (IMF), and female and male shares of population (World Bank). The methodology used to compute this indicator is adapted from the methodology developed by the United Nations Development Programme’s Human Development Report Office for computing the Gender Development Index (UNDP, 2021-2022, pages 6-7).¹³ Female and male wage measures used in the computation of the gender wage ratio correspond to the mean nominal monthly earnings of female and male employees, respectively. In the absence of wage data, a gender wage ratio of 0.75 is used in the computation of the wage bill. ILO’s measure of earning corresponds to the mean of monthly earnings of all employees in nominal terms. The earnings of employees relate to the gross remuneration in cash and in kind paid to employees, as a rule at regular intervals, for time worked or work done together with remuneration for time not worked, such as annual vacation, other type of paid leave or holidays. Earnings exclude employers’ contributions with respect to employees’ social security and pension schemes and also the benefits received by employees under these schemes. Earnings also exclude severance and termination pay. Statistics of earnings relate to the gross remuneration of employees, i.e. the total before any deductions are made by the employer. The measurement period of this indicator corresponds to that of the wage data. In the Economy Profiles, values reported are the estimated average annual earned income per capita in constant 2017 international dollars for women and men, respectively, and the ratio of the two values.

Period: 2023 or most recent year available.

Source: International Labour Organization (ILO), *ILOSTAT*; International Monetary Fund (IMF), *World Economic Outlook*; World Bank, *World Development Indicators*.

Legislators, senior officials and managers, %

Ratio of women to men employed in senior roles, defined by the ILO as those who plan, direct, coordinate and evaluate the overall activities of enterprises, governments and other organizations, or of organizational units within them, and formulate and review their policies, laws, rules and regulations. It corresponds to Major Group 1 of the

International Standard Classification of Occupations (ISCO-08).¹⁴

Period: 2023 or most recent year available.

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

Professional and technical workers, %

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

Period: 2023 or most recent year available.

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

Educational Attainment subindex

Literacy rate, %

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

Period: 2023 or most recent year available.

Source: UNESCO, *UIS.Stat* education statistics data portal; when not available, data is sourced from the UNDP *Human Development Reports*, most recent data available.

Enrolment in primary education, %

Percentage of girls and boys in the official primary school age range (Net Enrolment rate in Primary education) who are enrolled in primary education (International Standard Classification of Education [ISCED] 1).¹⁵

Period: 2023 or most recent year available.

Source: UNESCO, *UIS.Stat* education statistics data portal.

Enrolment in secondary education, %

Based on Gross Enrolment Ratio (GER). Measures the percentage of girls and boys enrolled in secondary education, regardless of age, expressed as a percentage of the official school-age population corresponding to secondary education. A high GER generally indicates a high degree of participation, whether the pupils belong to the

official age group or not. A GER value approaching or exceeding 100% indicates that a country is, in principle, able to accommodate all of its school-age population, but it does not indicate the proportion already enrolled. The achievement of a GER of 100% is therefore a necessary but not sufficient condition for enrolling all eligible children in school.

Period: 2023 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: 2023 or most recent year available.

Source: UNESCO, *UIS.Stat* education statistics data portal.

Health and Survival subindex

Sex ratio at birth, %

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

Period: 2021 or most recent year available.

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

Healthy life expectancy, years

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

Period: 2019 or most recent year available.

Source: World Health Organization (WHO), *Global Health Observatory* data repository.

Political Empowerment subindex

Women in parliament, %

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

Period: Data as of 1 March 2024.¹⁶

Source: Inter-Parliamentary Union (IPU).

Women in ministerial positions, %

Percentage of women holding ministerial portfolios as a share of total ministry positions in each government. Some overlap between ministers and heads of government that also hold a ministerial portfolio may occur. IPU-UN Women does not provide information for two of the 146 countries (Myanmar and Afghanistan) included in the sample. We consider the share of women holding cabinet positions in these two contexts to be zero.

Period: Data as of 1 January 2024.

Source: UN Women, *Women in Politics 2024*.

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

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

Period: 1 March 1974 – 1 March 2024.

Source: World Economic Forum's calculations.

Contextual Indicators

General indicators

GDP, current US\$ billions

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

Period: 2022 or most recent year.

Source: World Bank.

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

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

Period: 2022 or most recent year.

Source: World Bank.

Total population, million people

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

Period: 2022.

Source: World Bank.

Population sex ratio (female/male), %

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

Period: 2022.

Source: World Bank.

Population growth rate, %

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

Period: 2022.

Source: World Bank.

Work participation & leadership

Gender wage gap

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

Period: 2022 or most recent year.

Source: OECD, *Employment* database.

Share of women's membership on boards, %

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

Period: 2022.

Source: OECD, *Employment* database.

Firms with female majority ownership, %

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

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

Period: 2023 or most recent year.

Source: World Bank Enterprise Survey.

Firms with female top managers, %

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

Period: 2023 or most recent year.

Source: World Bank Enterprise Survey.

Share of workers in informal sector, %

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

Period: 2023 or most recent year.

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

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

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

Period: 2023 or most recent year.

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

Labour force, 1 million people (%)

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

Period: 2023 or most recent year.

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

Unemployed adults, % of labour force

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

Period: 2023 or most recent year.

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

Share of workers employed part-time, %

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

Period: 2023 or most recent year.

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

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

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

Period: 2020 or most recent year.

Source: United Nations, Department of Economic and Social Affairs.

Access to finance

Access to financial services

Measures whether women and men have the same legal rights to open a bank account and obtain credit at a formal financial institution. For each case, the OECD numerical scores have been translated as: Equal rights: Women and men have the same rights to open a bank account and obtain credit at a formal financial institution, without legal exceptions regarding some groups of women. Customary, religious and traditional laws or practices do not discriminate against women's above legal rights; Near-equal rights: Women and men have the same rights to open a bank account and obtain credit at a formal financial institution to women and men,

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

Period: 2023.

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

Inheritance for widows & daughters

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

Period: 2023.

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

Access to land assets

Measures whether women and men have the same legal rights and secure access to land assets. For each case, the OECD numerical scores have been translated as: Equal rights: Women and men have the same legal rights and secure access to land assets, without legal exceptions regarding some groups of women. Customary, religious and traditional laws or practices do not discriminate against women's legal rights; Near-equal rights: Women and men have the same legal rights and secure access to land assets, without legal exceptions regarding some groups of women.

However, some customary, religious or traditional practices or laws discriminate against women's legal right; Uneven rights: Women and men have the same legal rights and secure access to land assets. However, this does not apply to all groups of women; Restricted rights: Women and men have the same legal rights to own land assets, but not to use, make decisions and/or use land assets as collateral; Unequal rights: Women do not have the same legal rights as men to own land assets.

Period: 2023.

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

Access to non-land assets

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

Period: 2023.

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

Civil and political freedom

Year women received right to vote

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

Period: Data as of 31 March 2024.

Source: Inter-parliamentary Union.

Number of female heads of state to date

The number of terms women have sat in office over the past fifty-year period as head of state or head of government in a country.

Period: Data as of 1 March 2024.
Source: World Economic Forum's calculations.

Access to justice

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

Period: 2023.
Source: OECD, *Gender, Institutions and Development Database* (GID-DB).

Freedom of movement

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

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

Period: 2023.
Source: OECD, *Gender, Institutions and Development Database* (GID-DB).

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

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

Period: Data as of 31 March 2024.
Source: Institute for Democracy and Electoral Assistance (IDEA), *Gender Quotas Database*.

Party membership quotas, voluntary, (yes/no)

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

Period: Data as of 31 March 2024.
Source: IDEA, *Gender Quotas Database*.

Seats held in upper house, % of total seats

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

Period: 2024.
Source: Inter-Parliamentary Union (IPU).

Family and care

Unmet family planning

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

Period: 2021 or latest year available.
Source: UN Population Fund.

Early marriage, %

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

Period: 2023.
Source: OECD, *Gender, Institutions and Development Database* (GID-DB).

Mean age of women at birth of first child

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

Period: 2021 or most recent year.

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

Right to divorce

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

Period: 2023.

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

Length of paid parental leave, calendar days

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

Period: 2023.

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

Education and skills**Agriculture, Forestry, Fisheries & Veterinary graduates, %**

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

Period: 2019 or most recent year.

Source: UNESCO, *Education* database.

Arts & Humanities graduates, %

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

Period: 2019 or most recent year.

Source: UNESCO, *Education* database.

Business, Administration and Law graduates, %

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

Period: 2019 or most recent year.

Source: UNESCO, *Education* database.

Education graduates, %

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

Period: 2019 or most recent year.

Source: UNESCO, *Education* database.

Engineering, Manufacturing & Construction graduates, %

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

Period: 2019 or most recent year.

Source: UNESCO, *Education* database.

Health & Welfare graduates, %

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

Period: 2019 or most recent year.

Source: UNESCO, *Education* database.

Information and Communication Technologies graduates, %

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

Period: 2019 or most recent year.

Source: UNESCO, *Education* database.

Natural Sciences, Mathematics and Statistics graduates, %

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

Period: 2019 or most recent year.

Source: UNESCO, *Education* database.

Social Science, Journalism and Information graduates, %

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

Period: 2019 or most recent year.

Source: UNESCO, *Education* database.

STEM graduates, %

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

Period: 2019 or most recent year.

Source: UNESCO, *Education* indicators.

Vocational training, % attainment

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

Period: 2023 or most recent year.

Source: UNESCO, *Education* database.

PhD graduates, % attainment

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

Period: 2023 or most recent year.

Source: UNESCO, *Education* database.

Tertiary education graduates, %

Percentage of male/female tertiary education graduates.

Period: 2023 or most recent year.

Source: UNESCO, *Education* database.

Health**Prevalence of gender violence in lifetime, % women**

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

Period: 2023.

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

Births attended by skilled personnel, % live births

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

Period: 2021 or most recent year.

Source: World Bank.

Maternal mortality ratio

Number of maternal deaths per 100,000 live births.

Period: 2020.

Source: World Bank.

Total fertility rate, births per woman

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

Period: 2021 or most recent year.

Source: World Bank.

Reproductive autonomy

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

reproductive health and rights in case of unwanted pregnancy.

Period: 2023.

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

Section D: Update to Contextual Indicators

Since the last edition of the *Global Gender Gap Report*, the following updates to the contextual indicators included and displayed in the country scorecards have been made by the corresponding custodian organizations.

The International Institute for Democracy and Electoral Assistance (International IDEA) introduced revisions and updates to its *Gender Quotas Database*. Two indicators under the Civil and Political Freedom section of each Economy Profile – gender quotas for the single/lower house and voluntary political party quotas – reflect the most recent values in the IDEA quotas database.

The World Bank released the tenth in a series of annual reports titled *Women Business and the Law 2024*, which included an updated version of the *Women, Business, and the Law 1.0* index and introduced two new indicators through the expanded *Women, Business and the Law 2.0* data set: Safety and Childcare. The most recent values in this data set have been included for the length of parental leave indicator under the Family and care section of each Economy Profile.

Endnotes

1. The regional groupings have been revised in this edition of the report to align with regional groupings in other flagship reports published by the World Economic Forum. Regional scores prior to the current edition have been recalculated accordingly.
2. Hausmann, 2016.
3. Following a methodology originally developed by the United Nations Development Programme (UNDP), the Global Gender Gap Index estimates the average income earned by women, relative to income earned by men, in a calculation that takes into account a country's GDP per capita (US\$), the share of women and men in the labour force, and their mean nominal wages. To account for globally rising income levels, beginning with 2018's edition, the report no longer caps the maximum income per capita value considered in the calculation. This follows UNDP's own adjustment of the methodology and the fact that the \$40,000 cap formerly used in previous editions of the Global Gender Gap Index had increasingly lost some of its ability to discern the level of gender-based income disparities among high-income nations such as the Nordics, the United States and the member states of the Gulf Cooperation Council. For a full overview of the 2016 methodology change, please refer to that report edition's Appendix D.
4. For more information about the Executive Opinion Survey, see Section C.
5. The report utilizes the United Nations Population Division's World Population Prospects as a source for the sex ratio at birth indicator. Previous editions of the report had utilized data from the U.S. Central Intelligence Agency's World Factbook as an alternative data source.
6. 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.
7. 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.
8. A first attempt to calculate the gender gap was made by the World Economic Forum in 2005; see Lopez-Claros and Zahidi, 2005. The 2005 index, which was attempting to capture women's empowerment, used a scale in which the highest score was assigned to the country with the biggest gap in favour of women.
9. 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.
10. Strictly, in the case of the Health and Survival subindex, the highest possible value a country can achieve is 0.9796. However, for purposes of simplicity, we will refer to this value as 1 throughout the chapters and in all tables, figures and Country Profiles.
11. Because of the special equality benchmark value of 0.9796 for the Health and Survival subindex, the equality benchmark for the overall index score is not strictly 1. This value is in fact $(1 + 1 + 1 + 0.9796) / 4 = 0.9949$. However, for purposes of simplicity, we will refer to the overall equality benchmark as 1 throughout the chapters and in all tables, figures and Economy Profiles.
12. 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.
13. UNDP, 2022.
14. International Standard Classification of Occupations (ISCO), <https://www.ilo.org/public/english/bureau/stat/isco/docs/groupdefn08.pdf>
15. International Standard Classification of Education (ISCED), <http://uis.unesco.org/sites/default/files/documents/international-standard-classification-of-education-isced-2011-en.pdf>
16. At the time of data collection, data on the number of women in the single or lower parliamentary chambers was temporarily unavailable on the IPU data portal for four countries: Sudan, Indonesia, Nigeria, and El Salvador. As per IPU notice, this is usually the case when elections have taken place recently and the official results have not yet been published and updated in Parline. For the 2024 index, "n/a" values have been used for these countries.

References

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

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

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

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

User's Guide

How to read the Economy Profiles

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

The *Global Gender Gap Report 2024* is complemented by an online dashboard, which provides detailed Economy Profiles of all economies featured in the index, as well as a data tool enabling the reader to explore index results and rankings in depth, and to compare results by economy, region, indicator and subindex. The Global Gender Gap dashboard can be found at <https://www.weforum.org/publications/gender-gap-report-2024/>.

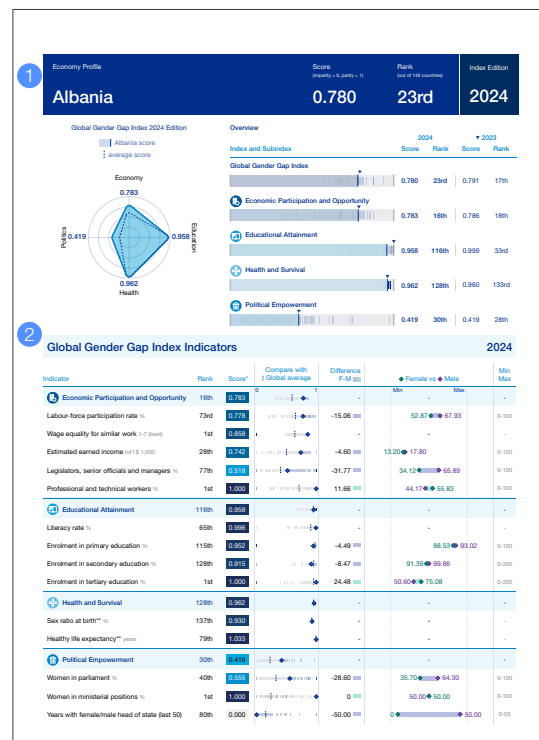
Economy selection

To monitor the state of gender parity across the widest possible range of economies, the index performance for an economy is computed when recent data is available for at least 12 of the 14 indicators composing the index. Obsolescence varies by indicator; while most data points date from the past two years or less, for very few cases, up to 10-year-old data points are used for the calculation. Given the update to the labour-force participation rate data series introduced in 2023, an allowance is made to include data up to 2010 in individual cases for this indicator.

Economy Profiles

Each Economy Profile is divided into three sections:

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



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

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

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

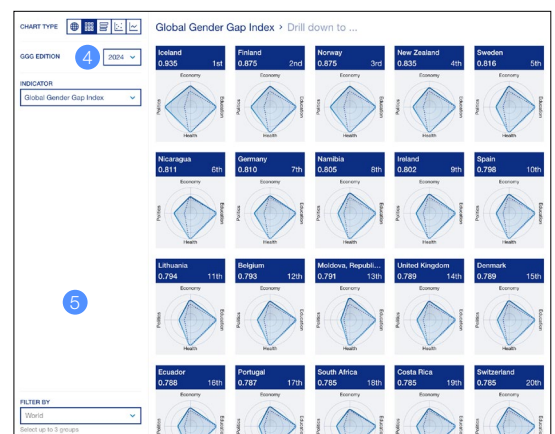
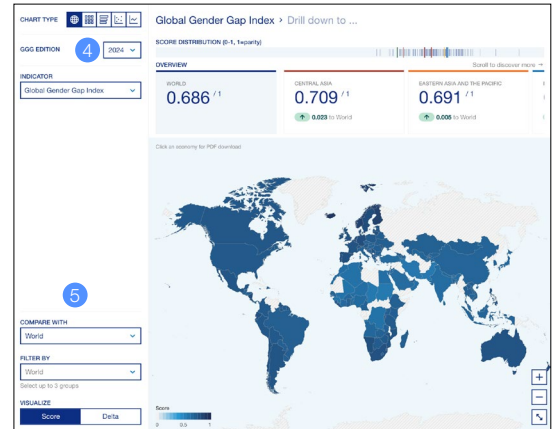
Economy Profile		Score	Rank	Page 2 of 2			
Albania		0.780	23rd				
3 Complementary Targets and Contextual Indicators 2024							
General Indicators							
Indicator	Line	Value	Indicator	Line	Value		
GDP (USD billion)		18.92	Unmet family planning % women 15-49		15.20		
GDP per capita, PPP constant 17, int. \$ 1000		15.49	Early marriage %		6.70		
Population sex ratio female/male, %		1.00	Mean age of women at birth of first child years		26.60		
Population growth rate %		-1.22	Indicator 0-1 Equal rights				
Indicator: Million people	Female	Male	Indicator: Shared days	Female	Male	Value	
Total population	1.39	1.39	2.78	365.00	3.00	0	
Work participation and leadership							
Indicator	Line	Value	Indicator	Line	Value		
Gender wage gap % (2022 countries only)		n. s.	Education and skills				
Share of women's membership in boards % (2022 countries only)		n. s.	Graduates %	Female	Male	Value	
Firms with female majority ownership % firms		16.90	STEM	46.65	53.35	0.87	
Firms with female top managers % firms		18.10	Indicator: Shared days				
Indicator: 1-7 goal	Value		Agri., Forestry, Fisheries & Veterinary	n. s.	n. s.	n. s.	
Advancement of women to leadership roles	6.43		Arts & Humanities	74.20	25.80	2.88	
Indicator: million people	Female	Male	Business, Admin. & Law	n. s.	n. s.	n. s.	
Labour-force	0.57	0.70	1.27	Education	77.68	22.32	3.48
Indicator: Line	Female	Male	Value	Engineering, Manuf. & Construction	n. s.	n. s.	n. s.
Share of workers in informal sector %	n. s.	n. s.	n. s.	Health & Welfare	78.93	21.07	3.75
workers				Information & Comm., Technologies	43.71	56.29	0.78
Unemployed adults % of labour force (15-64)	11.72	12.13	11.95	Natural Sci., Mathematics & Statistics	n. s.	n. s.	n. s.
Workers employed part-time % of employed people	24.87	16.27	20.10	Social Sci., Journalism & Information	n. s.	n. s.	n. s.
Proportion of time spent on unpaid domestic and care work %	n. s.	n. s.	n. s.				
Access to finance							
Indicator: 0-1 Equal rights	Value		Graduates: Assessment %	Female	Male	Parity	
Access to financial services	Equal rights		Vocational training	2.38	9.25	4.83	
Inheritance rights for widows and daughters	Equal rights		PHD graduates	0.20	0.25	0.23	
Access to land assets	Equal rights		Graduates from tertiary education	54.99	28.57	41.72	
Access to non-land assets	Equal rights						
Civil and political freedom							
Indicator: Line	Value		Health				
Year women received right to vote	1920		Indicator: Line	Value			
Number of female heads of state to date	0		Prevalence of gender violence in lifetime % women		6.00		
Seats held in upper house % total seats	n. s.		Births attended by skilled personnel % live births		99.80		
Indicator: Health	Value		Maternal mortality deaths per 100,000 live births		8.00		
Election list quotas for women, national	Yes		Total fertility rate (births per woman)		1.39		
Party membership quotas, voluntary	Yes		Indicator: 0-1 Equal rights	Value			
Indicator: 0-1 Equal rights	Value		Reproductive autonomy	Equal rights			
Access to justice	Equal rights						
Freedom of movement	Equal rights						

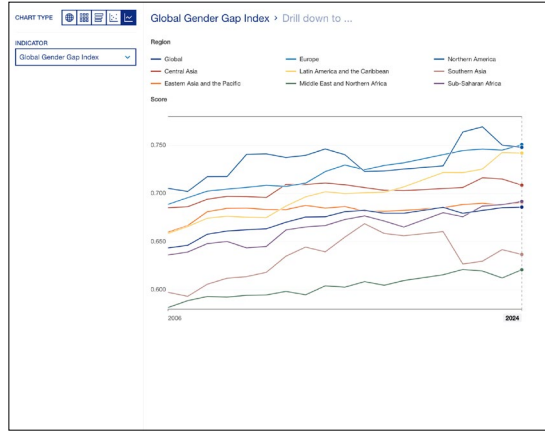
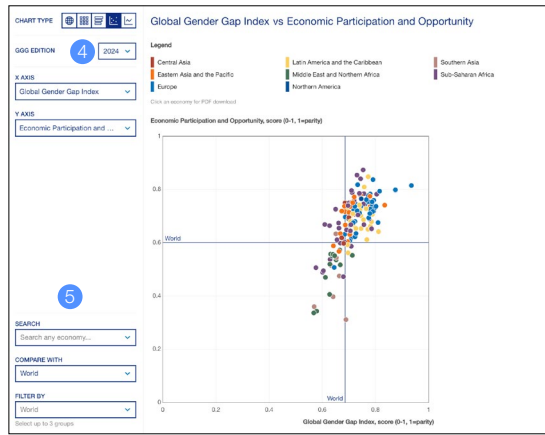
A new interactive dashboard accompanies the release of the 18th edition of the Global Gender Gap Index (available at <http://reports.weforum.org/global-gender-gap-report-2024>). Additional features allow users to explore gender parity scores over time, compare selected indicators and track highlighted economies' performance.

Users can select Gender Gap Index editions by year and can access different chart views of the data by clicking on the corresponding icon option at the top-left corner of the page 4. They can also choose between a world-map view, which allows the reader to explore geographical trends and patterns; a bar-chart view, which depicts an economy's performance for the selected indicator relative to other economies; a scatterplot chart, which visualizes the relationship between two variables; and a line chart, which visualizes the

evolution of gender gap scores by indicator over time. Across views, economies are highlighted by an extended colour scale to enhance contrast and readability – ranging in 20% intervals from light blue (0.0-0.2, worst) to dark blue (0.8-1.0, best).

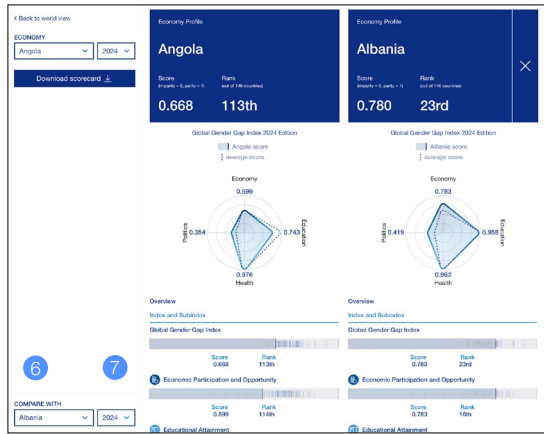
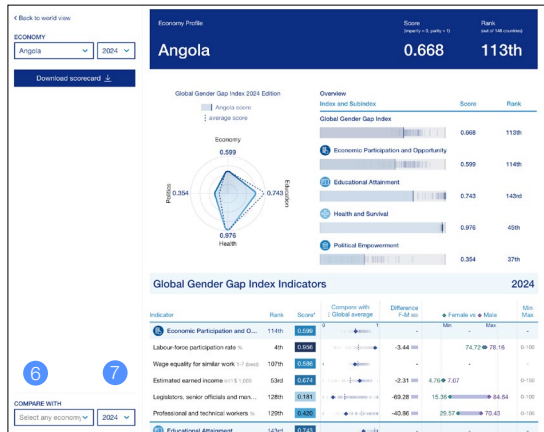
Users can further compare and filter results by economy or by regional grouping by selecting the corresponding option on the drop-down menus situated on the lower-left corner of the dashboard 5.





User also have the possibility to directly compare two countries side-by-side and across the time series. The Economy Comparison Tool **6** can be accessed by clicking an economy within the charts, and then selecting a second economy from the “compare with” drop-down menu on the bottom left corner of the explorer. This feature enables a side-by-side view of indicators for the selected comparison economy relative to the original economy selected in the Economy Profile view of the Data Explorer. Users may also select the time

period for comparison **7**. Users may return to the original view by clicking on the Back-to-Economy menu option at the top-left corner of the page or may continue exploring the data by clicking through to the other views of the Data Explorer.



Index of Economy Profiles

Economy _____	Page _____	Economy _____	Page _____	Economy _____	Page _____
Albania _____	83	France _____	181	Niger _____	279
Algeria _____	85	Gambia (Rep. of the) _____	183	Nigeria _____	281
Angola _____	87	Georgia _____	185	North Macedonia _____	283
Argentina _____	89	Germany _____	187	Norway _____	285
Armenia _____	91	Ghana _____	189	Oman _____	287
Australia _____	93	Greece _____	191	Pakistan _____	289
Austria _____	95	Guatemala _____	193	Panama _____	291
Azerbaijan _____	97	Guinea _____	195	Paraguay _____	293
Bahrain _____	99	Guyana _____	197	Peru _____	295
Bangladesh _____	101	Honduras _____	199	Philippines _____	297
Barbados _____	103	Hungary _____	201	Poland _____	299
Belarus _____	105	Iceland _____	203	Portugal _____	301
Belgium _____	107	India _____	205	Qatar _____	303
Belize _____	109	Indonesia _____	207	Romania _____	305
Benin _____	111	Iran (Islamic Rep. of) _____	209	Rwanda _____	307
Bhutan _____	113	Ireland _____	211	Saudi Arabia _____	309
Bolivia _____	115	Israel _____	213	Senegal _____	311
Bosnia and Herzegovina _____	117	Italy _____	215	Serbia _____	313
Botswana _____	119	Jamaica _____	217	Sierra Leone _____	315
Brazil _____	121	Japan _____	219	Singapore _____	317
Brunei Darussalam _____	123	Jordan _____	221	Slovakia _____	319
Bulgaria _____	125	Kazakhstan _____	223	Slovenia _____	321
Burkina Faso _____	127	Kenya _____	225	South Africa _____	323
Burundi _____	129	Kuwait _____	227	South Korea _____	325
Cambodia _____	131	Kyrgyzstan _____	229	Spain _____	327
Cameroon _____	133	Lao PDR _____	231	Sri Lanka _____	329
Canada _____	135	Latvia _____	233	Sudan _____	331
Cape Verde _____	137	Lebanon _____	235	Suriname _____	333
Chad _____	139	Lesotho _____	237	Sweden _____	335
Chile _____	141	Liberia _____	239	Switzerland _____	337
China _____	143	Lithuania _____	241	Tajikistan _____	339
Colombia _____	145	Luxembourg _____	243	Thailand _____	341
Comoros _____	147	Madagascar _____	245	Timor-Leste _____	343
Congo, Dem. Rep. of the _____	149	Malaysia _____	247	Togo _____	345
Costa Rica _____	151	Maldives _____	249	Tunisia _____	347
Côte d'Ivoire _____	153	Mali _____	251	Türkiye _____	349
Croatia _____	155	Malta _____	253	Uganda _____	351
Cyprus _____	157	Mauritius _____	255	Ukraine _____	353
Czechia _____	159	Mexico _____	257	United Arab Emirates _____	355
Denmark _____	161	Moldova, Republic of _____	259	United Kingdom _____	357
Dominican Republic _____	163	Mongolia _____	261	United Republic of Tanzania _____	359
Ecuador _____	165	Montenegro _____	263	United States of America _____	361
Egypt _____	167	Morocco _____	265	Uruguay _____	363
El Salvador _____	169	Mozambique _____	267	Uzbekistan _____	365
Estonia _____	171	Namibia _____	269	Vanuatu _____	367
Eswatini _____	173	Nepal _____	271	Viet Nam _____	369
Ethiopia _____	175	Netherlands _____	273	Zambia _____	371
Fiji _____	177	New Zealand _____	275	Zimbabwe _____	373
Finland _____	179	Nicaragua _____	277		

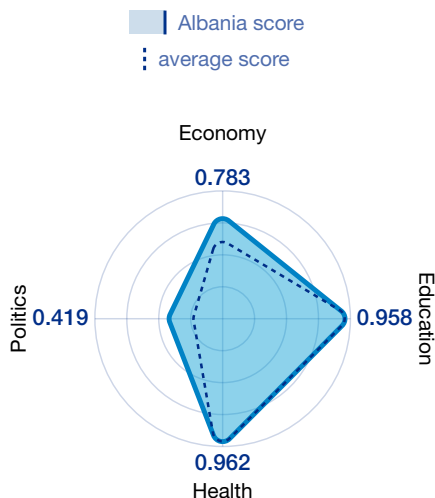
Albania

0.780

23rd

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.780	23rd	0.791	17th
Economic Participation and Opportunity	0.783	16th	0.786	18th
Educational Attainment	0.958	116th	0.999	33rd
Health and Survival	0.962	128th	0.960	133rd
Political Empowerment	0.419	30th	0.419	28th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	16th	0.783		-			-
Labour-force participation rate %	73rd	0.778		-15.06	52.87	67.93	0-100
Wage equality for similar work 1-7 (best)	1st	0.858		-	-	-	-
Estimated earned income int'l \$ 1,000	28th	0.742		-4.60	13.20	17.80	0-150
Legislators, senior officials and managers %	77th	0.518		-31.77	34.12	65.89	0-100
Professional and technical workers %	1st	1.000		11.66	44.17	55.83	0-100
Educational Attainment	116th	0.958		-			-
Literacy rate %	65th	0.996		-	-	-	-
Enrolment in primary education %	115th	0.952		-4.49	88.53	93.02	0-100
Enrolment in secondary education %	128th	0.915		-8.47	91.39	99.86	0-200
Enrolment in tertiary education %	1st	1.000		24.48	50.60	75.08	0-200
Health and Survival	128th	0.962		-			-
Sex ratio at birth** %	137th	0.930		-	-	-	-
Healthy life expectancy** years	79th	1.033		-	-	-	-
Political Empowerment	30th	0.419		-			-
Women in parliament %	40th	0.555		-28.60	35.70	64.30	0-100
Women in ministerial positions %	1st	1.000		0	50.00	50.00	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	18.92		
GDP per capita, PPP	constant '17, intl. \$ 1000	15.49		
Population sex ratio	female/male, %	1.00		
Population growth rate	%	-1.22		
Indicator	Million people	Female	Male	Value
Total population		1.39	1.39	2.78

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	16.90		
Firms with female top managers	% firms	18.10		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		6.43		
Indicator	Million people	Female	Male	Value
Labour-force		0.57	0.70	1.27
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
Unemployed adults	% of labour force (15-64)	11.72	12.13	11.95
Workers employed part-time	% of employed people	24.87	16.27	20.10
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1920
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	n. a.
Indicator	Yes/No	Value
Election list quotas for women, national	Yes	Yes
Party membership quotas, voluntary	Yes	Yes
Indicator	0-1 (Equal rights)	Value
Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	15.20		
Early marriage	%	6.70		
Mean age of women at birth of first child	years	26.60		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Equal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		365.00	3.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		46.65	53.35	0.87
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		74.20	25.80	2.88
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		77.68	22.32	3.48
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		78.93	21.07	3.75
Information & Comm. Technologies		43.71	56.29	0.78
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		2.38	9.26	4.63
PhD graduates		0.20	0.26	0.23
Graduates from tertiary education		54.99	28.57	41.72

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	6.00
Births attended by skilled personnel	% live births	99.80
Maternal mortality	deaths per 100,000 live births	8.00
Total fertility rate	births per woman	1.39
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

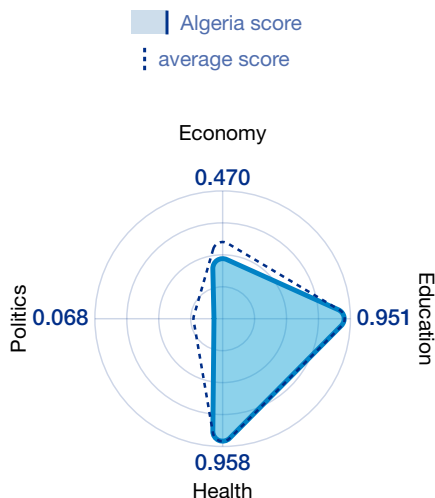
Algeria

0.612

139th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.612	139th	0.573	144th
Economic Participation and Opportunity	0.470	139th	0.317	145th
Educational Attainment	0.951	119th	0.951	116th
Health and Survival	0.958	139th	0.958	137th
Political Empowerment	0.068	135th	0.065	135th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	139th	0.470		-	Min	Max	-
Labour-force participation rate %	142nd	0.255		-49.55	16.94	66.49	0-100
Wage equality for similar work 1-7 (best)	4th	0.816		-	-	-	-
Estimated earned income int'l \$ 1,000	141st	0.190		-15.07	3.53	18.60	0-150
Legislators, senior officials and managers %	138th	0.091		-83.27	8.36	91.64	0-100
Professional and technical workers %	83rd	0.916		-4.40	47.80	52.20	0-100
Educational Attainment	119th	0.951		-	-	-	-
Literacy rate %	119th	0.862		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	1st	1.000		4.07	100.71	104.78	0-200
Enrolment in tertiary education %	1st	1.000		28.61	39.40	68.01	0-200
Health and Survival	139th	0.958		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	144th	0.990		-	-	-	-
Political Empowerment	135th	0.068		-	-	-	-
Women in parliament %	132nd	0.086		-84.20	7.90	92.10	0-100
Women in ministerial positions %	107th	0.167		-71.43	14.29	85.71	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	195		
GDP per capita, PPP	constant '17, intl. \$ 1000	11.20		
Population sex ratio	female/male, %	0.96		
Population growth rate	%	1.63		
Indicator	Million people	Female	Male	Value
Total population		22.04	22.86	44.90
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	n. a.		
Firms with female top managers	% firms	n. a.		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.99		
Indicator	Million people	Female	Male	Value
Labour-force		2.19	8.28	10.47
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
Unemployed adults	% of labour force (15-64)	n. a.	n. a.	n. a.
Workers employed part-time	% of employed people	36.23	15.67	19.39
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Equal rights		
Inheritance rights for widows and daughters		Unequal rights		
Access to land assets		Near-equal rights		
Access to non-land assets		Near-equal rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	1944, 1958, 1962		
Number of female heads of state to date	number	0		
Seats held in upper house	% total seats	4.10		
Indicator	Yes/No	Value		
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Equal rights		
Freedom of movement				
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	14.10		
Early marriage	%	3.30		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Unequal rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	3.00	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		58.17	41.83	1.39
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		80.57	19.43	4.15
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		80.37	19.63	4.10
Engineering, Manuf. & Construction		48.46	51.54	0.94
Health & Welfare		70.52	29.48	2.39
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		83.06	16.94	4.90
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	Female	Male	Parity
Vocational training		0.70	0.89	0.80
PhD graduates		n. a.	n. a.	n. a.
Graduates from tertiary education		53.67	26.17	39.63
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	n. a.		
Births attended by skilled personnel	% live births	98.80		
Maternal mortality	deaths per 100,000 live births	78.00		
Total fertility rate	births per woman	2.89		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Restricted rights		

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

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

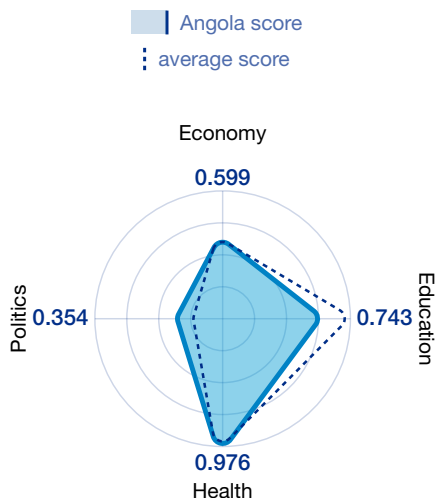
Angola

0.668

113th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.668	113th	0.656	118th
Economic Participation and Opportunity	0.599	114th	0.605	107th
Educational Attainment	0.743	143rd	0.738	142nd
Health and Survival	0.976	45th	0.976	44th
Political Empowerment	0.354	37th	0.305	46th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	114th	0.599		-	Min	Max	-
Labour-force participation rate %	4th	0.956		-3.44	74.72	78.16	0-100
Wage equality for similar work 1-7 (best)	107th	0.586		-	-	-	-
Estimated earned income int'l \$ 1,000	53rd	0.674		-2.31	4.76	7.07	0-150
Legislators, senior officials and managers %	128th	0.181		-69.28	15.36	84.64	0-100
Professional and technical workers %	129th	0.420		-40.86	29.57	70.43	0-100
Educational Attainment	143rd	0.743		-	-	-	-
Literacy rate %	130th	0.755		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	139th	0.652		-22.60	42.29	64.90	0-200
Enrolment in tertiary education %	112th	0.899		-1.17	10.48	11.65	0-200
Health and Survival	45th	0.976		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	55th	1.050		-	-	-	-
Political Empowerment	37th	0.354		-	-	-	-
Women in parliament %	28th	0.629		-22.80	38.60	61.40	0-100
Women in ministerial positions %	26th	0.643		-21.74	39.13	60.87	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	106.78		
GDP per capita, PPP	constant '17, intl. \$ 1000	5.91		
Population sex ratio	female/male, %	1.02		
Population growth rate	%	3.10		
Indicator	Million people	Female	Male	Value
Total population		18.00	17.59	35.59

Work participation and leadership

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

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		3.73

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

Indicator Unit Female Male Value

Share of workers in informal sector	% workers	95.50	84.80	90.25
-------------------------------------	-----------	-------	-------	-------

Unemployed adults	% of labour force (15-64)	16.33	16.34	16.34
-------------------	---------------------------	-------	-------	-------

Workers employed part-time	% of employed people	34.78	29.67	32.28
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Near-equal rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1975
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	n. a.

Indicator Yes/No Value

Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	

Indicator 0-1 (Equal rights) Value

Access to justice	Near-equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	38.00
Early marriage	%	18.20
Mean age of women at birth of first child	years	n. a.
Indicator	0-1 (Equal rights)	Value
Right to divorce	Near-equal rights	◆

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		90.00	1.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.

Agri., Forestry, Fisheries & Veterinary		28.21	71.79	0.39
---	--	-------	-------	------

Arts & Humanities		36.43	63.57	0.57
-------------------	--	-------	-------	------

Business, Admin. & Law		48.29	51.71	0.93
------------------------	--	-------	-------	------

Education		n. a.	n. a.	n. a.
-----------	--	-------	-------	-------

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

Health & Welfare		66.83	33.17	2.02
------------------	--	-------	-------	------

Information & Comm. Technologies		37.96	62.04	0.61
----------------------------------	--	-------	-------	------

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

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

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

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

PhD graduates		0	0	0
---------------	--	---	---	---

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

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	25.00
Births attended by skilled personnel	% live births	49.60
Maternal mortality	deaths per 100,000 live births	222.00
Total fertility rate	births per woman	5.30

Indicator 0-1 (Equal rights) Value

Reproductive autonomy	Uneven rights	◆
-----------------------	---------------	---

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

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

Argentina

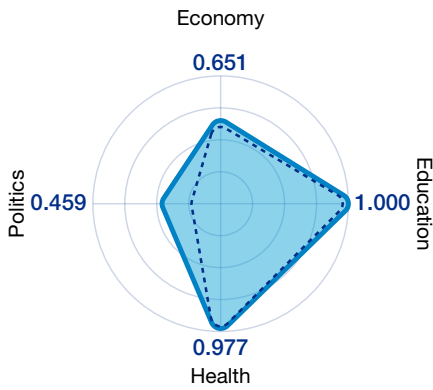
0.772

32nd

2024

Global Gender Gap Index 2024 Edition

■ Argentina score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.772	32nd	0.762	36th
Economic Participation and Opportunity	0.651	97th	0.644	95th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.977	41st	0.977	41st
Political Empowerment	0.459	20th	0.429	26th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	97th	0.651		-	Min	Max	-
Labour-force participation rate %	92nd	0.726		-19.66	52.08	71.74	0-100
Wage equality for similar work 1-7 (best)	88th	0.612		-	-	-	-
Estimated earned income int'l \$ 1,000	106th	0.543		-13.35	15.85	29.20	0-150
Legislators, senior officials and managers %	80th	0.507		-32.71	33.65	66.35	0-100
Professional and technical workers %	1st	1.000		7.24	46.38	53.62	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	1st	1.000		6.75	113.27	120.03	0-200
Enrolment in tertiary education %	1st	1.000		64.82	75.48	140.30	0-200
Health and Survival	41st	0.977		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	51st	1.051		-	-	-	-
Political Empowerment	20th	0.459		-	-	-	-
Women in parliament %	21st	0.736		-15.20	42.40	57.60	0-100
Women in ministerial positions %	36th	0.500		-33.33	33.33	66.67	0-100
Years with female/male head of state (last 50)	15th	0.242		-30.53	9.74	40.26	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	631.13		
GDP per capita, PPP	constant '17, intl. \$ 1000	22.46		
Population sex ratio	female/male, %	1.02		
Population growth rate	%	0.93		
Indicator	Million people	Female	Male	Value
Total population		23.35	22.89	46.23

Work participation and leadership

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

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.62

Indicator	Million people	Female	Male	Value
Labour-force		5.39	6.73	12.11

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	50.88	51.44	51.20
-------------------------------------	-----------	-------	-------	-------

Unemployed adults	% of labour force (15-64)	7.80	6.21	6.92
-------------------	---------------------------	------	------	------

Workers employed part-time	% of employed people	55.69	29.80	41.13
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1947
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	45.80

Indicator Yes/No

Indicator	Unit	Value
Election list quotas for women, national		Yes
Party membership quotas, voluntary		Yes

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

Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	12.54
Early marriage	%	7.70
Mean age of women at birth of first child	years	n. a.

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

Right to divorce	Equal rights	◆
------------------	--------------	---

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		90.00	2.00	0

Education and skills

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

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

Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
---	--	-------	-------	-------

Arts & Humanities		n. a.	n. a.	n. a.
-------------------	--	-------	-------	-------

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

Education		n. a.	n. a.	n. a.
-----------	--	-------	-------	-------

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

Health & Welfare		n. a.	n. a.	n. a.
------------------	--	-------	-------	-------

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

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

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

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

Vocational training		0	0	0
---------------------	--	---	---	---

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

Graduates from tertiary education		16.26	9.30	12.70
-----------------------------------	--	-------	------	-------

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	5.00
Births attended by skilled personnel	% live births	98.80
Maternal mortality	deaths per 100,000 live births	45.00
Total fertility rate	births per woman	1.89

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

Reproductive autonomy	Equal rights	◆
-----------------------	--------------	---

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

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

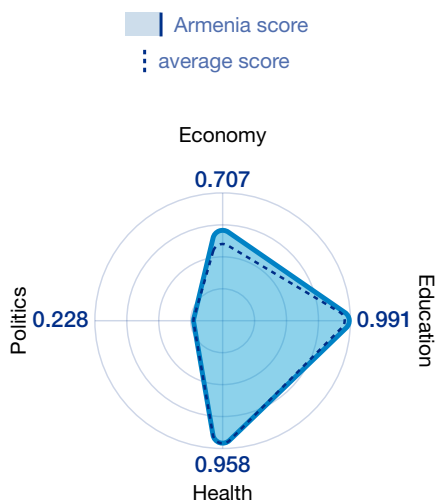
Armenia

0.721

64th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.721	64th	0.721	61st
Economic Participation and Opportunity	0.707	65th	0.716	52nd
Educational Attainment	0.991	83rd	0.999	35th
Health and Survival	0.958	138th	0.955	139th
Political Empowerment	0.228	70th	0.215	71st

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	65th	0.707		-			-
Labour-force participation rate %	30th	0.874		-9.04	62.80	71.84	0-100
Wage equality for similar work 1-7 (best)	45th	0.694		-	-	-	-
Estimated earned income int'l \$ 1,000	87th	0.607		-8.04	12.44	20.48	0-150
Legislators, senior officials and managers %	94th	0.422		-40.69	29.65	70.35	0-100
Professional and technical workers %	1st	1.000		17.86	41.07	58.93	0-100
Educational Attainment	83rd	0.991		-	-	-	-
Literacy rate %	58th	0.999		-	-	-	-
Enrolment in primary education %	108th	0.982		-1.69	89.80	91.50	0-100
Enrolment in secondary education %	1st	1.000		0.01	96.86	96.87	0-200
Enrolment in tertiary education %	1st	1.000		16.72	51.61	68.34	0-200
Health and Survival	138th	0.958		-	-	-	-
Sex ratio at birth** %	143rd	0.913		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	70th	0.228		-	-	-	-
Women in parliament %	38th	0.575		-27.00	36.50	63.50	0-100
Women in ministerial positions %	98th	0.200		-66.67	16.67	83.33	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	19.51		
GDP per capita, PPP	constant '17, intl. \$ 1000	16.06		
Population sex ratio	female/male, %	1.22		
Population growth rate	%	-0.38		
Indicator	Million people	Female	Male	Value
Total population		1.53	1.25	2.78

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	18.10		
Firms with female top managers	% firms	19.10		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.91		
Indicator	Million people	Female	Male	Value
Labour-force		0.77	0.70	1.46
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	52.40	48.03	50.38
Unemployed adults	% of labour force (15-64)	7.82	13.54	10.59
Workers employed part-time	% of employed people	18.64	14.13	16.55
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Near-equal rights	◆
Inheritance rights for widows and daughters	Near-equal rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1918
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	n. a.
Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	
Indicator	0-1 (Equal rights)	Value
Access to justice	Near-equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	12.50		
Early marriage	%	4.80		
Mean age of women at birth of first child	years	25.20		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Near-equal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		140.00	7.00	660.00

Education and skills

Graduates	%	Female	Male	Value
STEM		39.81	60.19	0.66
Agri., Forestry, Fisheries & Veterinary		24.45	75.55	0.32
Arts & Humanities		82.48	17.52	4.71
Business, Admin. & Law		49.80	50.20	0.99
Education		74.51	25.49	2.92
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		58.40	41.60	1.40

Graduates	Attainment %	Female	Male	Parity
Vocational training		10.56	12.05	11.32
PhD graduates		1.00	0.81	0.91
Graduates from tertiary education		53.25	45.03	49.11

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	5.00
Births attended by skilled personnel	% live births	99.80
Maternal mortality	deaths per 100,000 live births	27.00
Total fertility rate	births per woman	1.57
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

Australia

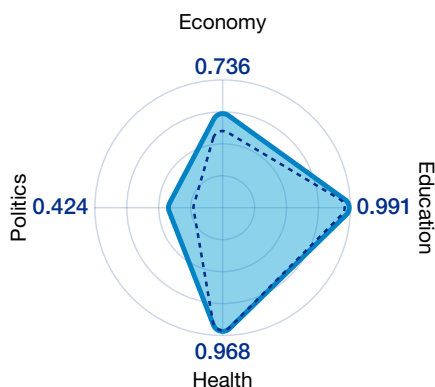
0.780

24th

2024

Global Gender Gap Index 2024 Edition

■ Australia score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.780	24th	0.778	26th
Economic Participation and Opportunity	0.736	42nd	0.740	38th
Educational Attainment	0.991	84th	0.991	78th
Health and Survival	0.968	88th	0.968	89th
Political Empowerment	0.424	28th	0.412	29th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	42nd	0.736		-	Min	Max	-
Labour-force participation rate %	28th	0.877		-8.79	62.61	71.40	0-100
Wage equality for similar work 1-7 (best)	64th	0.656		-	-	-	-
Estimated earned income int'l \$ 1,000	75th	0.629		-23.28	39.53	62.81	0-150
Legislators, senior officials and managers %	43rd	0.658		-20.60	39.70	60.30	0-100
Professional and technical workers %	1st	1.000		16.57	41.71	58.29	0-100
Educational Attainment	84th	0.991		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.21	99.60	99.81	0-100
Enrolment in secondary education %	121st	0.961		-5.27	130.56	135.83	0-200
Enrolment in tertiary education %	1st	1.000		42.64	85.65	128.28	0-200
Health and Survival	88th	0.968		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	98th	1.023		-	-	-	-
Political Empowerment	28th	0.424		-	-	-	-
Women in parliament %	33rd	0.613		-24.00	38.00	62.00	0-100
Women in ministerial positions %	17th	0.833		-9.09	45.45	54.55	0-100
Years with female/male head of state (last 50)	46th	0.064		-43.98	3.01	46.99	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	1,692.96		
GDP per capita, PPP	constant '17, intl. \$ 1000	51.09		
Population sex ratio	female/male, %	1.01		
Population growth rate	%	1.24		
Indicator	Million people	Female	Male	Value
Total population		13.09	12.91	26.01

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	9.88
Share of women's membership in boards	% (OECD countries only)	37.20
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.95

Indicator	Million people	Female	Male	Value
Labour-force		5.80	6.44	12.24

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	26.49	25.75	26.11
-------------------------------------	-----------	-------	-------	-------

Unemployed adults	% of labour force (15-64)	3.61	3.88	3.75
-------------------	---------------------------	------	------	------

Workers employed part-time	% of employed people	58.59	35.80	46.57
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Uneven rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	n. a.
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	56.60

Indicator Yes/No

Indicator	Value
Election list quotas for women, national	Yes
Party membership quotas, voluntary	Yes

Indicator 0-1 (Equal rights)

Indicator	Value
Access to justice	Equal rights ◆
Freedom of movement	Equal rights ◆

Family and care

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

Indicator 0-1 (Equal rights)

Right to divorce	Equal rights	◆
------------------	--------------	---

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		0	0	126.00

Education and skills

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

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

Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
---	--	-------	-------	-------

Arts & Humanities		63.30	36.70	1.72
-------------------	--	-------	-------	------

Business, Admin. & Law		52.77	47.23	1.12
------------------------	--	-------	-------	------

Education		79.45	20.55	3.87
-----------	--	-------	-------	------

Engineering, Manuf. & Construction		23.23	76.77	0.30
------------------------------------	--	-------	-------	------

Health & Welfare		n. a.	n. a.	n. a.
------------------	--	-------	-------	-------

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

Natural Sci., Mathematics & Statistics		51.28	48.72	1.05
--	--	-------	-------	------

Social Sci., Journalism & Information		66.94	33.06	2.02
---------------------------------------	--	-------	-------	------

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

Vocational training		12.33	15.61	14.02
---------------------	--	-------	-------	-------

PhD graduates		1.67	2.03	1.85
---------------	--	------	------	------

Graduates from tertiary education		91.89	57.62	74.08
-----------------------------------	--	-------	-------	-------

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	3.00
Births attended by skilled personnel	% live births	98.80
Maternal mortality	deaths per 100,000 live births	3.00
Total fertility rate	births per woman	1.70

Indicator 0-1 (Equal rights)

Reproductive autonomy	Equal rights	◆
-----------------------	--------------	---

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

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

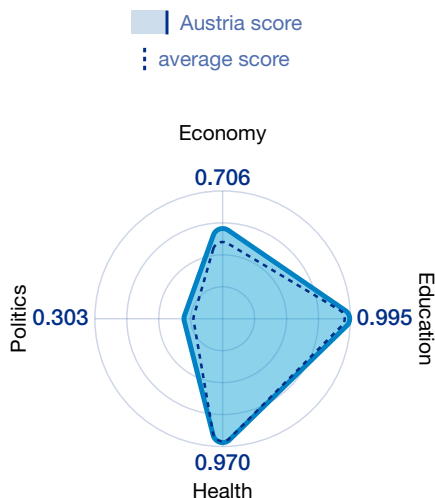
Austria

0.743

49th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.743	49th	0.740	47th
Economic Participation and Opportunity	0.706	67th	0.692	74th
Educational Attainment	0.995	61st	0.996	55th
Health and Survival	0.970	76th	0.970	77th
Political Empowerment	0.303	48th	0.303	48th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	67th	0.706		-	Min	Max	-
Labour-force participation rate %	43rd	0.853		-9.81	56.80	66.61	0-100
Wage equality for similar work 1-7 (best)	62nd	0.659		-	-	-	-
Estimated earned income int'l \$ 1,000	97th	0.585		-29.40	41.40	70.79	0-150
Legislators, senior officials and managers %	70th	0.546		-29.41	35.30	64.70	0-100
Professional and technical workers %	1st	1.000		0.08	49.96	50.04	0-100
Educational Attainment	61st	0.995		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	84th	0.998		-0.19	98.23	98.42	0-100
Enrolment in secondary education %	107th	0.981		-1.95	100.45	102.41	0-200
Enrolment in tertiary education %	1st	1.000		21.91	83.33	105.24	0-200
Health and Survival	76th	0.970		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	90th	1.028		-	-	-	-
Political Empowerment	48th	0.303		-	-	-	-
Women in parliament %	24th	0.678		-19.20	40.40	59.60	0-100
Women in ministerial positions %	65th	0.333		-50.00	25.00	75.00	0-100
Years with female/male head of state (last 50)	63rd	0.024		-47.69	1.16	48.84	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value
GDP	US\$ billions	470.94
GDP per capita, PPP	constant '17, intl. \$ 1000	55.87
Population sex ratio	female/male, %	1.03
Population growth rate	%	0.96

Indicator	Million people	Female	Male	Value
Total population		4.59	4.45	9.04

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	12.14
Share of women's membership in boards	% (OECD countries only)	33.20
Firms with female majority ownership	% firms	16.20
Firms with female top managers	% firms	18.80

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.18

Indicator	Million people	Female	Male	Value
Labour-force		1.97	2.22	4.19

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	6.42	5.41	5.86

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	5.07	5.57	5.33

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	64.54	36.89	49.93

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

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1918
Number of female heads of state to date	number	3
Seats held in upper house	% total seats	48.30

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

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

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	n. a.
Early marriage	%	2.80
Mean age of women at birth of first child	years	29.90

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

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		112.00	30.00	365.00

Education and skills

Graduates	%	Female	Male	Value
STEM		25.90	74.10	0.35
Agri., Forestry, Fisheries & Veterinary		46.92	53.08	0.88
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		57.02	42.98	1.33
Education		82.18	17.82	4.61
Engineering, Manuf. & Construction		21.54	78.46	0.27
Health & Welfare		69.31	30.69	2.26
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		20.20	24.94	22.64
PhD graduates		0.72	1.24	0.97
Graduates from tertiary education		50.29	32.56	41.14

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	4.00
Births attended by skilled personnel	% live births	98.10
Maternal mortality	deaths per 100,000 live births	5.00
Total fertility rate	births per woman	1.48

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

Azerbaijan

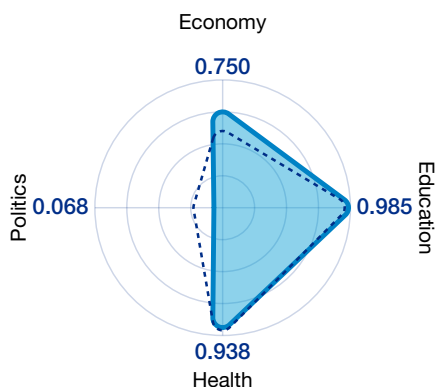
0.685

103rd

2024

Global Gender Gap Index 2024 Edition

Azerbaijan score
average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.685	103rd	0.692	97th
Economic Participation and Opportunity	0.750	31st	0.766	27th
Educational Attainment	0.985	94th	0.996	54th
Health and Survival	0.938	146th	0.936	146th
Political Empowerment	0.068	133rd	0.071	134th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	31st	0.750		-			
Labour-force participation rate %	19th	0.889		-7.70	61.90	69.60	0-100
Wage equality for similar work 1-7 (best)	27th	0.728		-			
Estimated earned income int'l \$ 1,000	65th	0.654		-6.33	11.97	18.30	0-150
Legislators, senior officials and managers %	68th	0.548		-29.22	35.39	64.61	0-100
Professional and technical workers %	1st	1.000		15.48	42.26	57.74	0-100
Educational Attainment	94th	0.985		-			
Literacy rate %	60th	0.999		-			
Enrolment in primary education %	104th	0.990		-0.96		95.20	96.16
Enrolment in secondary education %	124th	0.957		-3.57		78.72	82.29
Enrolment in tertiary education %	1st	1.000		6.58		38.67	45.25
Health and Survival	146th	0.938		-			
Sex ratio at birth** %	146th	0.888		-			
Healthy life expectancy** years	52nd	1.051		-			
Political Empowerment	133rd	0.068		-			
Women in parliament %	108th	0.221		-63.80	18.10	81.90	0-100
Women in ministerial positions %	143rd	0.000		-100.00	0	100.00	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value
GDP	US\$ billions	78.72
GDP per capita, PPP	constant '17, intl. \$ 1000	15.09
Population sex ratio	female/male, %	1.03
Population growth rate	%	0.04

Indicator	Million people	Female	Male	Value
Total population		5.14	5.00	10.14

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	10.50
Firms with female top managers	% firms	16.50

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.97

Indicator	Million people	Female	Male	Value
Labour-force		2.23	2.36	4.59

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	6.59	4.86	5.70

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	24.08	14.90	19.29

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

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1918
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	n. a.

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

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

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	n. a.
Early marriage	%	8.80
Mean age of women at birth of first child	years	24.00

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

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		126.00	0	1.04

Education and skills

Graduates	%	Female	Male	Value
STEM		35.10	64.90	0.54

Graduates	%	Female	Male	Value
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Arts & Humanities		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Business, Admin. & Law		39.55	60.45	0.65

Graduates	%	Female	Male	Value
Education		n. a.	n. a.	n. a.

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

Graduates	%	Female	Male	Value
Health & Welfare		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Information & Comm. Technologies		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Natural Sci., Mathematics & Statistics		65.34	34.66	1.88

Graduates	%	Female	Male	Value
Social Sci., Journalism & Information		57.08	42.92	1.33

Graduates	Attainment %	Female	Male	Parity
Vocational training		10.47	12.20	11.38

Graduates	%	Female	Male	Value
PhD graduates		0.31	0.42	0.36

Graduates	%	Female	Male	Value
Graduates from tertiary education		28.17	28.07	28.12

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	5.00
Births attended by skilled personnel	% live births	99.90
Maternal mortality	deaths per 100,000 live births	41.00
Total fertility rate	births per woman	1.52

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

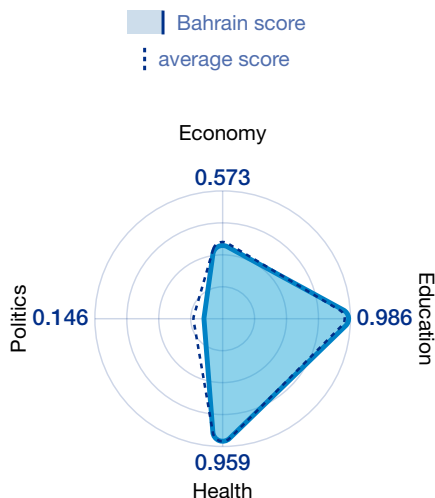
Bahrain

0.666

116th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.666	116th	0.666	113th
Economic Participation and Opportunity	0.573	119th	0.564	122nd
Educational Attainment	0.986	92nd	0.995	57th
Health and Survival	0.959	137th	0.959	136th
Political Empowerment	0.146	103rd	0.146	99th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	119th	0.573		-	Min	Max	-
Labour-force participation rate %	130th	0.501		-43.40	43.54	86.94	0-100
Wage equality for similar work 1-7 (best)	16th	0.753		-	-	-	-
Estimated earned income int'l \$ 1,000	73rd	0.636		-21.94	38.26	60.20	0-150
Legislators, senior officials and managers %	120th	0.275		-56.88	21.56	78.44	0-100
Professional and technical workers %	123rd	0.483		-34.84	32.58	67.42	0-100
Educational Attainment	92nd	0.986		-	-	-	-
Literacy rate %	90th	0.973		-	-	-	-
Enrolment in primary education %	1st	1.000		0.62	91.62	92.24	0-100
Enrolment in secondary education %	120th	0.962		-4.06	101.43	105.49	0-200
Enrolment in tertiary education %	1st	1.000		30.31	62.47	92.79	0-200
Health and Survival	137th	0.959		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	143rd	0.993		-	-	-	-
Political Empowerment	103rd	0.146		-	-	-	-
Women in parliament %	94th	0.250		-60.00	20.00	80.00	0-100
Women in ministerial positions %	76th	0.278		-56.52	21.74	78.26	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	44.38		
GDP per capita, PPP	constant '17, intl. \$ 1000	51.85		
Population sex ratio	female/male, %	0.61		
Population growth rate	%	0.61		
Indicator	Million people	Female	Male	Value
Total population		0.56	0.91	1.47

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	n. a.		
Firms with female top managers	% firms	n. a.		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		5.48		
Indicator	Million people	Female	Male	Value
Labour-force		0.15	0.55	0.70
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
Unemployed adults	% of labour force (15-64)	n. a.	n. a.	n. a.
Workers employed part-time	% of employed people	n. a.	n. a.	n. a.
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Unequal rights	◇
Access to land assets	Near-equal rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1951, 2002, 1973
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	25.00
Indicator	Yes/No	Value
Election list quotas for women, national		n. a.
Party membership quotas, voluntary		Yes
Indicator	0-1 (Equal rights)	Value
Access to justice	Restricted rights	◇
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	5.50		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Unequal rights	◇		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		60.00	1.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		41.21	58.79	0.70
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		62.17	37.83	1.64
Education		82.44	17.56	4.69
Engineering, Manuf. & Construction		30.57	69.43	0.44
Health & Welfare		73.18	26.82	2.73
Information & Comm. Technologies		47.14	52.86	0.89
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		1.44	8.49	5.13
PhD graduates		0.61	0.60	0.60
Graduates from tertiary education		65.03	34.27	48.44

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	n. a.
Births attended by skilled personnel	% live births	99.60
Maternal mortality	deaths per 100,000 live births	16.00
Total fertility rate	births per woman	1.81
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Restricted rights	◇

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

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

Bangladesh

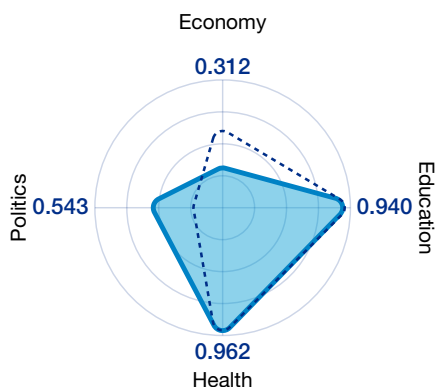
0.689

99th

2024

Global Gender Gap Index 2024 Edition

■ Bangladesh score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.689	99th	0.722	59th
Economic Participation and Opportunity	0.312	146th	0.438	139th
Educational Attainment	0.940	125th	0.936	122nd
Health and Survival	0.962	129th	0.962	126th
Political Empowerment	0.543	7th	0.552	7th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	146th	0.312		-	Min	Max	-
Labour-force participation rate %	139th	0.307		-55.14	24.41	79.55	0-100
Wage equality for similar work 1-7 (best)	97th	0.599		-	-	-	-
Estimated earned income int'l \$ 1,000	144th	0.102		-10.29	1.16	11.45	0-150
Legislators, senior officials and managers %	139th	0.079		-85.33	7.33	92.67	0-100
Professional and technical workers %	138th	0.254		-59.52	20.24	79.76	0-100
Educational Attainment	125th	0.940		-	-	-	-
Literacy rate %	104th	0.930		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	1st	1.000		10.87	66.47	77.34	0-200
Enrolment in tertiary education %	117th	0.841		-3.94	20.84	24.78	0-200
Health and Survival	129th	0.962		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	137th	1.002		-	-	-	-
Political Empowerment	7th	0.543		-	-	-	-
Women in parliament %	94th	0.250		-60.00	20.00	80.00	0-100
Women in ministerial positions %	126th	0.091		-83.33	8.33	91.67	0-100
Years with female/male head of state (last 50)	1st	1.000		10.62	19.69	30.31	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	460.2		
GDP per capita, PPP	constant '17, intl. \$ 1000	6.26		
Population sex ratio	female/male, %	1.02		
Population growth rate	%	1.07		
Indicator	Million people	Female	Male	Value
Total population		86.33	84.86	171.19
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	2.50		
Firms with female top managers	% firms	3.60		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.19		
Indicator	Million people	Female	Male	Value
Labour-force		12.01	39.57	51.58
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	93.95	78.48	82.05
Unemployed adults	% of labour force (15-64)	8.40	4.51	5.46
Workers employed part-time	% of employed people	46.15	13.14	20.76
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Equal rights		
Inheritance rights for widows and daughters		Unequal rights		
Access to land assets		Near-equal rights		
Access to non-land assets		Near-equal rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	1937, 1972		
Number of female heads of state to date	number	4		
Seats held in upper house	% total seats	n. a.		
Indicator	Yes/No	Value		
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Near-equal rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	13.69		
Early marriage	%	32.90		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Unequal rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		112.00	0	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		21.19	78.81	0.27
Arts & Humanities		33.15	66.85	0.50
Business, Admin. & Law		26.16	73.84	0.35
Education		22.03	77.97	0.28
Engineering, Manuf. & Construction		46.05	53.95	0.85
Health & Welfare		25.26	74.74	0.34
Information & Comm. Technologies		27.25	72.75	0.37
Natural Sci., Mathematics & Statistics		14.92	85.08	0.18
Social Sci., Journalism & Information		27.78	72.22	0.38
Graduates	Attainment %	Female	Male	Parity
Vocational training		2.89	6.48	4.71
PhD graduates		0.01	0.04	0.02
Graduates from tertiary education		n. a.	n. a.	n. a.
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	23.00		
Births attended by skilled personnel	% live births	59.00		
Maternal mortality	deaths per 100,000 live births	123.00		
Total fertility rate	births per woman	1.98		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Restricted rights		

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

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

Barbados

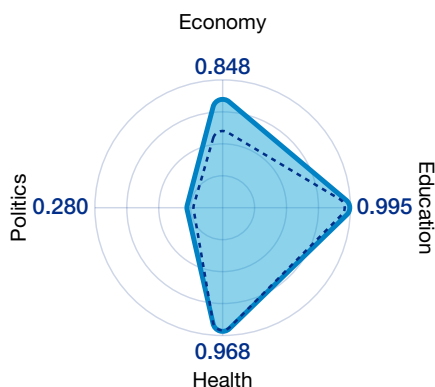
0.773

31st

2024

Global Gender Gap Index 2024 Edition

Barbados score
average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.773	31st	0.769	31st
Economic Participation and Opportunity	0.848	3rd	0.860	4th
Educational Attainment	0.995	59th	0.994	65th
Health and Survival	0.968	91st	0.968	92nd
Political Empowerment	0.280	54th	0.256	58th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	3rd	0.848		-			
Labour-force participation rate %	15th	0.896		-6.84	59.03	65.87	0-100
Wage equality for similar work 1-7 (best)	50th	0.686		-	-	-	-
Estimated earned income int'l \$ 1,000	4th	0.866		-2.23	14.35	16.58	0-150
Legislators, senior officials and managers %	11th	0.971		-1.46	49.27	50.73	0-100
Professional and technical workers %	1st	1.000		15.33	42.33	57.66	0-100
Educational Attainment	59th	0.995		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	103rd	0.991		-0.87	92.72	93.60	0-100
Enrolment in secondary education %	1st	1.000		3.68	104.59	108.27	0-200
Enrolment in tertiary education %	-	-		-	-	-	-
Health and Survival	91st	0.968		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	102nd	1.022		-	-	-	-
Political Empowerment	54th	0.280		-	-	-	-
Women in parliament %	74th	0.364		-46.60	26.70	73.30	0-100
Women in ministerial positions %	65th	0.333		-50.00	25.00	75.00	0-100
Years with female/male head of state (last 50)	20th	0.191		-33.95	8.02	41.98	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	5.7		
GDP per capita, PPP	constant '17, intl. \$ 1000	15.42		
Population sex ratio	female/male, %	1.08		
Population growth rate	%	0.15		
Indicator	Million people	Female	Male	Value
Total population		0.15	0.14	0.28

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	14.50		
Firms with female top managers	% firms	n. a.		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		5.10		
Indicator	Million people	Female	Male	Value
Labour-force		0.06	0.06	0.12
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	60.56	63.40	61.97
Unemployed adults	% of labour force (15-64)	7.48	9.93	8.71
Workers employed part-time	% of employed people	n. a.	n. a.	n. a.
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Uneven rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1950
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	38.10
Indicator	Yes/No	Value
Election list quotas for women, national		n. a.
Party membership quotas, voluntary		Yes
Indicator	0-1 (Equal rights)	Value
Access to justice		Equal rights ◆
Freedom of movement		Equal rights ◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	1.40		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Restricted rights ◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		84.00	0	0

Education and skills

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		0	0	0
PhD graduates		n. a.	n. a.	n. a.
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	n. a.
Births attended by skilled personnel	% live births	98.40
Maternal mortality	deaths per 100,000 live births	39.00
Total fertility rate	births per woman	1.63
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy		Equal rights ◆

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

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

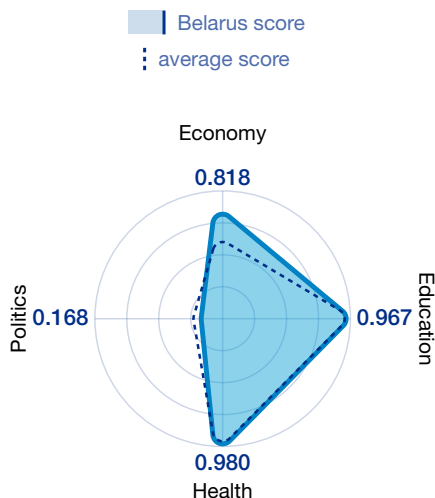
Belarus

0.733

55th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.733	55th	0.752	41st
Economic Participation and Opportunity	0.818	6th	0.819	7th
Educational Attainment	0.967	109th	0.991	75th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.168	97th	0.217	69th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	6th	0.818	0.818	-	Min	Max	-
Labour-force participation rate %	31st	0.874	0.874	-9.47	65.79	75.26	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	72nd	0.638	0.638	-8.59	15.14	23.73	0-150
Legislators, senior officials and managers %	17th	0.862	0.862	-7.43	46.29	53.71	0-100
Professional and technical workers %	1st	1.000	1.000	38.66	30.67	69.33	0-100
Educational Attainment	109th	0.967	0.967	-	-	-	-
Literacy rate %	1st	1.000	1.000	-	-	-	-
Enrolment in primary education %	117th	0.948	0.948	-5.05	91.40	96.45	0-100
Enrolment in secondary education %	123rd	0.959	0.959	-3.92	92.53	96.46	0-200
Enrolment in tertiary education %	1st	1.000	1.000	8.28	66.80	75.08	0-200
Health and Survival	1st	0.980	0.980	-	-	-	-
Sex ratio at birth** %	1st	0.944	0.944	-	-	-	-
Healthy life expectancy** years	1st	1.060	1.060	-	-	-	-
Political Empowerment	97th	0.168	0.168	-	-	-	-
Women in parliament %	48th	0.506	0.506	-32.80	33.60	66.40	0-100
Women in ministerial positions %	141st	0.046	0.046	-91.30	4.35	95.65	0-100
Years with female/male head of state (last 50)	80th	0.000	0.000	-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	72.79		
GDP per capita, PPP	constant '17, intl. \$ 1000	19.09		
Population sex ratio	female/male, %	1.17		
Population growth rate	%	-0.80		
Indicator	Million people	Female	Male	Value
Total population		4.98	4.25	9.23
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	19.20		
Firms with female top managers	% firms	21.10		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		n. a.		
Indicator	Million people	Female	Male	Value
Labour-force		2.33	2.31	4.64
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
Unemployed adults	% of labour force (15-64)	2.91	4.24	3.57
Workers employed part-time	% of employed people	21.96	8.42	15.23
Proportion of time spent on unpaid domestic and care work	%	19.17	9.51	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		n. a.		
Inheritance rights for widows and daughters		n. a.		
Access to land assets		n. a.		
Access to non-land assets		n. a.		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	1991		
Number of female heads of state to date	number	0		
Seats held in upper house	% total seats	27.60		
Indicator	Yes/No	Value		
Election list quotas for women, national		n. a.		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		n. a.		
Freedom of movement		n. a.		
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	17.50		
Early marriage	%	n. a.		
Mean age of women at birth of first child	years	26.80		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		n. a.		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		126.00	0	1.10
Education and skills				
Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		55.28	44.72	1.24
Arts & Humanities		76.06	23.94	3.18
Business, Admin. & Law		71.05	28.95	2.45
Education		75.84	24.16	3.14
Engineering, Manuf. & Construction		23.21	76.79	0.30
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		23.04	76.96	0.30
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		78.94	21.06	3.75
Graduates	Attainment %	Female	Male	Parity
Vocational training		14.98	18.36	16.70
PhD graduates		0.26	0.35	0.30
Graduates from tertiary education		63.13	52.48	57.72
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	6.00		
Births attended by skilled personnel	% live births	99.90		
Maternal mortality	deaths per 100,000 live births	1.00		
Total fertility rate	births per woman	1.48		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		n. a.		

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

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

Belgium

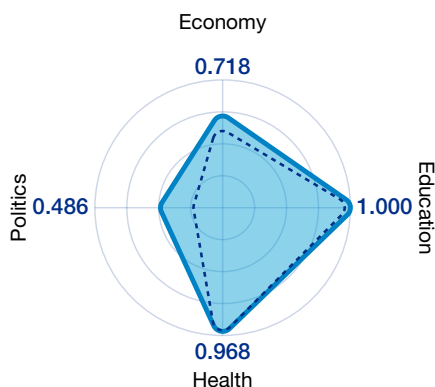
0.793

12th

2024

Global Gender Gap Index 2024 Edition

■ Belgium score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.793	12th	0.796	10th
Economic Participation and Opportunity	0.718	57th	0.728	44th
Educational Attainment	1.000	30th	1.000	1st
Health and Survival	0.968	90th	0.968	91st
Political Empowerment	0.486	16th	0.486	16th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male	Min Max
Economic Participation and Opportunity	57th	0.718		-	Min - Max	-
Labour-force participation rate %	42nd	0.853		-8.74	50.80 vs 59.54	0-100
Wage equality for similar work 1-7 (best)	85th	0.615		-	-	-
Estimated earned income int'l \$ 1,000	50th	0.683		-20.12	43.34 vs 63.47	0-150
Legislators, senior officials and managers %	60th	0.572		-27.25	36.38 vs 63.62	0-100
Professional and technical workers %	1st	1.000		4.29	47.86 vs 52.14	0-100
Educational Attainment	30th	1.000		-	-	-
Literacy rate %	1st	1.000		-	-	-
Enrolment in primary education %	73rd	1.000		-0.02	98.52 vs 98.53	0-100
Enrolment in secondary education %	1st	1.000		14.47	136.11 vs 150.59	0-200
Enrolment in tertiary education %	1st	1.000		25.15	70.44 vs 95.59	0-200
Health and Survival	90th	0.968		-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-
Healthy life expectancy** years	101st	1.022		-	-	-
Political Empowerment	16th	0.486		-	-	-
Women in parliament %	19th	0.745		-14.60	42.70 vs 57.30	0-100
Women in ministerial positions %	1st	1.000		14.29	42.86 vs 57.14	0-100
Years with female/male head of state (last 50)	65th	0.019		-48.14	0.93 vs 49.07	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	583.44		
GDP per capita, PPP	constant '17, intl. \$ 1000	53.29		
Population sex ratio	female/male, %	1.02		
Population growth rate	%	0.86		
Indicator	Million people	Female	Male	Value
Total population		5.91	5.77	11.69

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	1.11
Share of women's membership in boards	% (OECD countries only)	39.30
Firms with female majority ownership	% firms	11.80
Firms with female top managers	% firms	17.90

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.69

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

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	2.47	3.33	2.92
-------------------------------------	-----------	------	------	------

Unemployed adults	% of labour force (15-64)	5.28	5.91	5.61
-------------------	---------------------------	------	------	------

Workers employed part-time	% of employed people	55.66	31.66	42.97
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1919, 1948
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	43.30

Indicator Yes/No

Indicator	Value
Election list quotas for women, national	Yes
Party membership quotas, voluntary	Yes

Indicator 0-1 (Equal rights)

Indicator	Value
Access to justice	Equal rights ◆
Freedom of movement	Equal rights ◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	n. a.
Early marriage	%	2.20
Mean age of women at birth of first child	years	29.50

Indicator 0-1 (Equal rights)

Right to divorce	Equal rights	◆
------------------	--------------	---

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		105.00	28.00	0

Education and skills

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

STEM		25.83	74.17	0.35
------	--	-------	-------	------

Agri., Forestry, Fisheries & Veterinary		62.13	37.87	1.64
---	--	-------	-------	------

Arts & Humanities		62.55	37.45	1.67
-------------------	--	-------	-------	------

Business, Admin. & Law		54.12	45.88	1.18
------------------------	--	-------	-------	------

Education		77.49	22.51	3.44
-----------	--	-------	-------	------

Engineering, Manuf. & Construction		23.40	76.60	0.31
------------------------------------	--	-------	-------	------

Health & Welfare		75.63	24.37	3.10
------------------	--	-------	-------	------

Information & Comm. Technologies		9.88	90.12	0.11
----------------------------------	--	------	-------	------

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

Social Sci., Journalism & Information		70.34	29.66	2.37
---------------------------------------	--	-------	-------	------

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

Vocational training		21.59	26.46	24.09
---------------------	--	-------	-------	-------

PhD graduates		0.78	1.07	0.92
---------------	--	------	------	------

Graduates from tertiary education		63.75	39.57	51.35
-----------------------------------	--	-------	-------	-------

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	5.00
Births attended by skilled personnel	% live births	n. a.
Maternal mortality	deaths per 100,000 live births	5.00
Total fertility rate	births per woman	1.60

Indicator 0-1 (Equal rights)

Reproductive autonomy	Equal rights	◆
-----------------------	--------------	---

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

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

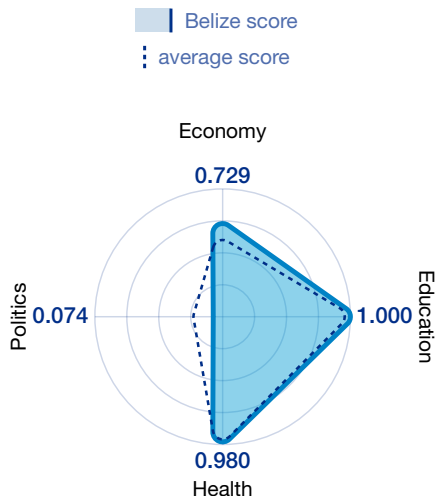
Belize

0.696

95th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.696	95th	0.696	89th
Economic Participation and Opportunity	0.729	46th	0.720	49th
Educational Attainment	1.000	1st	0.996	52nd
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.074	129th	0.090	126th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	46th	0.729		-	Min	Max	-
Labour-force participation rate %	114th	0.642		-27.05	48.56	75.61	0-100
Wage equality for similar work 1-7 (best)	-	-		-	-	-	-
Estimated earned income int'l \$ 1,000	37th	0.712		-3.19	7.87	11.06	0-150
Legislators, senior officials and managers %	45th	0.651		-21.19	39.42	60.61	0-100
Professional and technical workers %	1st	1.000		1.60	49.20	50.80	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	-	-		-	-	-	-
Enrolment in primary education %	1st	1.000		0.95	90.00	90.95	0-100
Enrolment in secondary education %	1st	1.000		3.21	85.42	88.63	0-200
Enrolment in tertiary education %	1st	1.000		13.88	16.92	30.80	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	129th	0.074		-	-	-	-
Women in parliament %	115th	0.185		-68.80	15.60	84.40	0-100
Women in ministerial positions %	133rd	0.067		-87.50	6.25	93.75	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value
GDP	US\$ billions	2.83
GDP per capita, PPP	constant '17, intl. \$ 1000	9.47
Population sex ratio	female/male, %	0.99
Population growth rate	%	1.30

Indicator	Million people	Female	Male	Value
Total population		0.20	0.20	0.41

Work participation and leadership

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

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

Indicator	Million people	Female	Male	Value
Labour-force		0.06	0.09	0.14

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	15.45	7.03	10.43

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	33.75	22.75	27.06

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

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1954, 1981
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	42.90

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

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

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	22.25
Early marriage	%	20.80
Mean age of women at birth of first child	years	n. a.

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

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	0	0

Education and skills

Graduates	%	Female	Male	Value
STEM		41.83	58.17	0.72
Agri., Forestry, Fisheries & Veterinary		35.29	64.71	0.55
Arts & Humanities		71.43	28.57	2.50
Business, Admin. & Law		68.63	31.37	2.19
Education		83.27	16.73	4.98
Engineering, Manuf. & Construction		9.09	90.91	0.10
Health & Welfare		69.86	30.14	2.32
Information & Comm. Technologies		19.44	80.56	0.24
Natural Sci., Mathematics & Statistics		52.83	47.17	1.12
Social Sci., Journalism & Information		69.81	30.19	2.31

Graduates	Attainment %	Female	Male	Parity
Vocational training		3.53	4.31	3.92
PhD graduates		0	0	0
Graduates from tertiary education		9.74	3.97	6.83

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	8.00
Births attended by skilled personnel	% live births	94.60
Maternal mortality	deaths per 100,000 live births	130.00
Total fertility rate	births per woman	2.01

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Restricted rights	◆

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

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

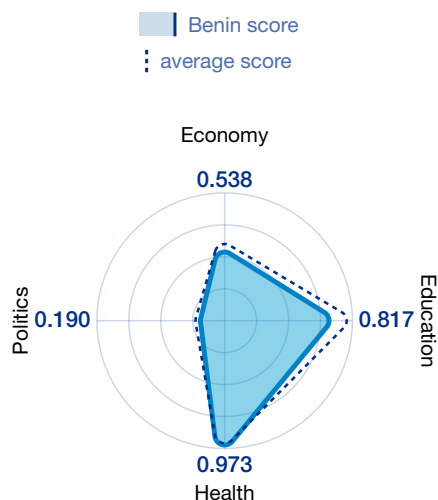
Benin

0.629

134th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.629	134th	0.616	138th
Economic Participation and Opportunity	0.538	128th	0.530	129th
Educational Attainment	0.817	140th	0.802	139th
Health and Survival	0.973	61st	0.973	61st
Political Empowerment	0.190	84th	0.159	92nd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	128th	0.538		-	Min	Max	-
Labour-force participation rate %	63rd	0.812		-13.11	56.62	69.73	0-100
Wage equality for similar work 1-7 (best)	56th	0.672		-	-	-	-
Estimated earned income int'l \$ 1,000	112th	0.522		-2.16	2.35	4.51	0-150
Legislators, senior officials and managers %	133rd	0.159		-72.51	13.75	86.25	0-100
Professional and technical workers %	139th	0.235		-61.97	19.02	80.98	0-100
Educational Attainment	140th	0.817		-	-	-	-
Literacy rate %	140th	0.629		-	-	-	-
Enrolment in primary education %	119th	0.939		-5.94	91.57	97.52	0-100
Enrolment in secondary education %	134th	0.861		-6.79	41.92	48.71	0-200
Enrolment in tertiary education %	131st	0.563		-5.70	7.34	13.04	0-200
Health and Survival	61st	0.973		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	70th	1.039		-	-	-	-
Political Empowerment	84th	0.190		-	-	-	-
Women in parliament %	75th	0.362		-46.80	26.60	73.40	0-100
Women in ministerial positions %	73rd	0.313		-52.38	23.81	76.19	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	17.4		
GDP per capita, PPP	constant '17, intl. \$ 1000	3.44		
Population sex ratio	female/male, %	1.00		
Population growth rate	%	2.70		
Indicator	Million people	Female	Male	Value
Total population		6.66	6.69	13.35

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	21.30		
Firms with female top managers	% firms	25.90		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.56		
Indicator	Million people	Female	Male	Value
Labour-force		1.47	1.67	3.15
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	98.62	95.26	96.87
Unemployed adults	% of labour force (15-64)	1.79	1.28	1.52
Workers employed part-time	% of employed people	n. a.	n. a.	n. a.
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Near-equal rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1960
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	n. a.
Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	
Indicator	0-1 (Equal rights)	Value
Access to justice	Equal rights	◆
Freedom of movement		

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	32.30		
Early marriage	%	18.50		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Equal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	3.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		54.88	45.12	1.22
Agri., Forestry, Fisheries & Veterinary		60.51	39.49	1.53
Arts & Humanities		56.09	43.91	1.28
Business, Admin. & Law		61.35	38.65	1.59
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		54.64	45.36	1.20
Health & Welfare		63.67	36.33	1.75
Information & Comm. Technologies		55.07	44.93	1.23
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		61.49	38.51	1.60

Graduates	Attainment %	Female	Male	Parity
Vocational training		1.04	2.17	1.61
PhD graduates		0	0	0
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	15.00
Births attended by skilled personnel	% live births	78.10
Maternal mortality	deaths per 100,000 live births	523.00
Total fertility rate	births per woman	4.97
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

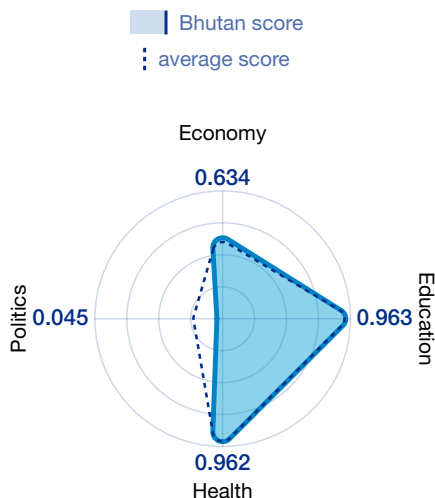
Bhutan

0.651

124th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.651	124th	0.682	103rd
Economic Participation and Opportunity	0.634	103rd	0.708	59th
Educational Attainment	0.963	113th	0.963	109th
Health and Survival	0.962	122nd	0.962	122nd
Political Empowerment	0.045	139th	0.093	125th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	103rd	0.634		-	Min	Max	-
Labour-force participation rate %	89th	0.728		-19.96	53.48	73.45	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	-	-	-	-	-	-	-
Legislators, senior officials and managers %	54th	0.590		-25.75	37.12	62.88	0-100
Professional and technical workers %	119th	0.531		-30.60	34.70	65.30	0-100
Educational Attainment	113th	0.963		-	-	-	-
Literacy rate %	126th	0.807		-	-	-	-
Enrolment in primary education %	1st	1.000		9.31	89.98	99.29	0-100
Enrolment in secondary education %	1st	1.000		13.11	81.79	94.90	0-200
Enrolment in tertiary education %	1st	1.000		0.55	17.26	17.81	0-200
Health and Survival	122nd	0.962		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	133rd	1.004		-	-	-	-
Political Empowerment	139th	0.045		-	-	-	-
Women in parliament %	138th	0.045		-91.40	4.30	95.70	0-100
Women in ministerial positions %	116th	0.125		-77.78	11.11	88.89	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			2.77
GDP per capita, PPP	constant '17, intl. \$ 1000			11.60
Population sex ratio	female/male, %			0.89
Population growth rate	%			0.64
Indicator	Million people	◆ Female	◆ Male	Value
Total population		0.37	0.41	0.78
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			32.80
Firms with female top managers	% firms			26.30
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				5.54
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.12	0.16	0.28
Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
Unemployed adults	% of labour force (15-64)	8.33	4.70	6.31
Workers employed part-time	% of employed people	8.02	3.90	5.67
Proportion of time spent on unpaid domestic and care work	%	15.00	5.90	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Equal rights ◆		
Inheritance rights for widows and daughters		Near-equal rights ◆		
Access to land assets		Near-equal rights ◆		
Access to non-land assets		Equal rights ◆		
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1953, 2008
Number of female heads of state to date	number			0
Seats held in upper house	% total seats			12.00
Indicator	Yes/No			Value
Election list quotas for women, national				n. a.
Party membership quotas, voluntary				Yes
Indicator	0-1 (Equal rights)			Value
Access to justice		Equal rights ◆		
Freedom of movement		Equal rights ◆		
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			n. a.
Early marriage	%			5.30
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce		Restricted rights ◆		
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		60.00	14.00	0
Education and skills				
Graduates	%	◆ Female	◆ Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		0	0	0
PhD graduates		n. a.	n. a.	n. a.
Graduates from tertiary education		n. a.	n. a.	n. a.
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			9.00
Births attended by skilled personnel	% live births			96.30
Maternal mortality	deaths per 100,000 live births			60.00
Total fertility rate	births per woman			1.41
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Uneven rights ◆		

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

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

Bolivia (Plurinational State of)

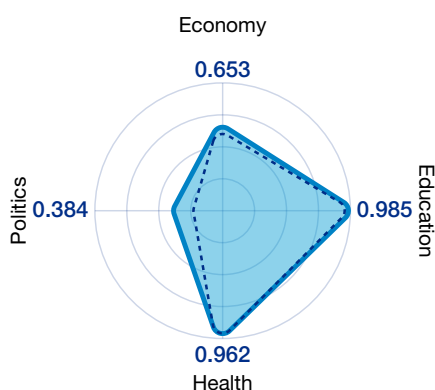
0.746

44th

2024

Global Gender Gap Index 2024 Edition

■ Bolivia (Plurinational State of) score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.746	44th	0.730	56th
Economic Participation and Opportunity	0.653	95th	0.658	90th
Educational Attainment	0.985	96th	0.984	92nd
Health and Survival	0.962	127th	0.962	125th
Political Empowerment	0.384	32nd	0.317	42nd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	95th	0.653		-	Min	Max	-
Labour-force participation rate %	47th	0.845		-13.18	71.84	85.03	0-100
Wage equality for similar work 1-7 (best)	116th	0.541		-	-	-	-
Estimated earned income int'l \$ 1,000	86th	0.611		-3.97	6.25	10.23	0-150
Legislators, senior officials and managers %	76th	0.524		-31.27	34.37	65.63	0-100
Professional and technical workers %	89th	0.861		-7.45	46.27	53.73	0-100
Educational Attainment	96th	0.985		-	-	-	-
Literacy rate %	105th	0.929		-	-	-	-
Enrolment in primary education %	1st	1.000		0.48	96.39	96.86	0-100
Enrolment in secondary education %	1st	1.000		0.09	91.42	91.51	0-200
Enrolment in tertiary education %	-	-		-	-	-	-
Health and Survival	127th	0.962		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	136th	1.002		-	-	-	-
Political Empowerment	32nd	0.384		-	-	-	-
Women in parliament %	8th	0.859		-7.60	46.20	53.80	0-100
Women in ministerial positions %	52nd	0.417		-41.18	29.41	70.59	0-100
Years with female/male head of state (last 50)	60th	0.034		-46.68	1.66	48.34	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			44.01
GDP per capita, PPP	constant '17, intl. \$ 1000			8.24
Population sex ratio	female/male, %			1.00
Population growth rate	%			1.19
Indicator	Million people	◆ Female	◆ Male	Value
Total population		6.10	6.13	12.22
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			41.60
Firms with female top managers	% firms			26.30
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				3.71
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		2.52	2.81	5.33
Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	87.01	83.09	84.92
Unemployed adults	% of labour force (15-64)	4.46	3.20	3.79
Workers employed part-time	% of employed people	48.64	28.32	37.82
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Near-equal rights ◆		
Inheritance rights for widows and daughters		Near-equal rights ◆		
Access to land assets		Near-equal rights ◆		
Access to non-land assets		Equal rights ◆		
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1952, 1938
Number of female heads of state to date	number			2
Seats held in upper house	% total seats			55.60
Indicator	Yes/No			Value
Election list quotas for women, national				Yes
Party membership quotas, voluntary				Yes
Indicator	0-1 (Equal rights)			Value
Access to justice		Near-equal rights ◆		
Freedom of movement		Equal rights ◆		
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			23.20
Early marriage	%			10.70
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce		Near-equal rights ◆		
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		90.00	3.00	0
Education and skills				
Graduates	%	◆ Female	◆ Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		27.98	28.63	28.31
PhD graduates		0.04	0.07	0.05
Graduates from tertiary education		n. a.	n. a.	n. a.
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			18.00
Births attended by skilled personnel	% live births			81.10
Maternal mortality	deaths per 100,000 live births			161.00
Total fertility rate	births per woman			2.62
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Uneven rights ◆		

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

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

Bosnia and Herzegovina

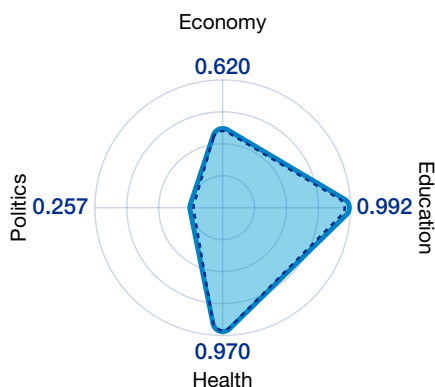
0.710

78th

2024

Global Gender Gap Index 2024 Edition

■ Bosnia and Herzegovina score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.710	78th	0.698	86th
Economic Participation and Opportunity	0.620	107th	0.601	112th
Educational Attainment	0.992	78th	0.980	98th
Health and Survival	0.970	73rd	0.970	74th
Political Empowerment	0.257	61st	0.240	65th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	107th	0.620		-	Min	Max	-
Labour-force participation rate %	104th	0.679		-19.90	42.17	62.07	0-100
Wage equality for similar work 1-7 (best)	109th	0.579		-	-	-	-
Estimated earned income int'l \$ 1,000	91st	0.598		-8.45	12.58	21.03	0-150
Legislators, senior officials and managers %	106th	0.349		-48.24	25.88	74.12	0-100
Professional and technical workers %	1st	1.000		2.04	48.98	51.02	0-100
Educational Attainment	78th	0.992		-	-	-	-
Literacy rate %	87th	0.977		-	-	-	-
Enrolment in primary education %	98th	0.992		-0.66	84.80	85.47	0-100
Enrolment in secondary education %	1st	1.000		0.50	83.65	84.15	0-200
Enrolment in tertiary education %	1st	1.000		20.57	34.61	55.18	0-200
Health and Survival	73rd	0.970		-	-	-	-
Sex ratio at birth** %	129th	0.936		-	-	-	-
Healthy life expectancy** years	58th	1.046		-	-	-	-
Political Empowerment	61st	0.257		-	-	-	-
Women in parliament %	105th	0.236		-61.80	19.10	80.90	0-100
Women in ministerial positions %	116th	0.125		-77.78	11.11	88.89	0-100
Years with female/male head of state (last 50)	12th	0.346		-24.29	12.85	37.15	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	24.47		
GDP per capita, PPP	constant '17, intl. \$ 1000	16.74		
Population sex ratio	female/male, %	1.03		
Population growth rate	%	-1.15		
Indicator	Million people	Female	Male	Value
Total population		1.64	1.59	3.23
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	12.20		
Firms with female top managers	% firms	16.60		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		3.85		
Indicator	Million people	Female	Male	Value
Labour-force		0.59	0.81	1.40
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	24.58	16.29	19.67
Unemployed adults	% of labour force (15-64)	13.49	9.37	11.07
Workers employed part-time	% of employed people	6.68	5.44	5.94
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Near-equal rights		
Inheritance rights for widows and daughters		Equal rights		
Access to land assets		Near-equal rights		
Access to non-land assets		Near-equal rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	1949		
Number of female heads of state to date	number	4		
Seats held in upper house	% total seats	13.30		
Indicator	Yes/No	Value		
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Equal rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	10.20		
Mean age of women at birth of first child	years	27.70		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Restricted rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		365.00	9.00	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		44.50	55.50	0.80
Agri., Forestry, Fisheries & Veterinary		57.02	42.98	1.33
Arts & Humanities		68.76	31.24	2.20
Business, Admin. & Law		57.17	42.83	1.33
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		39.37	60.63	0.65
Health & Welfare		73.35	26.65	2.75
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		71.91	28.09	2.56
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	Female	Male	Parity
Vocational training		22.93	25.45	24.22
PhD graduates		0.17	0.25	0.21
Graduates from tertiary education		42.35	26.01	33.96
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	3.00		
Births attended by skilled personnel	% live births	99.90		
Maternal mortality	deaths per 100,000 live births	6.00		
Total fertility rate	births per woman	1.35		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Equal rights		

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

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

Botswana

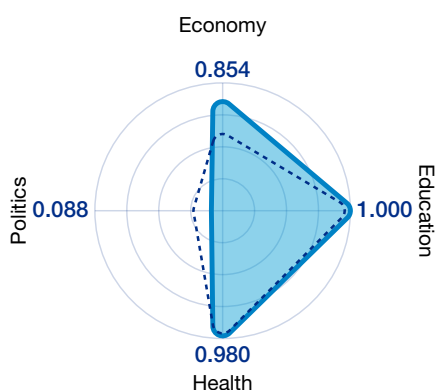
0.730

57th

2024

Global Gender Gap Index 2024 Edition

■ Botswana score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.730	57th	0.719	64th
Economic Participation and Opportunity	0.854	2nd	0.807	9th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.088	125th	0.088	127th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	2nd	0.854	0.854	-	Min	Max	-
Labour-force participation rate %	38th	0.862	0.862	-10.06	63.07	73.13	0-100
Wage equality for similar work 1-7 (best)	11th	0.776	0.776	-	-	-	-
Estimated earned income int'l \$ 1,000	19th	0.778	0.778	-3.89	13.60	17.49	0-150
Legislators, senior officials and managers %	1st	1.000	1.000	3.77	48.11	51.89	0-100
Professional and technical workers %	1st	1.000	1.000	8.68	45.66	54.34	0-100
Educational Attainment	1st	1.000	1.000	-	-	-	-
Literacy rate %	-	-	-	-	-	-	-
Enrolment in primary education %	1st	1.000	1.000	1.83	80.77	82.60	0-100
Enrolment in secondary education %	1st	1.000	1.000	7.30	66.41	73.71	0-200
Enrolment in tertiary education %	1st	1.000	1.000	10.11	17.88	28.00	0-200
Health and Survival	1st	0.980	0.980	-	-	-	-
Sex ratio at birth** %	1st	0.944	0.944	-	-	-	-
Healthy life expectancy** years	1st	1.060	1.060	-	-	-	-
Political Empowerment	125th	0.088	0.088	-	-	-	-
Women in parliament %	127th	0.125	0.125	-77.80	11.10	88.90	0-100
Women in ministerial positions %	98th	0.200	0.200	-66.67	16.67	83.33	0-100
Years with female/male head of state (last 50)	80th	0.000	0.000	-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			20.36
GDP per capita, PPP	constant '17, intl. \$ 1000			15.52
Population sex ratio	female/male, %			1.03
Population growth rate	%			1.60
Indicator	Million people	◆ Female	◆ Male	Value
Total population		1.33	1.30	2.63
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			14.10
Firms with female top managers	% firms			n. a.
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				5.54
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.47	0.48	0.96
Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	73.23	78.68	76.14
Unemployed adults	% of labour force (15-64)	27.41	20.62	23.97
Workers employed part-time	% of employed people	27.81	20.85	24.10
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services				Equal rights ◆
Inheritance rights for widows and daughters				Restricted rights ◆
Access to land assets				Near-equal rights ◆
Access to non-land assets				Equal rights ◆
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1965
Number of female heads of state to date	number			0
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national				Yes
Party membership quotas, voluntary				Yes
Indicator	0-1 (Equal rights)			Value
Access to justice				Restricted rights ◆
Freedom of movement				Equal rights ◆
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			n. a.
Early marriage	%			12.80
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce				Uneven rights ◆
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		84.00	0	0
Education and skills				
Graduates	%	◆ Female	◆ Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		57.96	42.04	1.38
Arts & Humanities		56.00	44.00	1.27
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		70.59	29.41	2.40
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		70.04	29.96	2.34
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		n. a.	n. a.	n. a.
PhD graduates		0.23	0.57	0.39
Graduates from tertiary education		n. a.	n. a.	n. a.
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			17.00
Births attended by skilled personnel	% live births			99.80
Maternal mortality	deaths per 100,000 live births			186.00
Total fertility rate	births per woman			2.79
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy				Uneven rights ◆

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

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

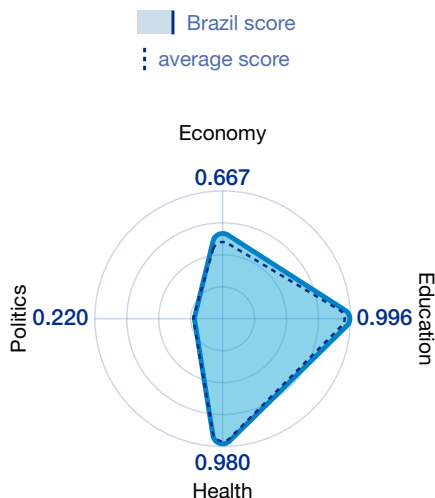
Brazil

0.716

70th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.716	70th	0.726	57th
Economic Participation and Opportunity	0.667	88th	0.670	86th
Educational Attainment	0.996	54th	0.992	73rd
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.220	74th	0.263	56th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	88th	0.667		-	Min	Max	-
Labour-force participation rate %	91st	0.726		-20.00	53.10	73.10	0-100
Wage equality for similar work 1-7 (best)	118th	0.537		-	-	-	-
Estimated earned income int'l \$ 1,000	81st	0.618		-7.17	11.57	18.74	0-150
Legislators, senior officials and managers %	42nd	0.661		-20.43	39.79	60.21	0-100
Professional and technical workers %	1st	1.000		6.33	46.83	53.17	0-100
Educational Attainment	54th	0.996		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	101st	0.991		-0.83	94.35	95.18	0-100
Enrolment in secondary education %	1st	1.000		6.95	103.28	110.23	0-200
Enrolment in tertiary education %	1st	1.000		22.78	49.15	71.93	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	74th	0.220		-	-	-	-
Women in parliament %	110th	0.212		-65.00	17.50	82.50	0-100
Women in ministerial positions %	56th	0.409		-41.94	29.03	70.97	0-100
Years with female/male head of state (last 50)	34th	0.120		-39.28	5.36	44.64	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	1,920.1		
GDP per capita, PPP	constant '17, intl. \$ 1000	15.09		
Population sex ratio	female/male, %	1.04		
Population growth rate	%	0.46		
Indicator	Million people	Female	Male	Value
Total population		109.58	105.73	215.31
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	11.11		
Share of women's membership in boards	% (OECD countries only)	19.10		
Firms with female majority ownership	% firms	n. a.		
Firms with female top managers	% firms	n. a.		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.27		
Indicator	Million people	Female	Male	Value
Labour-force		39.75	51.02	90.77
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	35.30	39.76	37.85
Unemployed adults	% of labour force (15-64)	9.87	6.76	8.13
Workers employed part-time	% of employed people	33.28	19.72	25.55
Proportion of time spent on unpaid domestic and care work	%	11.61	5.13	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Equal rights		
Inheritance rights for widows and daughters		Near-equal rights		
Access to land assets		Equal rights		
Access to non-land assets		Equal rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	1932		
Number of female heads of state to date	number	1		
Seats held in upper house	% total seats	17.30		
Indicator	Yes/No	Value		
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Equal rights		
Freedom of movement				
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	12.60		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Near-equal rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		120.00	7.00	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		36.64	63.36	0.58
Agri., Forestry, Fisheries & Veterinary		49.48	50.52	0.98
Arts & Humanities		55.15	44.85	1.23
Business, Admin. & Law		58.00	42.00	1.38
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		36.66	63.34	0.58
Health & Welfare		75.69	24.31	3.11
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		70.91	29.09	2.44
Graduates	Attainment %	Female	Male	Parity
Vocational training		4.46	3.34	3.89
PhD graduates		0.21	0.31	0.26
Graduates from tertiary education		n. a.	n. a.	n. a.
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	6.00		
Births attended by skilled personnel	% live births	99.10		
Maternal mortality	deaths per 100,000 live births	72.00		
Total fertility rate	births per woman	1.64		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Restricted rights		

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

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

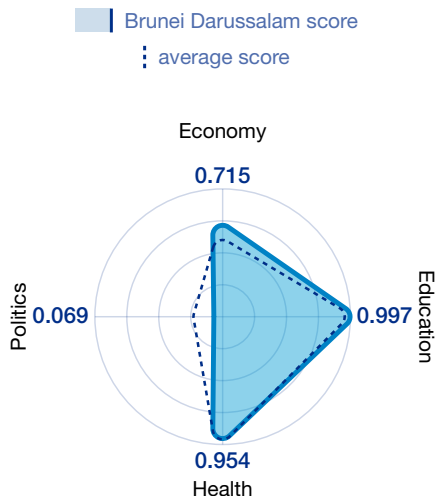
Brunei Darussalam

0.684

105th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.684	105th	0.693	96th
Economic Participation and Opportunity	0.715	60th	0.760	29th
Educational Attainment	0.997	47th	0.997	44th
Health and Survival	0.954	141st	0.953	140th
Political Empowerment	0.069	132nd	0.061	136th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	60th	0.715		-			
Labour-force participation rate %	86th	0.739		-18.71	52.89	71.60	0-100
Wage equality for similar work 1-7 (best)	32nd	0.723		-	-	-	-
Estimated earned income int'l \$ 1,000	48th	0.687		-21.64	47.48	69.12	0-150
Legislators, senior officials and managers %	84th	0.479		-35.23	32.39	67.62	0-100
Professional and technical workers %	1st	1.000		3.08	48.46	51.54	0-100
Educational Attainment	47th	0.997		-	-	-	-
Literacy rate %	78th	0.986		-	-	-	-
Enrolment in primary education %	1st	1.000		0.89	97.11	98.00	0-100
Enrolment in secondary education %	1st	1.000		3.08	86.93	90.02	0-200
Enrolment in tertiary education %	1st	1.000		13.36	26.27	39.63	0-200
Health and Survival	141st	0.954		-	-	-	-
Sex ratio at birth** %	141st	0.927		-	-	-	-
Healthy life expectancy** years	115th	1.014		-	-	-	-
Political Empowerment	132nd	0.069		-	-	-	-
Women in parliament %	126th	0.134		-76.40	11.80	88.20	0-100
Women in ministerial positions %	123rd	0.111		-80.00	10.00	90.00	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit		Value	
GDP	US\$ billions		16.68	
GDP per capita, PPP	constant '17, intl. \$ 1000		58.67	
Population sex ratio	female/male, %		0.93	
Population growth rate	%		0.81	
Indicator	Million people	◆ Female	◆ Male	Value
Total population		0.22	0.23	0.45
Work participation and leadership				
Indicator	Unit		Value	
Gender wage gap	% (OECD countries only)		n. a.	
Share of women's membership in boards	% (OECD countries only)		n. a.	
Firms with female majority ownership	% firms		n. a.	
Firms with female top managers	% firms		n. a.	
Indicator	1-7 (best)		Value	
Advancement of women to leadership roles			4.91	
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.08	0.12	0.20
Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	25.31	34.74	31.03
Unemployed adults	% of labour force (15-64)	6.00	4.78	5.27
Workers employed part-time	% of employed people	9.96	6.64	7.95
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)		Value	
Access to financial services		Equal rights ◆		
Inheritance rights for widows and daughters		Unequal rights ◇		
Access to land assets		Equal rights ◆		
Access to non-land assets		Equal rights ◆		
Civil and political freedom				
Indicator	Unit		Value	
Year women received right to vote	year		n. a.	
Number of female heads of state to date	number		0	
Seats held in upper house	% total seats		n. a.	
Indicator	Yes/No		Value	
Election list quotas for women, national			n. a.	
Party membership quotas, voluntary			Yes	
Indicator	0-1 (Equal rights)		Value	
Access to justice		Restricted rights ◇		
Freedom of movement				
Family and care				
Indicator	Unit		Value	
Unmet family planning	% women 15-49		n. a.	
Early marriage	%		3.20	
Mean age of women at birth of first child	years		n. a.	
Indicator	0-1 (Equal rights)		Value	
Right to divorce		Unequal rights ◇		
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		91.00	0	0
Education and skills				
Graduates	%	◆ Female	◆ Male	Value
STEM		54.34	45.66	1.19
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		61.32	38.68	1.59
Business, Admin. & Law		68.31	31.69	2.16
Education		72.97	27.03	2.70
Engineering, Manuf. & Construction		52.26	47.74	1.09
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		73.37	26.63	2.76
Social Sci., Journalism & Information		74.09	25.91	2.86
Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		7.58	7.71	7.65
PhD graduates		0.46	0.77	0.63
Graduates from tertiary education		29.65	17.16	23.25
Health				
Indicator	Unit		Value	
Prevalence of gender violence in lifetime	% women		n. a.	
Births attended by skilled personnel	% live births		99.80	
Maternal mortality	deaths per 100,000 live births		44.00	
Total fertility rate	births per woman		1.78	
Indicator	0-1 (Equal rights)		Value	
Reproductive autonomy		Restricted rights ◇		

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

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

Bulgaria

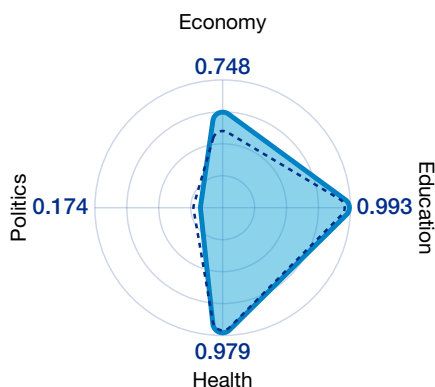
0.723

60th

2024

Global Gender Gap Index 2024 Edition

■ Bulgaria score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.723	60th	0.715	65th
Economic Participation and Opportunity	0.748	32nd	0.738	39th
Educational Attainment	0.993	75th	0.994	63rd
Health and Survival	0.979	28th	0.979	28th
Political Empowerment	0.174	92nd	0.148	98th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	32nd	0.748		-	Min	Max	-
Labour-force participation rate %	66th	0.801		-12.54	50.57	63.11	0-100
Wage equality for similar work 1-7 (best)	67th	0.652		-	-	-	-
Estimated earned income int'l \$ 1,000	30th	0.736		-8.25	22.96	31.21	0-150
Legislators, senior officials and managers %	36th	0.690		-18.35	40.83	59.17	0-100
Professional and technical workers %	1st	1.000		16.88	41.56	58.44	0-100
Educational Attainment	75th	0.993		-	-	-	-
Literacy rate %	68th	0.995		-	-	-	-
Enrolment in primary education %	1st	1.000		0.12	86.63	86.75	0-100
Enrolment in secondary education %	111th	0.972		-2.57	88.41	90.99	0-200
Enrolment in tertiary education %	1st	1.000		17.41	65.57	82.97	0-200
Health and Survival	28th	0.979		-	-	-	-
Sex ratio at birth** %	112th	0.943		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	92nd	0.174		-	-	-	-
Women in parliament %	79th	0.341		-49.20	25.40	74.60	0-100
Women in ministerial positions %	80th	0.267		-57.89	21.05	78.95	0-100
Years with female/male head of state (last 50)	72nd	0.006		-49.45	0.27	49.73	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit		Value	
GDP	US\$ billions		90.35	
GDP per capita, PPP	constant '17, intl. \$ 1000		26.96	
Population sex ratio	female/male, %		1.06	
Population growth rate	%		-6.19	
Indicator	Million people	◆ Female	◆ Male	Value
Total population		3.33	3.14	6.47

Work participation and leadership			
Indicator	Unit		Value
Gender wage gap	% (OECD countries only)		8.81
Share of women's membership in boards	% (OECD countries only)		14.80
Firms with female majority ownership	% firms		16.40
Firms with female top managers	% firms		28.80

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.74

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

Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	6.12	6.21	6.17
Unemployed adults	% of labour force (15-64)	4.14	4.48	4.32
Workers employed part-time	% of employed people	14.25	9.62	11.86
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Access to finance			
Indicator	0-1 (Equal rights)		Value
Access to financial services		Equal rights	◆
Inheritance rights for widows and daughters		Equal rights	◆
Access to land assets		Equal rights	◆
Access to non-land assets		Equal rights	◆

Civil and political freedom			
Indicator	Unit		Value
Year women received right to vote	year		n. a.
Number of female heads of state to date	number		1
Seats held in upper house	% total seats		n. a.

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

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

Family and care				
Indicator	Unit		Value	
Unmet family planning	% women 15-49		n. a.	
Early marriage	%		1.80	
Mean age of women at birth of first child	years		26.50	
Indicator	0-1 (Equal rights)		Value	
Right to divorce		Equal rights	◆	
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		410.00	15.00	365.00

Education and skills				
Graduates	%	◆ Female	◆ Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		46.21	53.79	0.86
Arts & Humanities		67.81	32.19	2.11
Business, Admin. & Law		67.67	32.33	2.09
Education		83.08	16.92	4.91
Engineering, Manuf. & Construction		28.67	71.33	0.40
Health & Welfare		70.34	29.66	2.37
Information & Comm. Technologies		38.74	61.26	0.63
Natural Sci., Mathematics & Statistics		68.08	31.92	2.13
Social Sci., Journalism & Information		66.71	33.29	2.00

Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		13.30	19.60	16.54
PhD graduates		0.29	0.30	0.30
Graduates from tertiary education		57.16	38.12	47.34

Health			
Indicator	Unit		Value
Prevalence of gender violence in lifetime	% women		6.00
Births attended by skilled personnel	% live births		99.80
Maternal mortality	deaths per 100,000 live births		7.00
Total fertility rate	births per woman		1.58
Indicator	0-1 (Equal rights)		Value
Reproductive autonomy		Equal rights	◆

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

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

Burkina Faso

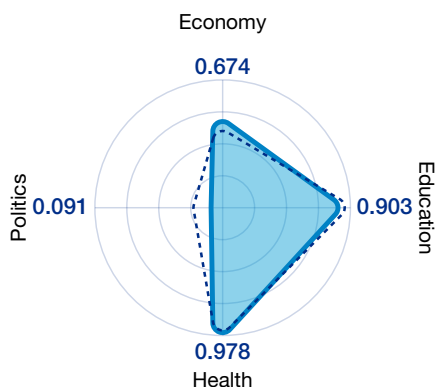
0.661

120th

2024

Global Gender Gap Index 2024 Edition

■ Burkina Faso score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.661	120th	0.676	109th
Economic Participation and Opportunity	0.674	84th	0.708	60th
Educational Attainment	0.903	131st	0.893	133rd
Health and Survival	0.978	39th	0.978	39th
Political Empowerment	0.091	122nd	0.125	109th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	84th	0.674		-	Min	Max	-
Labour-force participation rate %	79th	0.768		-12.65	41.80	54.45	0-100
Wage equality for similar work 1-7 (best)	-	-		-	-	-	-
Estimated earned income int'l \$ 1,000	125th	0.446		-1.66	1.33	2.99	0-150
Legislators, senior officials and managers %	1st	1.000		39.83	30.09	69.91	0-100
Professional and technical workers %	117th	0.538		-30.01	34.99	65.01	0-100
Educational Attainment	131st	0.903		-	-	-	-
Literacy rate %	134th	0.727		-	-	-	-
Enrolment in primary education %	1st	1.000		0.62	67.53	68.15	0-100
Enrolment in secondary education %	1st	1.000		4.97	31.27	36.24	0-200
Enrolment in tertiary education %	127th	0.624		-4.49	7.46	11.95	0-200
Health and Survival	39th	0.978		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	50th	1.054		-	-	-	-
Political Empowerment	122nd	0.091		-	-	-	-
Women in parliament %	111th	0.203		-66.20	16.90	83.10	0-100
Women in ministerial positions %	123rd	0.111		-80.00	10.00	90.00	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			18.82
GDP per capita, PPP	constant '17, intl. \$ 1000			2.16
Population sex ratio	female/male, %			1.01
Population growth rate	%			2.56
Indicator	Million people	◆ Female	◆ Male	Value
Total population		11.37	11.30	22.67
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			n. a.
Firms with female top managers	% firms			n. a.
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				3.45
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		2.18	2.40	4.58
Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	97.52	92.93	95.16
Unemployed adults	% of labour force (15-64)	5.78	5.00	5.38
Workers employed part-time	% of employed people	27.18	20.43	23.62
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Near-equal rights ◆		
Inheritance rights for widows and daughters		Near-equal rights ◆		
Access to land assets		Near-equal rights ◆		
Access to non-land assets		Equal rights ◆		
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1958
Number of female heads of state to date	number			0
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)			Value
Access to justice		Near-equal rights ◆		
Freedom of movement		Equal rights ◆		
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			22.33
Early marriage	%			30.80
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce		Near-equal rights ◆		
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		98.00	3.00	0
Education and skills				
Graduates	%	◆ Female	◆ Male	Value
STEM		20.59	79.41	0.26
Agri., Forestry, Fisheries & Veterinary		33.80	66.20	0.51
Arts & Humanities		17.51	82.49	0.21
Business, Admin. & Law		48.66	51.34	0.95
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		21.58	78.42	0.28
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		18.74	81.26	0.23
Social Sci., Journalism & Information		45.35	54.65	0.83
Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		0.75	1.27	1.02
PhD graduates		0.12	0.47	0.28
Graduates from tertiary education		2.62	3.54	3.08
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			11.00
Births attended by skilled personnel	% live births			79.80
Maternal mortality	deaths per 100,000 live births			264.00
Total fertility rate	births per woman			4.77
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Uneven rights ◆		

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

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

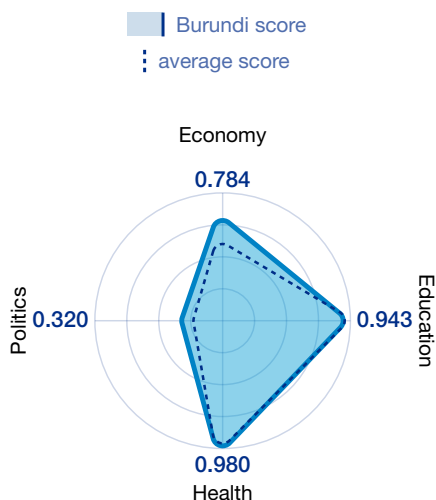
Burundi

0.757

38th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.757	38th	0.763	35th
Economic Participation and Opportunity	0.784	15th	0.810	8th
Educational Attainment	0.943	123rd	0.942	120th
Health and Survival	0.980	27th	0.979	27th
Political Empowerment	0.320	44th	0.320	41st

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	15th	0.784		-	Min	Max	-
Labour-force participation rate %	1st	0.991		-0.69	78.25	78.94	0-100
Wage equality for similar work 1-7 (best)	-	-		-	-	-	-
Estimated earned income int'l \$ 1,000	7th	0.843		-0.12	0.65	0.77	0-150
Legislators, senior officials and managers %	78th	0.510		-32.42	33.79	66.20	0-100
Professional and technical workers %	105th	0.673		-19.57	40.22	59.78	0-100
Educational Attainment	123rd	0.943		-	-	-	-
Literacy rate %	122nd	0.849		-	-	-	-
Enrolment in primary education %	1st	1.000		2.89	78.89	81.77	0-100
Enrolment in secondary education %	1st	1.000		9.85	37.07	46.92	0-200
Enrolment in tertiary education %	124th	0.768		-1.71	5.66	7.37	0-200
Health and Survival	27th	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	38th	1.060		-	-	-	-
Political Empowerment	44th	0.320		-	-	-	-
Women in parliament %	32nd	0.618		-23.60	38.20	61.80	0-100
Women in ministerial positions %	36th	0.500		-33.33	33.33	66.67	0-100
Years with female/male head of state (last 50)	69th	0.012		-48.84	0.58	49.42	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	3.34		
GDP per capita, PPP	constant '17, intl. \$ 1000	0.71		
Population sex ratio	female/male, %	1.01		
Population growth rate	%	2.66		
Indicator	Million people	Female	Male	Value
Total population		6.49	6.40	12.89

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	9.30
Firms with female top managers	% firms	16.30

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.73

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

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	99.05	97.39	98.31
-------------------------------------	-----------	-------	-------	-------

Unemployed adults	% of labour force (15-64)	1.03	1.15	1.08
-------------------	---------------------------	------	------	------

Workers employed part-time	% of employed people	26.85	26.66	26.76
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Near-equal rights	◆
Inheritance rights for widows and daughters	Unequal rights	◇
Access to land assets	Near-equal rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1962
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	41.00

Indicator Yes/No

Indicator	Unit	Value
Election list quotas for women, national		Yes
Party membership quotas, voluntary		Yes

Indicator 0-1 (Equal rights)

Indicator	Unit	Value
Access to justice		Near-equal rights ◆
Freedom of movement		Equal rights ◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	29.70
Early marriage	%	5.90
Mean age of women at birth of first child	years	n. a.

Indicator 0-1 (Equal rights)

Right to divorce		Restricted rights ◆
------------------	--	---------------------

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		84.00	4.00	0

Education and skills

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

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

Agri., Forestry, Fisheries & Veterinary		65.07	34.93	1.86
---	--	-------	-------	------

Arts & Humanities		n. a.	n. a.	n. a.
-------------------	--	-------	-------	-------

Business, Admin. & Law		35.92	64.08	0.56
------------------------	--	-------	-------	------

Education		n. a.	n. a.	n. a.
-----------	--	-------	-------	-------

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

Health & Welfare		n. a.	n. a.	n. a.
------------------	--	-------	-------	-------

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

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

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

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

Vocational training		2.74	2.77	2.75
---------------------	--	------	------	------

PhD graduates		0	0.06	0.04
---------------	--	---	------	------

Graduates from tertiary education		2.54	5.88	4.20
-----------------------------------	--	------	------	------

Health

Indicator	Unit	Value
-----------	------	-------

Prevalence of gender violence in lifetime	% women	22.00
---	---------	-------

Births attended by skilled personnel	% live births	85.10
--------------------------------------	---------------	-------

Maternal mortality	deaths per 100,000 live births	494.00
--------------------	--------------------------------	--------

Total fertility rate	births per woman	5.08
----------------------	------------------	------

Indicator 0-1 (Equal rights)

Reproductive autonomy		Restricted rights ◆
-----------------------	--	---------------------

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

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

Cambodia

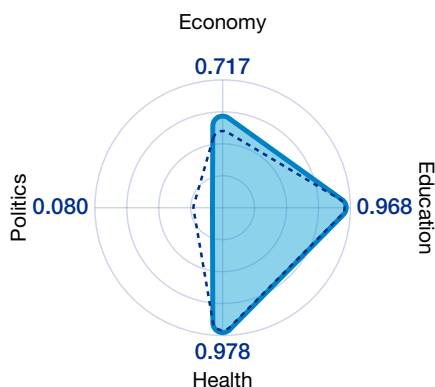
0.685

102nd

2024

Global Gender Gap Index 2024 Edition

■ Cambodia score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.685	102nd	0.695	92nd
Economic Participation and Opportunity	0.717	59th	0.710	58th
Educational Attainment	0.968	108th	0.981	96th
Health and Survival	0.978	38th	0.978	38th
Political Empowerment	0.080	127th	0.112	115th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	59th	0.717		-	Min	Max	-
Labour-force participation rate %	39th	0.859		-12.09	73.73	85.82	0-100
Wage equality for similar work 1-7 (best)	29th	0.724		-	-	-	-
Estimated earned income int'l \$ 1,000	23rd	0.746		-1.32	3.88	5.20	0-150
Legislators, senior officials and managers %	96th	0.413		-41.53	29.23	70.77	0-100
Professional and technical workers %	97th	0.785		-12.05	43.98	56.02	0-100
Educational Attainment	108th	0.968		-	-	-	-
Literacy rate %	113th	0.904		-	-	-	-
Enrolment in primary education %	1st	1.000		3.00	85.67	88.68	0-100
Enrolment in secondary education %	1st	1.000		9.91	53.10	63.01	0-200
Enrolment in tertiary education %	113th	0.882		-1.89	14.06	15.95	0-200
Health and Survival	38th	0.978		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	48th	1.054		-	-	-	-
Political Empowerment	127th	0.080		-	-	-	-
Women in parliament %	121st	0.157		-72.80	13.60	86.40	0-100
Women in ministerial positions %	116th	0.125		-77.78	11.11	88.89	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	29.5		
GDP per capita, PPP	constant '17, intl. \$ 1000	4.53		
Population sex ratio	female/male, %	1.02		
Population growth rate	%	1.07		
Indicator	Million people	Female	Male	Value
Total population		8.47	8.30	16.77

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	33.80
Firms with female top managers	% firms	57.30

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		5.12

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

Indicator Unit Female Male Value

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	88.98	89.81	89.40

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

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	37.62	27.26	32.27

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

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	n. a.
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	16.10

Indicator Yes/No Value

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

Indicator 0-1 (Equal rights) Value

Indicator	Unit	Value
Access to justice		Near-equal rights ◆
Freedom of movement		Equal rights ◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	12.50
Early marriage	%	15.60
Mean age of women at birth of first child	years	n. a.

Indicator 0-1 (Equal rights) Value

Indicator	Unit	Value
Right to divorce		Near-equal rights ◆

Indicator Shared days Female Male Value

Indicator	Unit	Female	Male	Value
Length of paid parental leave		90.00	0	0

Education and skills

Graduates % Female Male Value

Graduates	%	Female	Male	Value
STEM		16.68	83.32	0.20

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

Graduates	%	Female	Male	Value
Arts & Humanities		n. a.	n. a.	n. a.

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

Graduates	%	Female	Male	Value
Education		43.58	56.42	0.77

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

Graduates	%	Female	Male	Value
Health & Welfare		n. a.	n. a.	n. a.

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

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

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

Graduates Attainment % Female Male Parity

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

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

Graduates	Attainment %	Female	Male	Parity
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	9.00
Births attended by skilled personnel	% live births	89.00
Maternal mortality	deaths per 100,000 live births	218.00
Total fertility rate	births per woman	2.34

Indicator 0-1 (Equal rights) Value

Indicator	Unit	Value
Reproductive autonomy		Equal rights ◆

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

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

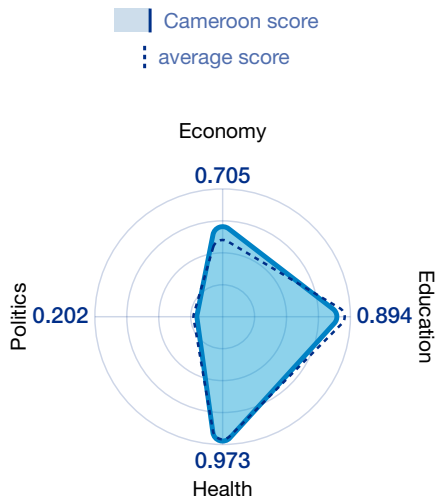
Cameroon

0.693

97th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.693	97th	0.693	94th
Economic Participation and Opportunity	0.705	68th	0.694	70th
Educational Attainment	0.894	132nd	0.895	132nd
Health and Survival	0.973	56th	0.973	57th
Political Empowerment	0.202	81st	0.210	74th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with : Global average	Difference F-M	◆ Female vs ◆ Male		Min Max
					Min	Max	
Economic Participation and Opportunity	68th	0.705		-	-	-	-
Labour-force participation rate %	76th	0.769		-14.75	49.00	63.75	0-100
Wage equality for similar work 1-7 (best)	66th	0.655		-	-	-	-
Estimated earned income int'l \$ 1,000	118th	0.495		-2.52	2.47	4.99	0-150
Legislators, senior officials and managers %	1st	1.000		15.47	42.26	57.74	0-100
Professional and technical workers %	99th	0.748		-14.40	42.80	57.20	0-100
Educational Attainment	132nd	0.894		-	-	-	-
Literacy rate %	117th	0.877		-	-	-	-
Enrolment in primary education %	122nd	0.902		-9.42	86.68	96.11	0-100
Enrolment in secondary education %	130th	0.900		-4.74	42.77	47.51	0-200
Enrolment in tertiary education %	114th	0.880		-1.83	13.39	15.22	0-200
Health and Survival	56th	0.973		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	66th	1.040		-	-	-	-
Political Empowerment	81st	0.202		-	-	-	-
Women in parliament %	45th	0.513		-32.20	33.90	66.10	0-100
Women in ministerial positions %	106th	0.172		-70.59	14.71	85.29	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	43.64		
GDP per capita, PPP	constant '17, intl. \$ 1000	3.72		
Population sex ratio	female/male, %	1.00		
Population growth rate	%	2.60		
Indicator	Million people	Female	Male	Value
Total population		13.99	13.92	27.91

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	31.00		
Firms with female top managers	% firms	22.90		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.50		
Indicator	Million people	Female	Male	Value
Labour-force		3.40	4.14	7.54
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	91.67	82.78	87.10
Unemployed adults	% of labour force (15-64)	7.87	5.17	6.37
Workers employed part-time	% of employed people	n. a.	n. a.	n. a.
Proportion of time spent on unpaid domestic and care work	%	15.82	4.57	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Unequal rights	✖
Inheritance rights for widows and daughters	Unequal rights	✖
Access to land assets	Unequal rights	✖
Access to non-land assets	Unequal rights	✖

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1946
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	31.00
Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	
Indicator	0-1 (Equal rights)	Value
Access to justice	Near-equal rights	✖
Freedom of movement		

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	23.00		
Early marriage	%	18.60		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Restricted rights	✖		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	3.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		32.28	67.72	0.48
Agri., Forestry, Fisheries & Veterinary		29.08	70.92	0.41
Arts & Humanities		63.43	36.57	1.73
Business, Admin. & Law		54.37	45.63	1.19
Education		44.16	55.84	0.79
Engineering, Manuf. & Construction		25.19	74.81	0.34
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		36.26	63.74	0.57
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		3.40	6.22	4.81
PhD graduates		0.06	0.28	0.16
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	22.00
Births attended by skilled personnel	% live births	69.00
Maternal mortality	deaths per 100,000 live births	438.00
Total fertility rate	births per woman	4.46
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Restricted rights	✖

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

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

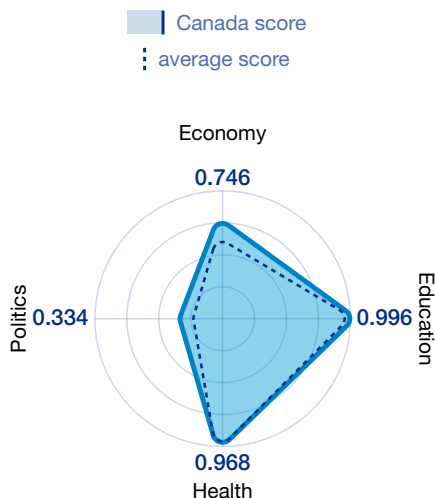
Canada

0.761

36th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.761	36th	0.770	30th
Economic Participation and Opportunity	0.746	33rd	0.740	36th
Educational Attainment	0.996	55th	1.000	1st
Health and Survival	0.968	92nd	0.968	93rd
Political Empowerment	0.334	42nd	0.374	33rd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	33rd	0.746		-	Min	Max	-
Labour-force participation rate %	22nd	0.884		-8.06	61.63	69.69	0-100
Wage equality for similar work 1-7 (best)	48th	0.687		-	-	-	-
Estimated earned income int'l \$ 1,000	44th	0.695		-17.78	40.46	58.24	0-150
Legislators, senior officials and managers %	66th	0.551		-28.96	35.52	64.48	0-100
Professional and technical workers %	1st	1.000		15.17	42.41	57.59	0-100
Educational Attainment	55th	0.996		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	97th	0.992		-0.74	95.92	96.65	0-100
Enrolment in secondary education %	88th	0.998		-0.25	109.21	109.46	0-200
Enrolment in tertiary education %	1st	1.000		25.46	65.51	90.97	0-200
Health and Survival	92nd	0.968		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	103rd	1.021		-	-	-	-
Political Empowerment	42nd	0.334		-	-	-	-
Women in parliament %	55th	0.437		-39.20	30.40	69.60	0-100
Women in ministerial positions %	18th	0.790		-11.76	44.12	55.88	0-100
Years with female/male head of state (last 50)	71st	0.007		-49.28	0.36	49.64	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value
GDP	US\$ billions	2,161.48
GDP per capita, PPP	constant '17, intl. \$ 1000	49.30
Population sex ratio	female/male, %	1.01
Population growth rate	%	1.82

Indicator	Million people	Female	Male	Value
Total population		19.58	19.35	38.93

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	17.14
Share of women's membership in boards	% (OECD countries only)	35.50
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.11

Indicator	Million people	Female	Male	Value
Labour-force		8.66	9.66	18.32

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	5.33	5.63	5.48

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	48.80	32.28	40.14

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

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Uneven rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1950, 1917, 1918, 1960
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	55.70

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

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

Family and care

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

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

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		105.00	0	210.00

Education and skills

Graduates	%	Female	Male	Value
STEM		31.43	68.57	0.46

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

Graduates	%	Female	Male	Value
Arts & Humanities		62.93	37.07	1.70

Graduates	%	Female	Male	Value
Business, Admin. & Law		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Education		n. a.	n. a.	n. a.

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

Graduates	%	Female	Male	Value
Health & Welfare		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Information & Comm. Technologies		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Natural Sci., Mathematics & Statistics		53.76	46.24	1.16

Graduates	%	Female	Male	Value
Social Sci., Journalism & Information		70.24	29.76	2.36

Graduates	Attainment %	Female	Male	Parity
Vocational training		7.40	7.48	7.44

Graduates	%	Female	Male	Value
PhD graduates		0	0	0

Graduates	%	Female	Male	Value
Graduates from tertiary education		53.21	33.10	42.70

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	3.00
Births attended by skilled personnel	% live births	98.00
Maternal mortality	deaths per 100,000 live births	11.00
Total fertility rate	births per woman	1.43

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

Cape Verde

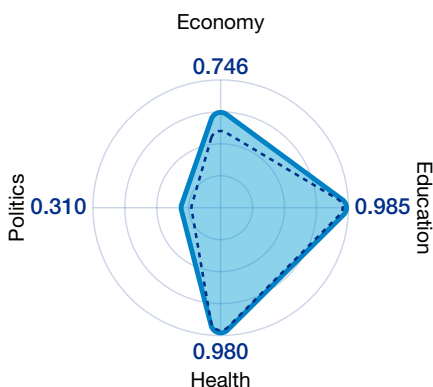
0.755

41st

2024

Global Gender Gap Index 2024 Edition

■ Cape Verde score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.755	41st	0.761	37th
Economic Participation and Opportunity	0.746	34th	0.747	32nd
Educational Attainment	0.985	93rd	0.981	95th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.310	46th	0.334	40th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	34th	0.746		-	Min	Max	-
Labour-force participation rate %	70th	0.784		-13.93	50.53	64.46	0-100
Wage equality for similar work 1-7 (best)	99th	0.597		-	-	-	-
Estimated earned income int'l \$ 1,000	26th	0.742		-2.18	6.29	8.48	0-150
Legislators, senior officials and managers %	18th	0.853		-7.94	46.04	53.98	0-100
Professional and technical workers %	80th	0.938		-3.20	48.40	51.60	0-100
Educational Attainment	93rd	0.985		-	-	-	-
Literacy rate %	106th	0.927		-	-	-	-
Enrolment in primary education %	86th	0.998		-0.18	89.04	89.22	0-100
Enrolment in secondary education %	1st	1.000		8.25	82.42	90.67	0-200
Enrolment in tertiary education %	1st	1.000		7.82	16.36	24.18	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	46th	0.310		-	-	-	-
Women in parliament %	26th	0.637		-22.20	38.90	61.10	0-100
Women in ministerial positions %	48th	0.455		-37.50	31.25	68.75	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	2.23		
GDP per capita, PPP	constant '17, intl. \$ 1000	7.38		
Population sex ratio	female/male, %	1.01		
Population growth rate	%	0.88		
Indicator	Million people	Female	Male	Value
Total population		0.30	0.29	0.59

Work participation and leadership

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

Indicator 1-7 (best)

Indicator	Unit	Value		
Advancement of women to leadership roles		4.23		
Indicator	Million people	Female	Male	Value
Labour-force		0.09	0.11	0.20

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	63.90	63.74	63.82
Unemployed adults	% of labour force (15-64)	12.21	10.77	11.41
Workers employed part-time	% of employed people	28.23	20.05	23.68
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1975, 1989
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	n. a.
Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	
Indicator	0-1 (Equal rights)	Value
Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	8.10		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Equal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		60.00	2.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		100.00	0	n. a.
Arts & Humanities		71.43	28.57	2.50
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		77.44	22.56	3.43
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		66.67	33.33	2.00
Social Sci., Journalism & Information		68.88	31.12	2.21

Graduates	Attainment %	Female	Male	Parity
Vocational training		0.97	1.45	1.22
PhD graduates		n. a.	n. a.	n. a.
Graduates from tertiary education		14.92	7.81	11.35

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	11.00
Births attended by skilled personnel	% live births	97.30
Maternal mortality	deaths per 100,000 live births	42.00
Total fertility rate	births per woman	1.90
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

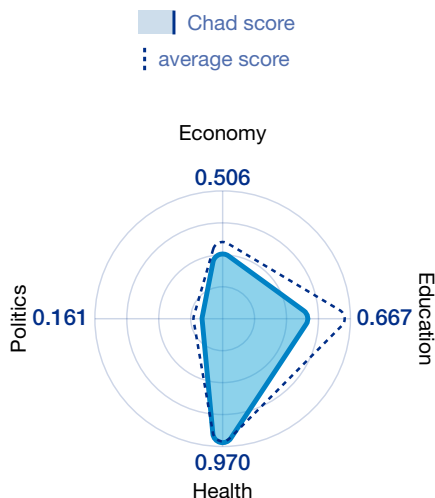
Chad

0.576

144th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.576	144th	0.570	145th
Economic Participation and Opportunity	0.506	134th	0.538	126th
Educational Attainment	0.667	146th	0.637	145th
Health and Survival	0.970	71st	0.970	72nd
Political Empowerment	0.161	99th	0.137	105th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	134th	0.506		-	Min	Max	-
Labour-force participation rate %	106th	0.677		-23.49	49.29	72.77	0-100
Wage equality for similar work 1-7 (best)	123rd	0.478		-	-	-	-
Estimated earned income int'l \$ 1,000	105th	0.551		-0.82	1.00	1.82	0-150
Legislators, senior officials and managers %	-	-		-	-	-	-
Professional and technical workers %	140th	0.217		-64.30	17.85	82.15	0-100
Educational Attainment	146th	0.667		-	-	-	-
Literacy rate %	143rd	0.527		-	-	-	-
Enrolment in primary education %	126th	0.831		-13.74	67.38	81.12	0-100
Enrolment in secondary education %	141st	0.597		-12.13	17.95	30.08	0-200
Enrolment in tertiary education %	135th	0.394		-3.93	2.55	6.48	0-200
Health and Survival	71st	0.970		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	86th	1.029		-	-	-	-
Political Empowerment	99th	0.161		-	-	-	-
Women in parliament %	77th	0.353		-47.80	26.10	73.90	0-100
Women in ministerial positions %	96th	0.208		-65.52	17.24	82.76	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			12.7
GDP per capita, PPP	constant '17, intl. \$ 1000			1.41
Population sex ratio	female/male, %			0.99
Population growth rate	%			3.12
Indicator	Million people	◆ Female	◆ Male	Value
Total population		8.83	8.90	17.72
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			7.70
Firms with female top managers	% firms			12.00
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				3.54
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		1.45	1.95	3.40
Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	98.99	95.23	96.92
Unemployed adults	% of labour force (15-64)	0.81	1.51	1.20
Workers employed part-time	% of employed people	n. a.	n. a.	n. a.
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Unequal rights ◆		
Inheritance rights for widows and daughters		Uneven rights ◆		
Access to land assets		Restricted rights ◆		
Access to non-land assets		Restricted rights ◆		
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1958
Number of female heads of state to date	number			0
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)			Value
Access to justice		Near-equal rights ◆		
Freedom of movement		Equal rights ◆		
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			30.20
Early marriage	%			24.60
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce		Near-equal rights ◆		
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		98.00	1.00	0
Education and skills				
Graduates	%	◆ Female	◆ Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		0	0	0
PhD graduates		0	0	0
Graduates from tertiary education		n. a.	n. a.	n. a.
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			16.00
Births attended by skilled personnel	% live births			38.80
Maternal mortality	deaths per 100,000 live births			1.06
Total fertility rate	births per woman			6.26
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Uneven rights ◆		

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

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

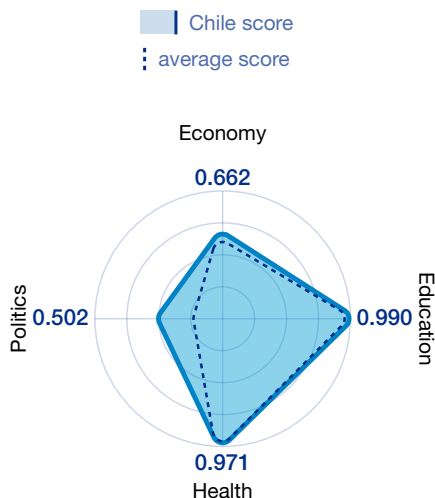
Chile

0.781

21st

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.781	21st	0.777	27th
Economic Participation and Opportunity	0.662	92nd	0.642	96th
Educational Attainment	0.990	88th	0.994	64th
Health and Survival	0.971	68th	0.970	69th
Political Empowerment	0.502	12th	0.502	12th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	92nd	0.662		-	Min	Max	-
Labour-force participation rate %	88th	0.729		-19.36	52.04	71.40	0-100
Wage equality for similar work 1-7 (best)	79th	0.621		-	-	-	-
Estimated earned income int'l \$ 1,000	82nd	0.615		-12.36	19.75	32.11	0-150
Legislators, senior officials and managers %	88th	0.454		-37.58	31.21	68.79	0-100
Professional and technical workers %	1st	1.000		5.49	47.26	52.74	0-100
Educational Attainment	88th	0.990		-	-	-	-
Literacy rate %	56th	0.999		-	-	-	-
Enrolment in primary education %	106th	0.986		-1.37	-	98.01	99.38
Enrolment in secondary education %	103rd	0.983		-1.84	105.13	106.97	0-200
Enrolment in tertiary education %	1st	1.000		18.43	90.27	108.70	0-200
Health and Survival	68th	0.971		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	83rd	1.030		-	-	-	-
Political Empowerment	12th	0.502		-	-	-	-
Women in parliament %	41st	0.550		-29.00	35.50	64.50	0-100
Women in ministerial positions %	1st	1.000		8.33	45.83	54.17	0-100
Years with female/male head of state (last 50)	21st	0.191		-33.99	8.01	41.99	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	301.02		
GDP per capita, PPP	constant '17, intl. \$ 1000	25.89		
Population sex ratio	female/male, %	1.01		
Population growth rate	%	0.57		
Indicator	Million people	Female	Male	Value
Total population		9.87	9.73	19.60

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	15.37		
Share of women's membership in boards	% (OECD countries only)	17.10		
Firms with female majority ownership	% firms	n. a.		
Firms with female top managers	% firms	n. a.		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.79		
Indicator	Million people	Female	Male	Value
Labour-force		3.97	5.24	9.21
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	28.88	26.21	27.36
Unemployed adults	% of labour force (15-64)	9.55	9.06	9.28
Workers employed part-time	% of employed people	35.76	22.20	28.03
Proportion of time spent on unpaid domestic and care work	%	22.10	9.85	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Restricted rights	◆
Access to non-land assets	Restricted rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1949, 1931
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	26.00
Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	
Indicator	0-1 (Equal rights)	Value
Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	5.90		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Equal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		126.00	7.00	42.00

Education and skills

Graduates	%	Female	Male	Value
STEM		18.83	81.17	0.23
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		56.49	43.51	1.30
Business, Admin. & Law		56.33	43.67	1.29
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		17.74	82.26	0.22
Health & Welfare		78.01	21.99	3.55
Information & Comm. Technologies		12.74	87.26	0.15
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		66.69	33.31	2.00

Graduates	Attainment %	Female	Male	Parity
Vocational training		13.17	12.49	12.82
PhD graduates		0.15	0.29	0.22
Graduates from tertiary education		17.95	18.20	18.08

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	6.00
Births attended by skilled personnel	% live births	99.80
Maternal mortality	deaths per 100,000 live births	15.00
Total fertility rate	births per woman	1.54
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Restricted rights	◆

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

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

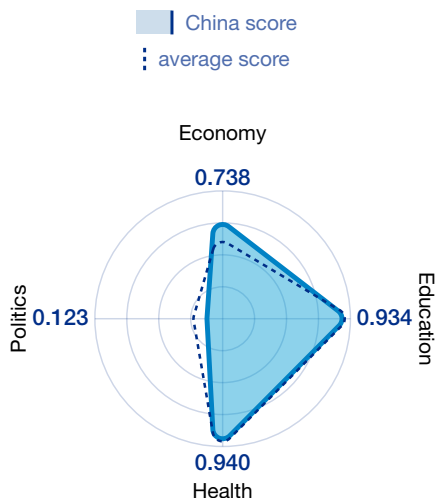
China

0.684

106th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.684	106th	0.678	107th
Economic Participation and Opportunity	0.738	39th	0.727	45th
Educational Attainment	0.934	127th	0.935	123rd
Health and Survival	0.940	145th	0.937	145th
Political Empowerment	0.123	111th	0.114	114th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	39th	0.738		-			-
Labour-force participation rate %	61st	0.815		-14.43	63.73	78.16	0-100
Wage equality for similar work 1-7 (best)	14th	0.756		-	-	-	-
Estimated earned income int'l \$ 1,000	71st	0.642		-7.90	14.16	22.06	0-150
Legislators, senior officials and managers %	-	-	-	-	-	-	-
Professional and technical workers %	-	-	-	-	-	-	-
Educational Attainment	127th	0.934		-	-	-	-
Literacy rate %	94th	0.966		-	-	-	-
Enrolment in primary education %	-	-	-	-	-	-	-
Enrolment in secondary education %	133rd	0.873		-6.76	46.62	53.38	0-200
Enrolment in tertiary education %	1st	1.000		11.35	66.74	78.09	0-200
Health and Survival	145th	0.940		-	-	-	-
Sex ratio at birth** %	145th	0.895		-	-	-	-
Healthy life expectancy** years	64th	1.042		-	-	-	-
Political Empowerment	111th	0.123		-	-	-	-
Women in parliament %	76th	0.361		-47.00	26.50	73.50	0-100
Women in ministerial positions %	142nd	0.044		-91.67	4.17	95.83	0-100
Years with female/male head of state (last 50)	75th	0.001		-49.93	0.03	49.97	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	17,963.17		
GDP per capita, PPP	constant '17, intl. \$ 1000	18.19		
Population sex ratio	female/male, %	0.96		
Population growth rate	%	-0.01		
Indicator	Million people	Female	Male	Value
Total population		691.53	720.65	1412.17

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	14.80		
Firms with female majority ownership	% firms	n. a.		
Firms with female top managers	% firms	n. a.		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		5.09		
Indicator	Million people	Female	Male	Value
Labour-force		n. a.	n. a.	n. a.
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
Unemployed adults	% of labour force (15-64)	n. a.	n. a.	n. a.
Workers employed part-time	% of employed people	n. a.	n. a.	n. a.
Proportion of time spent on unpaid domestic and care work	%	15.35	5.90	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services		Equal rights
Inheritance rights for widows and daughters		Equal rights
Access to land assets		Equal rights
Access to non-land assets		Equal rights

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1946, 1949
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	n. a.
Indicator	Yes/No	Value
Election list quotas for women, national		Yes
Party membership quotas, voluntary		Yes
Indicator	0-1 (Equal rights)	Value
Access to justice		Equal rights
Freedom of movement		Equal rights

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	2.20		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Equal rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		158.00	14.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		n. a.	n. a.	n. a.
PhD graduates		0.09	0.14	0.12
Graduates from tertiary education		52.45	37.26	44.29

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	8.00
Births attended by skilled personnel	% live births	99.90
Maternal mortality	deaths per 100,000 live births	23.00
Total fertility rate	births per woman	1.16
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy		Equal rights

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

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

Colombia

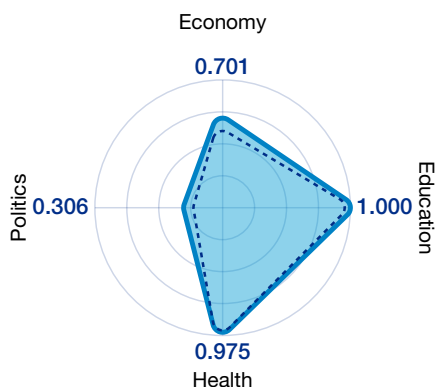
0.746

45th

2024

Global Gender Gap Index 2024 Edition

Colombia score
average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.746	45th	0.751	42nd
Economic Participation and Opportunity	0.701	71st	0.657	92nd
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.975	51st	0.975	51st
Political Empowerment	0.306	47th	0.373	34th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	71st	0.701		-			
Labour-force participation rate %	103rd	0.681		-24.43	52.04	76.47	0-100
Wage equality for similar work 1-7 (best)	105th	0.588		-	-	-	-
Estimated earned income int'l \$ 1,000	54th	0.670		-6.18	12.57	18.75	0-150
Legislators, senior officials and managers %	22nd	0.785		-12.06	43.97	56.03	0-100
Professional and technical workers %	75th	0.979		-1.08	49.46	50.54	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		1.05	92.16	93.21	0-100
Enrolment in secondary education %	1st	1.000		3.95	99.64	103.59	0-200
Enrolment in tertiary education %	1st	1.000		9.92	54.40	64.32	0-200
Health and Survival	51st	0.975		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	61st	1.045		-	-	-	-
Political Empowerment	47th	0.306		-	-	-	-
Women in parliament %	63rd	0.407		-42.20	28.90	71.10	0-100
Women in ministerial positions %	21st	0.727		-15.79	42.11	57.89	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	343.62		
GDP per capita, PPP	constant '17, intl. \$ 1000	15.62		
Population sex ratio	female/male, %	1.03		
Population growth rate	%	0.69		
Indicator	Million people	Female	Male	Value
Total population		26.30	25.58	51.87

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	1.86
Share of women's membership in boards	% (OECD countries only)	20.80
Firms with female majority ownership	% firms	22.40
Firms with female top managers	% firms	18.90

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.63

Indicator	Million people	Female	Male	Value
Labour-force		9.20	12.42	21.62

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	53.01	57.99	55.93
-------------------------------------	-----------	-------	-------	-------

Unemployed adults	% of labour force (15-64)	12.19	8.13	9.88
-------------------	---------------------------	-------	------	------

Workers employed part-time	% of employed people	30.14	15.46	21.54
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	5.02	2.93	n. a.
---	---	------	------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Near-equal rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1954
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	31.10

Indicator Yes/No

Indicator	Value
Election list quotas for women, national	Yes
Party membership quotas, voluntary	Yes

Indicator 0-1 (Equal rights)

Indicator	Unit	Value
Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	7.04
Early marriage	%	16.40
Mean age of women at birth of first child	years	n. a.

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

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		84.00	14.00	42.00

Education and skills

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

STEM		33.41	66.59	0.50
------	--	-------	-------	------

Agri., Forestry, Fisheries & Veterinary		44.68	55.32	0.81
---	--	-------	-------	------

Arts & Humanities		50.62	49.38	1.02
-------------------	--	-------	-------	------

Business, Admin. & Law		62.69	37.31	1.68
------------------------	--	-------	-------	------

Education		68.62	31.38	2.19
-----------	--	-------	-------	------

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

Health & Welfare		72.06	27.94	2.58
------------------	--	-------	-------	------

Information & Comm. Technologies		23.31	76.69	0.30
----------------------------------	--	-------	-------	------

Natural Sci., Mathematics & Statistics		54.17	45.83	1.18
--	--	-------	-------	------

Social Sci., Journalism & Information		70.63	29.37	2.41
---------------------------------------	--	-------	-------	------

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

Vocational training		9.83	8.94	9.38
---------------------	--	------	------	------

PhD graduates		0.09	0.20	0.14
---------------	--	------	------	------

Graduates from tertiary education		35.30	24.29	29.76
-----------------------------------	--	-------	-------	-------

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	12.00
Births attended by skilled personnel	% live births	98.80
Maternal mortality	deaths per 100,000 live births	75.00
Total fertility rate	births per woman	1.72

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

Reproductive autonomy	Equal rights	◆
-----------------------	--------------	---

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

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

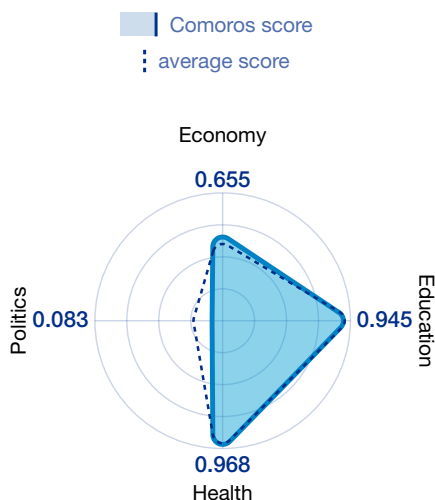
Comoros

0.663

119th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.663	119th	0.664	114th
Economic Participation and Opportunity	0.655	93rd	0.657	91st
Educational Attainment	0.945	121st	0.949	118th
Health and Survival	0.968	84th	0.968	84th
Political Empowerment	0.083	126th	0.083	129th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	93rd	0.655		-	Min	Max	-
Labour-force participation rate %	97th	0.693		-18.22	41.13	59.35	0-100
Wage equality for similar work 1-7 (best)	-	-		-	-	-	-
Estimated earned income int'l \$ 1,000	123rd	0.450		-2.46	2.01	4.47	0-150
Legislators, senior officials and managers %	1st	1.000		2.25	48.84	51.09	0-100
Professional and technical workers %	115th	0.543		-29.64	35.18	64.82	0-100
Educational Attainment	121st	0.945		-	-	-	-
Literacy rate %	121st	0.855		-	-	-	-
Enrolment in primary education %	96th	0.993		-0.58	87.06	87.64	0-100
Enrolment in secondary education %	1st	1.000		4.27	60.77	65.05	0-200
Enrolment in tertiary education %	120th	0.801		-2.12	8.56	10.68	0-200
Health and Survival	84th	0.968		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	95th	1.023		-	-	-	-
Political Empowerment	126th	0.083		-	-	-	-
Women in parliament %	112th	0.201		-66.60	16.70	83.30	0-100
Women in ministerial positions %	127th	0.083		-84.62	7.69	92.31	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	1.24		
GDP per capita, PPP	constant '17, intl. \$ 1000	3.25		
Population sex ratio	female/male, %	0.99		
Population growth rate	%	1.83		
Indicator	Million people	Female	Male	Value
Total population		0.42	0.42	0.84

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	n. a.		
Firms with female top managers	% firms	n. a.		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		n. a.		
Indicator	Million people	Female	Male	Value
Labour-force		0.09	0.12	0.21
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	90.20	85.50	87.46
Unemployed adults	% of labour force (15-64)	6.76	5.56	6.06
Workers employed part-time	% of employed people	25.77	19.74	22.26
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Near-equal rights	◆
Inheritance rights for widows and daughters	Unequal rights	◇
Access to land assets	Near-equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1975
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	n. a.
Indicator	Yes/No	Value
Election list quotas for women, national		n. a.
Party membership quotas, voluntary		Yes
Indicator	0-1 (Equal rights)	Value
Access to justice	Restricted rights	◇
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	16.40		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Unequal rights	◇		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	0	0

Education and skills

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		45.00	55.00	0.82
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		44.44	55.56	0.80
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	Female	Male	Parity
Vocational training		0	0	0
PhD graduates		n. a.	n. a.	n. a.
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	8.00
Births attended by skilled personnel	% live births	n. a.
Maternal mortality	deaths per 100,000 live births	217.00
Total fertility rate	births per woman	3.98
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Restricted rights	◇

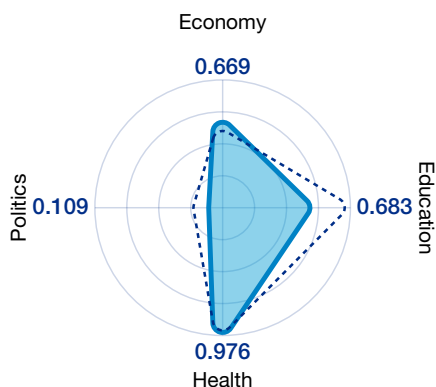
*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Congo, Democratic Republic | 0.609 | 140th | 2024

Global Gender Gap Index 2024 Edition

Congo, Democratic Republic of the score
: average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.609	140th	0.612	140th
Economic Participation and Opportunity	0.669	85th	0.676	83rd
Educational Attainment	0.683	145th	0.683	144th
Health and Survival	0.976	44th	0.976	43rd
Political Empowerment	0.109	117th	0.111	116th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	85th	0.669		-	Min	Max	-
Labour-force participation rate %	11th	0.903		-6.47	60.29	66.75	0-100
Wage equality for similar work 1-7 (best)	111th	0.567		-	-	-	-
Estimated earned income int'l \$ 1,000	46th	0.693		-0.41	0.93	1.34	0-150
Legislators, senior officials and managers %	32nd	0.723		-16.11	41.94	58.06	0-100
Professional and technical workers %	127th	0.433		-39.58	30.21	69.79	0-100
Educational Attainment	145th	0.683		-	-	-	-
Literacy rate %	127th	0.800		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	140th	0.634		-25.50	44.15	69.65	0-200
Enrolment in tertiary education %	129th	0.593		-3.41	4.97	8.37	0-200
Health and Survival	44th	0.976		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	54th	1.050		-	-	-	-
Political Empowerment	117th	0.109		-	-	-	-
Women in parliament %	125th	0.147		-74.40	12.80	87.20	0-100
Women in ministerial positions %	85th	0.257		-59.09	20.45	79.55	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	64.72		
GDP per capita, PPP	constant '17, intl. \$ 1000	1.13		
Population sex ratio	female/male, %	1.02		
Population growth rate	%	3.20		
Indicator	Million people	Female	Male	Value
Total population		49.89	49.12	99.01
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	n. a.		
Firms with female top managers	% firms	n. a.		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		3.88		
Indicator	Million people	Female	Male	Value
Labour-force		11.37	12.63	24.00
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
Unemployed adults	% of labour force (15-64)	1.13	1.87	1.51
Workers employed part-time	% of employed people	46.72	44.96	45.82
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Near-equal rights		
Inheritance rights for widows and daughters		Near-equal rights		
Access to land assets		Restricted rights		
Access to non-land assets		Restricted rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	1967		
Number of female heads of state to date	number	0		
Seats held in upper house	% total seats	23.90		
Indicator	Yes/No	Value		
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Near-equal rights		
Freedom of movement				
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	28.75		
Early marriage	%	18.00		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Restricted rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	2.00	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		25.10	74.90	0.34
Agri., Forestry, Fisheries & Veterinary		25.85	74.15	0.35
Arts & Humanities		53.45	46.55	1.15
Business, Admin. & Law		38.34	61.66	0.62
Education		24.54	75.46	0.33
Engineering, Manuf. & Construction		9.80	90.20	0.11
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		36.65	63.35	0.58
Natural Sci., Mathematics & Statistics		32.61	67.39	0.48
Social Sci., Journalism & Information		35.35	64.65	0.55
Graduates	Attainment %	Female	Male	Parity
Vocational training		n. a.	n. a.	n. a.
PhD graduates		0.01	0.03	0.02
Graduates from tertiary education		3.75	6.21	4.98
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	36.00		
Births attended by skilled personnel	% live births	85.20		
Maternal mortality	deaths per 100,000 live births	547.00		
Total fertility rate	births per woman	6.16		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Uneven rights		

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

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

Costa Rica

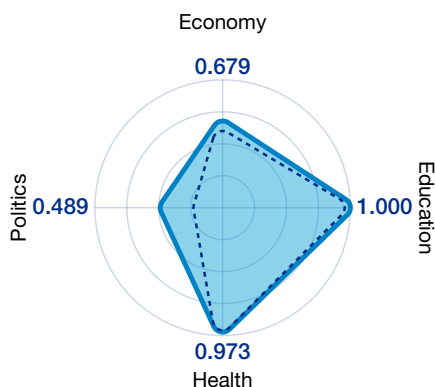
0.785

19th

2024

Global Gender Gap Index 2024 Edition

Costa Rica score
average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.785	19th	0.793	14th
Economic Participation and Opportunity	0.679	81st	0.676	84th
Educational Attainment	1.000	1st	0.999	31st
Health and Survival	0.973	59th	0.973	60th
Political Empowerment	0.489	15th	0.524	10th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	81st	0.679		-			
Labour-force participation rate %	116th	0.629		-25.86	43.86	69.72	0-100
Wage equality for similar work 1-7 (best)	93rd	0.606		-	-	-	-
Estimated earned income int'l \$ 1,000	55th	0.669		-8.75	17.69	26.45	0-150
Legislators, senior officials and managers %	20th	0.796		-11.38	44.31	55.69	0-100
Professional and technical workers %	94th	0.823		-9.69	45.15	54.85	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.02	95.26	95.27	0-100
Enrolment in secondary education %	1st	1.000		14.73	125.98	140.71	0-200
Enrolment in tertiary education %	1st	1.000		11.24	49.23	60.47	0-200
Health and Survival	59th	0.973		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	69th	1.039		-	-	-	-
Political Empowerment	15th	0.489		-	-	-	-
Women in parliament %	6th	0.901		-5.20	47.40	52.60	0-100
Women in ministerial positions %	23rd	0.692		-18.18	40.91	59.09	0-100
Years with female/male head of state (last 50)	41st	0.087		-41.99	4.00	46.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	69.24		
GDP per capita, PPP	constant '17, intl. \$ 1000	22.07		
Population sex ratio	female/male, %	1.00		
Population growth rate	%	0.52		
Indicator	Million people	Female	Male	Value
Total population		2.59	2.59	5.18
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	1.45		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	11.30		
Firms with female top managers	% firms	n. a.		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.76		
Indicator	Million people	Female	Male	Value
Labour-force		0.80	1.27	2.07
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	37.80	36.68	37.10
Unemployed adults	% of labour force (15-64)	10.58	7.46	8.68
Workers employed part-time	% of employed people	30.41	15.75	21.27
Proportion of time spent on unpaid domestic and care work	%	22.15	8.38	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Equal rights		
Inheritance rights for widows and daughters		Equal rights		
Access to land assets		Near-equal rights		
Access to non-land assets		Equal rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	1949		
Number of female heads of state to date	number	1		
Seats held in upper house	% total seats	n. a.		
Indicator	Yes/No	Value		
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Equal rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	13.70		
Early marriage	%	9.50		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Equal rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		120.00	8.00	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		32.20	67.80	0.47
Agri., Forestry, Fisheries & Veterinary		42.69	57.31	0.74
Arts & Humanities		59.34	40.66	1.46
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		71.87	28.13	2.56
Engineering, Manuf. & Construction		35.37	64.63	0.55
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		20.29	79.71	0.25
Natural Sci., Mathematics & Statistics		51.72	48.28	1.07
Social Sci., Journalism & Information		69.02	30.98	2.23
Graduates	Attainment %	Female	Male	Parity
Vocational training		9.42	8.47	8.93
PhD graduates		0.13	0.33	0.22
Graduates from tertiary education		n. a.	n. a.	n. a.
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	7.00		
Births attended by skilled personnel	% live births	99.00		
Maternal mortality	deaths per 100,000 live births	22.00		
Total fertility rate	births per woman	1.53		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Restricted rights		

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

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

Côte D'Ivoire

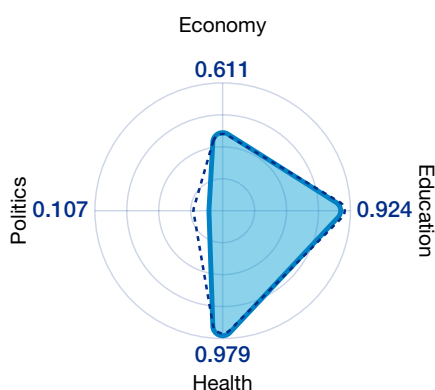
0.655

121st

2024

Global Gender Gap Index 2024 Edition

■ Côte D'Ivoire score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.655	121st	0.650	122nd
Economic Participation and Opportunity	0.611	110th	0.601	111th
Educational Attainment	0.924	129th	0.902	128th
Health and Survival	0.979	33rd	0.978	33rd
Political Empowerment	0.107	118th	0.118	112th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	110th	0.611		-			-
Labour-force participation rate %	74th	0.772		-16.60	56.24	72.84	0-100
Wage equality for similar work 1-7 (best)	30th	0.724		-	-	-	-
Estimated earned income int'l \$ 1,000	94th	0.590		-2.85	4.10	6.95	0-150
Legislators, senior officials and managers %	89th	0.443		-38.57	30.72	69.28	0-100
Professional and technical workers %	135th	0.305		-53.28	23.36	76.64	0-100
Educational Attainment	129th	0.924		-	-	-	-
Literacy rate %	103rd	0.931		-	-	-	-
Enrolment in primary education %	114th	0.962		-3.67	92.54	96.21	0-100
Enrolment in secondary education %	129th	0.903		-5.62	52.22	57.84	0-200
Enrolment in tertiary education %	119th	0.806		-2.10	8.72	10.82	0-200
Health and Survival	33rd	0.979		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	43rd	1.057		-	-	-	-
Political Empowerment	118th	0.107		-	-	-	-
Women in parliament %	123rd	0.155		-73.20	13.40	86.60	0-100
Women in ministerial positions %	86th	0.240		-61.29	19.35	80.65	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			70.02
GDP per capita, PPP	constant '17, intl. \$ 1000			5.54
Population sex ratio	female/male, %			0.98
Population growth rate	%			2.45
Indicator	Million people	◆ Female	◆ Male	Value
Total population		13.94	14.22	28.16
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			9.50
Firms with female top managers	% firms			14.30
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				4.52
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		3.09	4.34	7.43
Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	95.93	88.54	91.68
Unemployed adults	% of labour force (15-64)	3.06	1.97	2.44
Workers employed part-time	% of employed people	38.41	24.73	30.53
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Equal rights ◆		
Inheritance rights for widows and daughters		Near-equal rights ◆		
Access to land assets		Near-equal rights ◆		
Access to non-land assets		Equal rights ◆		
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1960
Number of female heads of state to date	number			0
Seats held in upper house	% total seats			24.70
Indicator	Yes/No			Value
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)			Value
Access to justice		Equal rights ◆		
Freedom of movement		Equal rights ◆		
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			26.29
Early marriage	%			18.40
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce		Equal rights ◆		
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		98.00	2.00	0
Education and skills				
Graduates	%	◆ Female	◆ Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		1.80	2.08	1.94
PhD graduates		0.10	0.50	0.30
Graduates from tertiary education		n. a.	n. a.	n. a.
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			16.00
Births attended by skilled personnel	% live births			73.60
Maternal mortality	deaths per 100,000 live births			480.00
Total fertility rate	births per woman			4.42
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Restricted rights ◆		

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

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

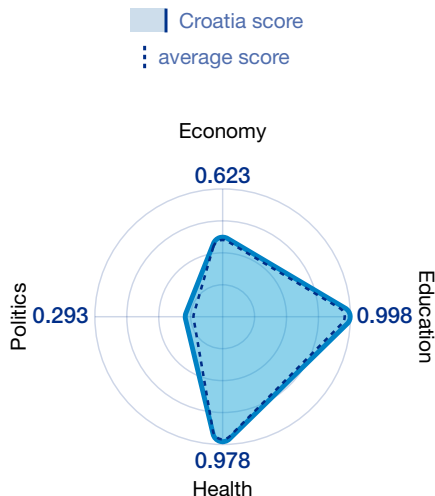
Croatia

0.723

61st

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.723	61st	0.730	55th
Economic Participation and Opportunity	0.623	106th	0.639	99th
Educational Attainment	0.998	40th	0.998	38th
Health and Survival	0.978	35th	0.978	35th
Political Empowerment	0.293	50th	0.305	47th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	106th	0.623		-	Min	Max	-
Labour-force participation rate %	65th	0.804		-11.39	46.85	58.24	0-100
Wage equality for similar work 1-7 (best)	122nd	0.497		-	-	-	-
Estimated earned income int'l \$ 1,000	60th	0.661		-14.08	27.45	41.52	0-150
Legislators, senior officials and managers %	119th	0.276		-56.75	21.63	78.37	0-100
Professional and technical workers %	1st	1.000		13.40	43.30	56.70	0-100
Educational Attainment	40th	0.998		-	-	-	-
Literacy rate %	67th	0.996		-	-	-	-
Enrolment in primary education %	-	-	-	-	-	-	-
Enrolment in secondary education %	1st	1.000		5.62	100.25	105.87	0-200
Enrolment in tertiary education %	1st	1.000		26.82	59.43	86.26	0-200
Health and Survival	35th	0.978		-	-	-	-
Sex ratio at birth** %	112th	0.943		-	-	-	-
Healthy life expectancy** years	42nd	1.057		-	-	-	-
Political Empowerment	50th	0.293		-	-	-	-
Women in parliament %	47th	0.511		-32.40	33.80	66.20	0-100
Women in ministerial positions %	88th	0.231		-62.50	18.75	81.25	0-100
Years with female/male head of state (last 50)	24th	0.176		-35.07	7.47	42.53	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	71.6		
GDP per capita, PPP	constant '17, intl. \$ 1000	34.30		
Population sex ratio	female/male, %	1.05		
Population growth rate	%	-0.61		
Indicator	Million people	Female	Male	Value
Total population		1.98	1.88	3.86

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	3.21
Share of women's membership in boards	% (OECD countries only)	27.60
Firms with female majority ownership	% firms	18.50
Firms with female top managers	% firms	27.00

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		3.61

Indicator	Million people	Female	Male	Value
Labour-force		0.80	0.89	1.69

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	3.37	2.75	3.04
-------------------------------------	-----------	------	------	------

Unemployed adults	% of labour force (15-64)	7.95	6.26	7.05
-------------------	---------------------------	------	------	------

Workers employed part-time	% of employed people	32.02	25.02	28.25
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1945
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	n. a.

Indicator	Yes/No	Value
-----------	--------	-------

Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	

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

Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	n. a.
Early marriage	%	2.00
Mean age of women at birth of first child	years	29.20

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

Right to divorce	Restricted rights	◆
------------------	-------------------	---

Indicator	Shared days	Female	Male	Value
-----------	-------------	--------	------	-------

Length of paid parental leave		208.00	14.00	0
-------------------------------	--	--------	-------	---

Education and skills

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

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

Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
---	--	-------	-------	-------

Arts & Humanities		n. a.	n. a.	n. a.
-------------------	--	-------	-------	-------

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

Education		n. a.	n. a.	n. a.
-----------	--	-------	-------	-------

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

Health & Welfare		n. a.	n. a.	n. a.
------------------	--	-------	-------	-------

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

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

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

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

Vocational training		20.50	24.33	22.48
---------------------	--	-------	-------	-------

PhD graduates		0.65	0.66	0.66
---------------	--	------	------	------

Graduates from tertiary education		54.17	32.96	43.18
-----------------------------------	--	-------	-------	-------

Health

Indicator	Unit	Value
-----------	------	-------

Prevalence of gender violence in lifetime	% women	4.00
---	---------	------

Births attended by skilled personnel	% live births	99.96
--------------------------------------	---------------	-------

Maternal mortality	deaths per 100,000 live births	5.00
--------------------	--------------------------------	------

Total fertility rate	births per woman	1.62
----------------------	------------------	------

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

Reproductive autonomy	Equal rights	◆
-----------------------	--------------	---

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

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

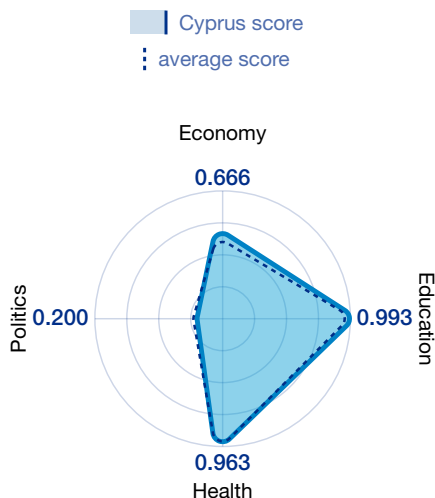
Cyprus

0.705

84th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.705	84th	0.678	106th
Economic Participation and Opportunity	0.666	90th	0.652	93rd
Educational Attainment	0.993	73rd	0.990	80th
Health and Survival	0.963	120th	0.963	120th
Political Empowerment	0.200	82nd	0.109	117th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	90th	0.666		-	Min	Max	-
Labour-force participation rate %	52nd	0.839		-11.44	59.63	71.07	0-100
Wage equality for similar work 1-7 (best)	73rd	0.638		-	-	-	-
Estimated earned income int'l \$ 1,000	84th	0.613		-21.60	34.18	55.78	0-150
Legislators, senior officials and managers %	116th	0.300		-53.85	23.08	76.92	0-100
Professional and technical workers %	1st	1.000		2.34	48.83	51.17	0-100
Educational Attainment	73rd	0.993		-	-	-	-
Literacy rate %	66th	0.996		-	-	-	-
Enrolment in primary education %	92nd	0.995		-0.48	99.18	99.66	0-100
Enrolment in secondary education %	104th	0.982		-1.83	101.57	103.40	0-200
Enrolment in tertiary education %	1st	1.000		23.70	84.67	108.37	0-200
Health and Survival	120th	0.963		-	-	-	-
Sex ratio at birth** %	124th	0.939		-	-	-	-
Healthy life expectancy** years	110th	1.016		-	-	-	-
Political Empowerment	82nd	0.200		-	-	-	-
Women in parliament %	120th	0.167		-71.40	14.30	85.70	0-100
Women in ministerial positions %	28th	0.600		-25.00	37.50	62.50	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	29.25		
GDP per capita, PPP	constant '17, intl. \$ 1000	45.00		
Population sex ratio	female/male, %	1.00		
Population growth rate	%	0.59		
Indicator	Million people	Female	Male	Value
Total population		0.62	0.63	1.25

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	20.84
Share of women's membership in boards	% (OECD countries only)	10.20
Firms with female majority ownership	% firms	7.70
Firms with female top managers	% firms	8.20

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.61

Indicator	Million people	Female	Male	Value
Labour-force		0.21	0.23	0.44

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	5.27	4.69	4.97
-------------------------------------	-----------	------	------	------

Unemployed adults	% of labour force (15-64)	7.85	6.16	6.98
-------------------	---------------------------	------	------	------

Workers employed part-time	% of employed people	37.53	29.86	33.48
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1960
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	n. a.

Indicator	Yes/No	Value
-----------	--------	-------

Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	

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

Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	n. a.
Early marriage	%	3.20
Mean age of women at birth of first child	years	30.30

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

Right to divorce	Uneven rights	◆
------------------	---------------	---

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		126.00	14.00	0

Education and skills

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

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

Agri., Forestry, Fisheries & Veterinary		34.48	65.52	0.53
---	--	-------	-------	------

Arts & Humanities		n. a.	n. a.	n. a.
-------------------	--	-------	-------	-------

Business, Admin. & Law		55.47	44.53	1.25
------------------------	--	-------	-------	------

Education		86.89	13.11	6.63
-----------	--	-------	-------	------

Engineering, Manuf. & Construction		32.85	67.15	0.49
------------------------------------	--	-------	-------	------

Health & Welfare		76.42	23.58	3.24
------------------	--	-------	-------	------

Information & Comm. Technologies		28.46	71.54	0.40
----------------------------------	--	-------	-------	------

Natural Sci., Mathematics & Statistics		69.49	30.51	2.28
--	--	-------	-------	------

Social Sci., Journalism & Information		74.43	25.57	2.91
---------------------------------------	--	-------	-------	------

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

Vocational training		3.60	9.14	6.34
---------------------	--	------	------	------

PhD graduates		0.87	1.19	1.02
---------------	--	------	------	------

Graduates from tertiary education		34.83	31.76	33.33
-----------------------------------	--	-------	-------	-------

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	3.00
Births attended by skilled personnel	% live births	99.30
Maternal mortality	deaths per 100,000 live births	68.00
Total fertility rate	births per woman	1.32

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

Reproductive autonomy	Equal rights	◆
-----------------------	--------------	---

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

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

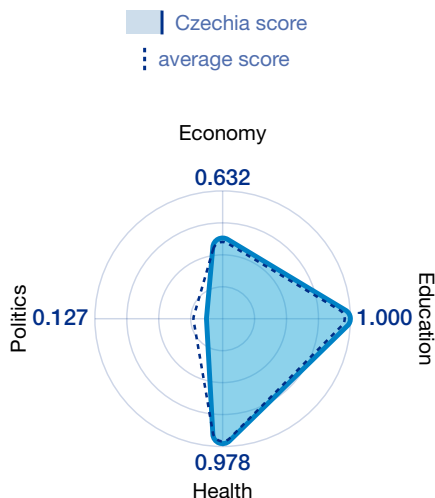
Czechia

0.684

104th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.684	104th	0.685	101st
Economic Participation and Opportunity	0.632	104th	0.636	101st
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.978	37th	0.978	37th
Political Empowerment	0.127	110th	0.128	108th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	104th	0.632		-	Min	Max	-
Labour-force participation rate %	77th	0.768		-15.73	52.16	67.89	0-100
Wage equality for similar work 1-7 (best)	106th	0.587		-	-	-	-
Estimated earned income int'l \$ 1,000	95th	0.587		-21.45	30.49	51.94	0-150
Legislators, senior officials and managers %	104th	0.352		-47.92	26.04	73.96	0-100
Professional and technical workers %	78th	0.946		-2.80	48.60	51.40	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.24	98.35	98.58	0-100
Enrolment in secondary education %	1st	1.000		1.07	99.57	100.65	0-200
Enrolment in tertiary education %	1st	1.000		22.58	58.14	80.72	0-200
Health and Survival	37th	0.978		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	47th	1.054		-	-	-	-
Political Empowerment	110th	0.127		-	-	-	-
Women in parliament %	78th	0.351		-48.00	26.00	74.00	0-100
Women in ministerial positions %	131st	0.071		-86.67	6.67	93.33	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	290.57		
GDP per capita, PPP	constant '17, intl. \$ 1000	41.05		
Population sex ratio	female/male, %	1.03		
Population growth rate	%	1.57		
Indicator	Million people	Female	Male	Value
Total population		5.41	5.26	10.67

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	13.58
Share of women's membership in boards	% (OECD countries only)	20.80
Firms with female majority ownership	% firms	16.00
Firms with female top managers	% firms	16.10

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		5.03

Indicator	Million people	Female	Male	Value
Labour-force		2.24	2.77	5.01

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	12.25	20.96	17.04

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	2.83	1.82	2.27

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	37.72	23.82	29.97

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

Access to finance

Indicator	Unit	Value
Access to financial services	0-1 (Equal rights)	Equal rights
Inheritance rights for widows and daughters		Equal rights
Access to land assets		Equal rights
Access to non-land assets		Equal rights

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1993
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	18.50

Indicator Yes/No

Indicator	Unit	Value
Election list quotas for women, national		Yes
Party membership quotas, voluntary		Yes

Indicator 0-1 (Equal rights)

Indicator	Unit	Value
Access to justice		Equal rights
Freedom of movement		Equal rights

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.20
Mean age of women at birth of first child	years	28.80

Indicator 0-1 (Equal rights)

Indicator	Unit	Value
Right to divorce		Equal rights

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		196.00	14.00	720.00

Education and skills

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

STEM	%	35.57	64.43	0.55
------	---	-------	-------	------

Agri., Forestry, Fisheries & Veterinary	%	63.18	36.82	1.72
---	---	-------	-------	------

Arts & Humanities	%	68.76	31.24	2.20
-------------------	---	-------	-------	------

Business, Admin. & Law	%	64.67	35.33	1.83
------------------------	---	-------	-------	------

Education	%	83.23	16.77	4.96
-----------	---	-------	-------	------

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

Health & Welfare	%	n. a.	n. a.	n. a.
------------------	---	-------	-------	-------

Information & Comm. Technologies	%	15.57	84.43	0.18
----------------------------------	---	-------	-------	------

Natural Sci., Mathematics & Statistics	%	59.87	40.13	1.49
--	---	-------	-------	------

Social Sci., Journalism & Information	%	68.64	31.36	2.19
---------------------------------------	---	-------	-------	------

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

Vocational training		26.30	30.44	28.43
---------------------	--	-------	-------	-------

PhD graduates		0.60	0.87	0.73
---------------	--	------	------	------

Graduates from tertiary education		54.59	31.20	42.56
-----------------------------------	--	-------	-------	-------

Health	Indicator	Unit	Value
--------	-----------	------	-------

Prevalence of gender violence in lifetime	% women		4.00
---	---------	--	------

Births attended by skilled personnel	% live births		99.80
--------------------------------------	---------------	--	-------

Maternal mortality	deaths per 100,000 live births		3.00
--------------------	--------------------------------	--	------

Total fertility rate	births per woman		1.83
----------------------	------------------	--	------

Indicator	Unit	Value
-----------	------	-------

Reproductive autonomy		Equal rights
-----------------------	--	--------------

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

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

Denmark

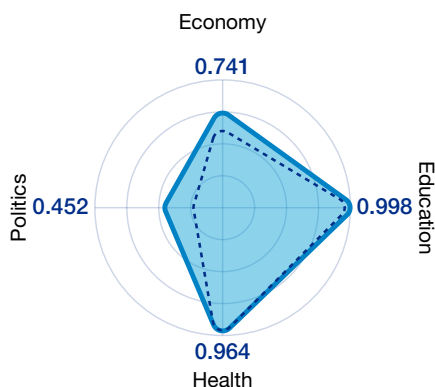
0.789

15th

2024

Global Gender Gap Index 2024 Edition

■ Denmark score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.789	15th	0.780	23rd
Economic Participation and Opportunity	0.741	37th	0.727	46th
Educational Attainment	0.998	46th	0.998	40th
Health and Survival	0.964	112th	0.964	112th
Political Empowerment	0.452	22nd	0.432	24th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	37th	0.741		-	Min	Max	-
Labour-force participation rate %	25th	0.881		-8.00	59.42	67.42	0-100
Wage equality for similar work 1-7 (best)	49th	0.687		-	-	-	-
Estimated earned income int'l \$ 1,000	20th	0.768		-15.77	52.09	67.86	0-150
Legislators, senior officials and managers %	95th	0.414		-41.47	29.26	70.74	0-100
Professional and technical workers %	1st	1.000		1.44	49.28	50.72	0-100
Educational Attainment	46th	0.998		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.08	99.37	99.46	0-100
Enrolment in secondary education %	95th	0.990		-1.26	129.68	130.94	0-200
Enrolment in tertiary education %	1st	1.000		28.09	70.84	98.93	0-200
Health and Survival	112th	0.964		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	122nd	1.010		-	-	-	-
Political Empowerment	22nd	0.452		-	-	-	-
Women in parliament %	13th	0.828		-9.40	45.30	54.70	0-100
Women in ministerial positions %	49th	0.429		-40.00	30.00	70.00	0-100
Years with female/male head of state (last 50)	18th	0.203		-33.16	8.42	41.58	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	400.17		
GDP per capita, PPP	constant '17, intl. \$ 1000	59.94		
Population sex ratio	female/male, %	1.01		
Population growth rate	%	0.79		
Indicator	Million people	Female	Male	Value
Total population		2.97	2.94	5.90

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	5.84
Share of women's membership in boards	% (OECD countries only)	40.80
Firms with female majority ownership	% firms	9.20
Firms with female top managers	% firms	8.30

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		5.86

Indicator	Million people	Female	Male	Value
Labour-force		1.27	1.42	2.69

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	5.91	9.20	7.63
-------------------------------------	-----------	------	------	------

Unemployed adults	% of labour force (15-64)	4.52	4.53	4.53
-------------------	---------------------------	------	------	------

Workers employed part-time	% of employed people	53.94	35.17	44.07
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1915, 1908, 1908
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	n. a.

Indicator Yes/No

Indicator	Unit	Value
Election list quotas for women, national		Yes
Party membership quotas, voluntary		Yes

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

Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.10
Mean age of women at birth of first child	years	30.00

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

Right to divorce	Equal rights	◆
------------------	--------------	---

Indicator	Shared days	Female	Male	Value
-----------	-------------	--------	------	-------

Length of paid parental leave		42.00	14.00	182.00
-------------------------------	--	-------	-------	--------

Education and skills

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

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

Agri., Forestry, Fisheries & Veterinary		64.31	35.69	1.80
---	--	-------	-------	------

Arts & Humanities		65.21	34.79	1.87
-------------------	--	-------	-------	------

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

Education		70.49	29.51	2.39
-----------	--	-------	-------	------

Engineering, Manuf. & Construction		29.04	70.96	0.41
------------------------------------	--	-------	-------	------

Health & Welfare		75.58	24.42	3.10
------------------	--	-------	-------	------

Information & Comm. Technologies		24.00	76.00	0.32
----------------------------------	--	-------	-------	------

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

Social Sci., Journalism & Information		60.53	39.47	1.53
---------------------------------------	--	-------	-------	------

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

Vocational training		8.66	15.51	12.16
---------------------	--	------	-------	-------

PhD graduates		0.90	1.36	1.12
---------------	--	------	------	------

Graduates from tertiary education		71.87	48.06	59.73
-----------------------------------	--	-------	-------	-------

Health				
--------	--	--	--	--

Indicator	Unit	Value
-----------	------	-------

Prevalence of gender violence in lifetime	% women	3.00
---	---------	------

Births attended by skilled personnel	% live births	95.30
--------------------------------------	---------------	-------

Maternal mortality	deaths per 100,000 live births	5.00
--------------------	--------------------------------	------

Total fertility rate	births per woman	1.72
----------------------	------------------	------

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

Reproductive autonomy	Equal rights	◆
-----------------------	--------------	---

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

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

Dominican Republic

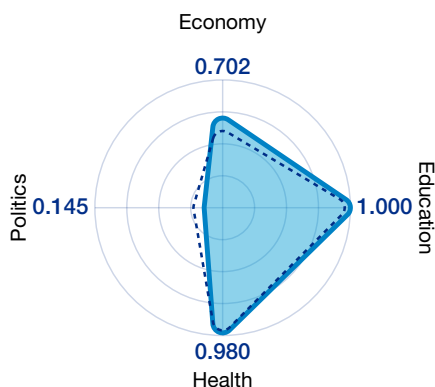
0.707

82nd

2024

Global Gender Gap Index 2024 Edition

■ Dominican Republic score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.707	82nd	0.704	81st
Economic Participation and Opportunity	0.702	70th	0.699	65th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.145	104th	0.138	104th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with : Global average	Difference F-M	◆ Female vs ◆ Male		Min Max
					Min	Max	
Economic Participation and Opportunity	70th	0.702		-			-
Labour-force participation rate %	99th	0.687		-24.09	52.78	76.87	0-100
Wage equality for similar work 1-7 (best)	82nd	0.619		-	-	-	-
Estimated earned income int'l \$ 1,000	85th	0.613		-9.28	14.68	23.96	0-150
Legislators, senior officials and managers %	23rd	0.784		-12.11	43.95	56.05	0-100
Professional and technical workers %	1st	1.000		12.20	43.90	56.10	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		1.08		91.92	93.00
Enrolment in secondary education %	1st	1.000		7.10	73.03	80.12	0-200
Enrolment in tertiary education %	1st	1.000		41.17	38.15	79.32	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	104th	0.145		-	-	-	-
Women in parliament %	66th	0.387		-44.20	27.90	72.10	0-100
Women in ministerial positions %	125th	0.100		-81.82	9.09	90.91	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit		Value	
GDP	US\$ billions		113.54	
GDP per capita, PPP	constant '17, intl. \$ 1000		19.34	
Population sex ratio	female/male, %		0.99	
Population growth rate	%		0.99	
Indicator	Million people	Female	Male	Value
Total population		5.59	5.63	11.23
Work participation and leadership				
Indicator	Unit		Value	
Gender wage gap	% (OECD countries only)		n. a.	
Share of women's membership in boards	% (OECD countries only)		n. a.	
Firms with female majority ownership	% firms		13.40	
Firms with female top managers	% firms		21.20	
Indicator	1-7 (best)		Value	
Advancement of women to leadership roles			4.84	
Indicator	Million people	Female	Male	Value
Labour-force		1.88	2.44	4.32
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	51.06	58.97	55.68
Unemployed adults	% of labour force (15-64)	8.68	3.71	5.88
Workers employed part-time	% of employed people	36.45	24.67	29.58
Proportion of time spent on unpaid domestic and care work	%	16.71	3.79	n. a.
Access to finance				
Indicator	0-1 (Equal rights)		Value	
Access to financial services		Equal rights	◆	
Inheritance rights for widows and daughters		Equal rights	◆	
Access to land assets		Equal rights	◆	
Access to non-land assets		Equal rights	◆	
Civil and political freedom				
Indicator	Unit		Value	
Year women received right to vote	year		n. a.	
Number of female heads of state to date	number		0	
Seats held in upper house	% total seats		12.50	
Indicator	Yes/No		Value	
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)		Value	
Access to justice		Equal rights	◆	
Freedom of movement		Equal rights	◆	
Family and care				
Indicator	Unit		Value	
Unmet family planning	% women 15-49		15.34	
Early marriage	%		27.50	
Mean age of women at birth of first child	years		n. a.	
Indicator	0-1 (Equal rights)		Value	
Right to divorce		Equal rights	◆	
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	2.00	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		73.75	26.25	2.81
Business, Admin. & Law		60.69	39.31	1.54
Education		79.13	20.87	3.79
Engineering, Manuf. & Construction		38.40	61.60	0.62
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		39.41	60.59	0.65
Natural Sci., Mathematics & Statistics		54.07	45.93	1.18
Social Sci., Journalism & Information		56.97	43.03	1.32
Graduates	Attainment %	Female	Male	Parity
Vocational training		6.73	4.53	5.62
PhD graduates		0.16	0.05	0.11
Graduates from tertiary education		41.71	21.05	31.36
Health				
Indicator	Unit		Value	
Prevalence of gender violence in lifetime	% women		10.00	
Births attended by skilled personnel	% live births		99.20	
Maternal mortality	deaths per 100,000 live births		107.00	
Total fertility rate	births per woman		2.27	
Indicator	0-1 (Equal rights)		Value	
Reproductive autonomy		Unequal rights	◇	

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

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

Ecuador

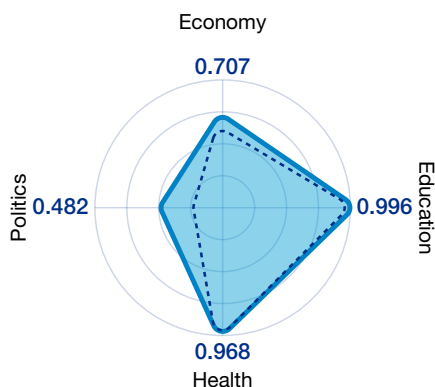
0.788

16th

2024

Global Gender Gap Index 2024 Edition

■ Ecuador score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.788	16th	0.737	50th
Economic Participation and Opportunity	0.707	66th	0.705	61st
Educational Attainment	0.996	52nd	0.998	42nd
Health and Survival	0.968	85th	0.968	85th
Political Empowerment	0.482	17th	0.278	53rd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	66th	0.707		-	Min	Max	-
Labour-force participation rate %	100th	0.685		-24.38	52.92	77.30	0-100
Wage equality for similar work 1-7 (best)	108th	0.580		-	-	-	-
Estimated earned income int'l \$ 1,000	32nd	0.729		-3.41	9.16	12.57	0-150
Legislators, senior officials and managers %	30th	0.730		-15.62	42.19	57.81	0-100
Professional and technical workers %	1st	1.000		5.80	47.10	52.90	0-100
Educational Attainment	52nd	0.996		-	-	-	-
Literacy rate %	85th	0.980		-	-	-	-
Enrolment in primary education %	1st	1.000		2.83	94.91	97.74	0-100
Enrolment in secondary education %	1st	1.000		2.18	97.09	99.27	0-200
Enrolment in tertiary education %	1st	1.000		12.49	51.79	64.29	0-200
Health and Survival	85th	0.968		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	96th	1.023		-	-	-	-
Political Empowerment	17th	0.482		-	-	-	-
Women in parliament %	18th	0.758		-13.80	43.10	56.90	0-100
Women in ministerial positions %	1st	1.000		0	50.00	50.00	0-100
Years with female/male head of state (last 50)	77th	0.000		-49.99	0.01	49.99	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	115.05		
GDP per capita, PPP	constant '17, intl. \$ 1000	10.86		
Population sex ratio	female/male, %	1.00		
Population growth rate	%	1.14		
Indicator	Million people	Female	Male	Value
Total population		9.02	8.98	18.00

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	17.70
Firms with female top managers	% firms	22.90

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.37

Indicator	Million people	Female	Male	Value
Labour-force		3.12	3.95	7.07

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	70.41	66.45	68.15
-------------------------------------	-----------	-------	-------	-------

Unemployed adults	% of labour force (15-64)	4.66	3.10	3.78
-------------------	---------------------------	------	------	------

Workers employed part-time	% of employed people	46.16	24.34	33.72
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1929, 1967
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	n. a.

Indicator Yes/No

Indicator	Value
Election list quotas for women, national	Yes
Party membership quotas, voluntary	Yes

Indicator 0-1 (Equal rights)

Indicator	Value
Access to justice	Equal rights ◆
Freedom of movement	Equal rights ◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	7.14
Early marriage	%	15.80
Mean age of women at birth of first child	years	n. a.

Indicator 0-1 (Equal rights)

Right to divorce	Near-equal rights	◆
------------------	-------------------	---

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		84.00	15.00	0

Education and skills

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

STEM		29.23	70.77	0.41
------	--	-------	-------	------

Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
---	--	-------	-------	-------

Arts & Humanities		48.78	51.22	0.95
-------------------	--	-------	-------	------

Business, Admin. & Law		59.75	40.25	1.48
------------------------	--	-------	-------	------

Education		72.91	27.09	2.69
-----------	--	-------	-------	------

Engineering, Manuf. & Construction		20.66	79.34	0.26
------------------------------------	--	-------	-------	------

Health & Welfare		71.30	28.70	2.48
------------------	--	-------	-------	------

Information & Comm. Technologies		36.82	63.18	0.58
----------------------------------	--	-------	-------	------

Natural Sci., Mathematics & Statistics		47.86	52.14	0.92
--	--	-------	-------	------

Social Sci., Journalism & Information		64.50	35.50	1.82
---------------------------------------	--	-------	-------	------

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

Vocational training		6.50	8.24	7.38
---------------------	--	------	------	------

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

Graduates from tertiary education		41.96	30.08	35.94
-----------------------------------	--	-------	-------	-------

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	8.00
Births attended by skilled personnel	% live births	97.15
Maternal mortality	deaths per 100,000 live births	66.00
Total fertility rate	births per woman	2.03

Indicator 0-1 (Equal rights)

Reproductive autonomy	Restricted rights	◆
-----------------------	-------------------	---

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

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

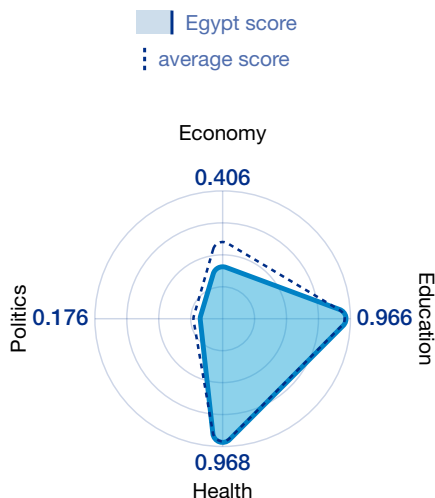
Egypt

0.629

135th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.629	135th	0.626	134th
Economic Participation and Opportunity	0.406	140th	0.420	140th
Educational Attainment	0.966	110th	0.943	119th
Health and Survival	0.968	89th	0.968	90th
Political Empowerment	0.176	90th	0.175	85th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	140th	0.406		-	Min	Max	-
Labour-force participation rate %	145th	0.217		-54.20	15.00	69.20	0-100
Wage equality for similar work 1-7 (best)	23rd	0.741		-	-	-	-
Estimated earned income int'l \$ 1,000	140th	0.209		-16.60	4.39	20.99	0-150
Legislators, senior officials and managers %	131st	0.162		-72.08	13.96	86.04	0-100
Professional and technical workers %	120th	0.524		-31.26	34.37	65.63	0-100
Educational Attainment	110th	0.966		-	-	-	-
Literacy rate %	118th	0.862		-	-	-	-
Enrolment in primary education %	1st	1.000		0.27	99.41	99.68	0-100
Enrolment in secondary education %	117th	0.965		-3.08	84.02	87.10	0-200
Enrolment in tertiary education %	1st	1.000		0.42	37.61	38.03	0-200
Health and Survival	89th	0.968		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	99th	1.022		-	-	-	-
Political Empowerment	90th	0.176		-	-	-	-
Women in parliament %	68th	0.383		-44.60	27.70	72.30	0-100
Women in ministerial positions %	88th	0.231		-62.50	18.75	81.25	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	476.75		
GDP per capita, PPP	constant '17, intl. \$ 1000	12.78		
Population sex ratio	female/male, %	0.98		
Population growth rate	%	1.57		
Indicator	Million people	Female	Male	Value
Total population		54.87	56.12	110.99
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	2.30		
Firms with female top managers	% firms	6.30		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		5.53		
Indicator	Million people	Female	Male	Value
Labour-force		4.46	21.42	25.88
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	51.93	69.72	67.00
Unemployed adults	% of labour force (15-64)	18.65	5.12	7.43
Workers employed part-time	% of employed people	19.41	11.02	12.27
Proportion of time spent on unpaid domestic and care work	%	22.36	2.43	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Near-equal rights		
Inheritance rights for widows and daughters		Unequal rights		
Access to land assets		Near-equal rights		
Access to non-land assets		Near-equal rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	1979, 1956		
Number of female heads of state to date	number	0		
Seats held in upper house	% total seats	13.70		
Indicator	Yes/No	Value		
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Near-equal rights		
Freedom of movement				
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	12.60		
Early marriage	%	25.70		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Unequal rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		90.00	0	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		36.90	63.10	0.58
Agri., Forestry, Fisheries & Veterinary		49.37	50.63	0.98
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		35.85	64.15	0.56
Education		69.15	30.85	2.24
Engineering, Manuf. & Construction		20.93	79.07	0.26
Health & Welfare		55.95	44.05	1.27
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		64.16	35.84	1.79
Social Sci., Journalism & Information		41.34	58.66	0.70
Graduates	Attainment %	Female	Male	Parity
Vocational training		9.56	13.33	11.49
PhD graduates		0	0	0
Graduates from tertiary education		35.88	30.60	33.17
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	15.00		
Births attended by skilled personnel	% live births	91.50		
Maternal mortality	deaths per 100,000 live births	17.00		
Total fertility rate	births per woman	2.92		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Restricted rights		

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

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

El Salvador

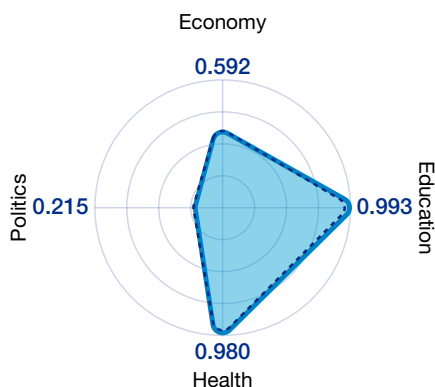
0.695

96th

2024

Global Gender Gap Index 2024 Edition

■ El Salvador score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.695	96th	0.714	68th
Economic Participation and Opportunity	0.592	116th	0.619	103rd
Educational Attainment	0.993	69th	0.993	69th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.215	77th	0.265	55th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	116th	0.592		-			
Labour-force participation rate %	123rd	0.597		-31.33	46.38	77.71	0-100
Wage equality for similar work 1-7 (best)	117th	0.540		-	-	-	-
Estimated earned income int'l \$ 1,000	90th	0.602		-4.72	7.15	11.87	0-150
Legislators, senior officials and managers %	38th	0.682		-18.93	40.53	59.47	0-100
Professional and technical workers %	113th	0.592		-25.61	37.20	62.80	0-100
Educational Attainment	69th	0.993		-	-	-	-
Literacy rate %	95th	0.965		-	-	-	-
Enrolment in primary education %	1st	1.000		2.76	90.59	93.35	0-100
Enrolment in secondary education %	1st	1.000		5.80	62.94	68.74	0-200
Enrolment in tertiary education %	1st	1.000		6.34	27.72	34.07	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	77th	0.215		-	-	-	-
Women in parliament %	-	-		-	-	-	-
Women in ministerial positions %	28th	0.600		-25.00	37.50	62.50	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	32.49		
GDP per capita, PPP	constant '17, intl. \$ 1000	9.40		
Population sex ratio	female/male, %	1.10		
Population growth rate	%	0.35		
Indicator	Million people	Female	Male	Value
Total population		3.32	3.02	6.34

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	23.80
Firms with female top managers	% firms	25.60

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.16

Indicator	Million people	Female	Male	Value
Labour-force		1.06	1.38	2.44

Indicator Unit Female Male Value

Share of workers in informal sector	% workers	69.77	65.77	67.45
-------------------------------------	-----------	-------	-------	-------

Unemployed adults	% of labour force (15-64)	3.47	2.96	3.17
-------------------	---------------------------	------	------	------

Workers employed part-time	% of employed people	25.08	15.92	19.77
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	20.21	7.03	n. a.
---	---	-------	------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Near-equal rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1939
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	n. a.

Indicator Yes/No Value

Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	

Indicator 0-1 (Equal rights) Value

Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	11.09
Early marriage	%	16.30
Mean age of women at birth of first child	years	n. a.

Indicator 0-1 (Equal rights) Value

Right to divorce	Equal rights	◆
------------------	--------------	---

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		112.00	3.00	0

Education and skills

Graduates % Female Male Value

STEM		23.14	76.86	0.30
------	--	-------	-------	------

Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
---	--	-------	-------	-------

Arts & Humanities		56.68	43.32	1.31
-------------------	--	-------	-------	------

Business, Admin. & Law		58.82	41.18	1.43
------------------------	--	-------	-------	------

Education		70.93	29.07	2.44
-----------	--	-------	-------	------

Engineering, Manuf. & Construction		18.66	81.34	0.23
------------------------------------	--	-------	-------	------

Health & Welfare		74.40	25.60	2.91
------------------	--	-------	-------	------

Information & Comm. Technologies		26.16	73.84	0.35
----------------------------------	--	-------	-------	------

Natural Sci., Mathematics & Statistics		50.24	49.76	1.01
--	--	-------	-------	------

Social Sci., Journalism & Information		69.13	30.87	2.24
---------------------------------------	--	-------	-------	------

Graduates Attainment % Female Male Parity

Vocational training		7.68	7.14	7.40
---------------------	--	------	------	------

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

Graduates from tertiary education		15.59	10.61	13.06
-----------------------------------	--	-------	-------	-------

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	6.00
Births attended by skilled personnel	% live births	99.90
Maternal mortality	deaths per 100,000 live births	43.00
Total fertility rate	births per woman	1.80

Indicator 0-1 (Equal rights) Value

Reproductive autonomy	Unequal rights	◇
-----------------------	----------------	---

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

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

Estonia

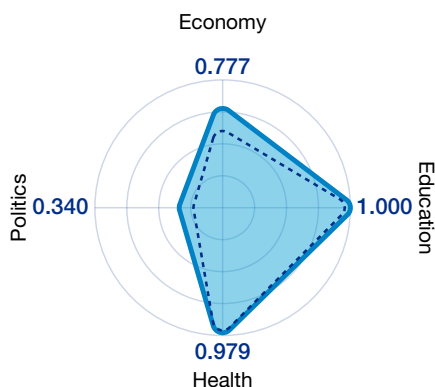
0.774

29th

2024

Global Gender Gap Index 2024 Edition

■ Estonia score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.774	29th	0.782	22nd
Economic Participation and Opportunity	0.777	19th	0.771	25th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.979	32nd	0.979	32nd
Political Empowerment	0.340	41st	0.377	31st

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	19th	0.777		-			-
Labour-force participation rate %	44th	0.849		-10.75	60.63	71.38	0-100
Wage equality for similar work 1-7 (best)	21st	0.743		-	-	-	-
Estimated earned income int'l \$ 1,000	38th	0.708		-13.03	31.53	44.55	0-150
Legislators, senior officials and managers %	40th	0.671		-19.70	40.15	59.85	0-100
Professional and technical workers %	1st	1.000		19.78	40.11	59.89	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.07	98.14	98.21	0-100
Enrolment in secondary education %	1st	1.000		4.36	110.43	114.79	0-200
Enrolment in tertiary education %	1st	1.000		29.95	56.84	86.79	0-200
Health and Survival	32nd	0.979		-	-	-	-
Sex ratio at birth** %	115th	0.943		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	41st	0.340		-	-	-	-
Women in parliament %	56th	0.423		-40.60	29.70	70.30	0-100
Women in ministerial positions %	36th	0.500		-33.33	33.33	66.67	0-100
Years with female/male head of state (last 50)	19th	0.193		-33.80	8.10	41.90	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			38.1
GDP per capita, PPP	constant '17, intl. \$ 1000			37.71
Population sex ratio	female/male, %			1.11
Population growth rate	%			1.34
Indicator	Million people	Female	Male	Value
Total population		0.71	0.64	1.35
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			20.52
Share of women's membership in boards	% (OECD countries only)			10.30
Firms with female majority ownership	% firms			11.60
Firms with female top managers	% firms			22.50
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				5.89
Indicator	Million people	Female	Male	Value
Labour-force		0.33	0.34	0.67
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	7.25	9.57	8.41
Unemployed adults	% of labour force (15-64)	5.40	6.32	5.87
Workers employed part-time	% of employed people	39.96	26.99	33.41
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services				Equal rights
Inheritance rights for widows and daughters				Equal rights
Access to land assets				Equal rights
Access to non-land assets				Equal rights
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1918
Number of female heads of state to date	number			2
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national				n. a.
Party membership quotas, voluntary				Yes
Indicator	0-1 (Equal rights)			Value
Access to justice				Equal rights
Freedom of movement				Equal rights
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			9.30
Early marriage	%			0.30
Mean age of women at birth of first child	years			28.50
Indicator	0-1 (Equal rights)			Value
Right to divorce				Equal rights
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		100.00	0	475.00
Education and skills				
Graduates	%	Female	Male	Value
STEM		38.38	61.62	0.62
Agri., Forestry, Fisheries & Veterinary		57.89	42.11	1.37
Arts & Humanities		70.45	29.55	2.38
Business, Admin. & Law		68.65	31.35	2.19
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		28.89	71.11	0.41
Natural Sci., Mathematics & Statistics		63.86	36.14	1.77
Social Sci., Journalism & Information		74.38	25.62	2.90
Graduates	Attainment %	Female	Male	Parity
Vocational training		8.77	14.13	11.53
PhD graduates		0.76	0.89	0.82
Graduates from tertiary education		4.91	2.40	3.62
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			4.00
Births attended by skilled personnel	% live births			99.60
Maternal mortality	deaths per 100,000 live births			5.00
Total fertility rate	births per woman			1.61
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy				Equal rights

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

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

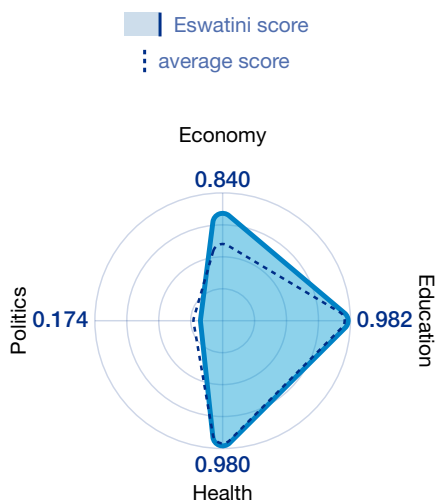
Eswatini

0.744

47th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.744	47th	0.745	46th
Economic Participation and Opportunity	0.840	4th	0.838	6th
Educational Attainment	0.982	97th	0.985	88th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.174	93rd	0.178	84th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	4th	0.840	0 1	-	Min	Max	-
Labour-force participation rate %	21st	0.885		-5.96	45.68	51.64	0-100
Wage equality for similar work 1-7 (best)	-	-		-	-	-	-
Estimated earned income int'l \$ 1,000	13th	0.806		-1.94	8.09	10.04	0-150
Legislators, senior officials and managers %	34th	0.702		-17.54	41.23	58.77	0-100
Professional and technical workers %	1st	1.000		2.06	48.97	51.03	0-100
Educational Attainment	97th	0.982		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	111th	0.974		-2.36	88.34	90.69	0-100
Enrolment in secondary education %	99th	0.985		-1.33	85.31	86.64	0-200
Enrolment in tertiary education %	-	-		-	-	-	-
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	93rd	0.174		-	-	-	-
Women in parliament %	91st	0.276		-56.80	21.60	78.40	0-100
Women in ministerial positions %	61st	0.357		-47.37	26.32	73.68	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	4.79		
GDP per capita, PPP	constant '17, intl. \$ 1000	9.06		
Population sex ratio	female/male, %	1.02		
Population growth rate	%	0.79		
Indicator	Million people	Female	Male	Value
Total population		0.61	0.60	1.20

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	16.90		
Firms with female top managers	% firms	27.40		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.08		
Indicator	Million people	Female	Male	Value
Labour-force		0.17	0.15	0.32

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	57.59	48.10	52.93
Unemployed adults	% of labour force (15-64)	37.26	34.66	36.02
Workers employed part-time	% of employed people	25.29	19.28	22.34
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Uneven rights	◆
Inheritance rights for widows and daughters	Uneven rights	◆
Access to land assets	Uneven rights	◆
Access to non-land assets	Uneven rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1968
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	46.70
Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	
Indicator	0-1 (Equal rights)	Value
Access to justice	Restricted rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	15.23		
Early marriage	%	4.00		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Uneven rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		14.00	0	0

Education and skills

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		0	100.00	0
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		0	0	0
PhD graduates		0	0	0
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	18.00
Births attended by skilled personnel	% live births	88.30
Maternal mortality	deaths per 100,000 live births	240.00
Total fertility rate	births per woman	2.84
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Uneven rights	◆

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

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

Ethiopia

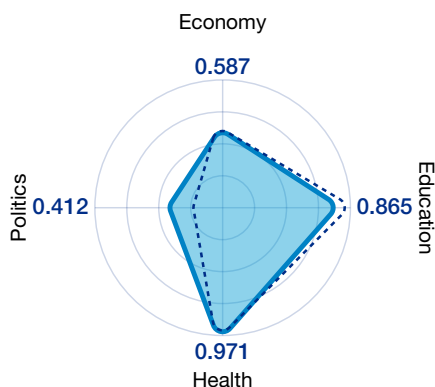
0.709

79th

2024

Global Gender Gap Index 2024 Edition

■ Ethiopia score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.709	79th	0.711	75th
Economic Participation and Opportunity	0.587	118th	0.587	116th
Educational Attainment	0.865	136th	0.854	135th
Health and Survival	0.971	66th	0.971	67th
Political Empowerment	0.412	31st	0.431	25th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with : Global average	Difference F-M	◆ Female vs ◆ Male		Min Max
					Min	Max	
Economic Participation and Opportunity	118th	0.587		-			-
Labour-force participation rate %	90th	0.727		-21.60	57.60	79.20	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	59th	0.663		-0.97	1.90	2.86	0-150
Legislators, senior officials and managers %	109th	0.341		-49.14	25.43	74.57	0-100
Professional and technical workers %	121st	0.521		-31.50	34.25	65.75	0-100
Educational Attainment	136th	0.865		-			-
Literacy rate %	131st	0.750		-			-
Enrolment in primary education %	120th	0.931		-5.46	73.38	78.84	0-100
Enrolment in secondary education %	112th	0.970		-1.06	34.33	35.39	0-200
Enrolment in tertiary education %	128th	0.598		-5.21	7.74	12.96	0-200
Health and Survival	66th	0.971		-			-
Sex ratio at birth** %	1st	0.944		-			-
Healthy life expectancy** years	81st	1.031		-			-
Political Empowerment	31st	0.412		-			-
Women in parliament %	22nd	0.704		-17.40	41.30	58.70	0-100
Women in ministerial positions %	31st	0.571		-27.27	36.36	63.64	0-100
Years with female/male head of state (last 50)	35th	0.120		-39.29	5.35	44.65	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	126.78		
GDP per capita, PPP	constant '17, intl. \$ 1000	2.38		
Population sex ratio	female/male, %	0.99		
Population growth rate	%	2.54		
Indicator	Million people	Female	Male	Value
Total population		61.40	61.98	123.38

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	16.50
Firms with female top managers	% firms	4.50
Indicator	1-7 (best)	Value
Advancement of women to leadership roles		3.27

Indicator	Million people	Female	Male	Value
Labour-force		11.91	16.81	28.72

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	87.45	83.58	85.21

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	5.43	3.07	4.10

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	68.63	56.18	61.44

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

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Near-equal rights	◆
Inheritance rights for widows and daughters	Near-equal rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1955
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	29.70

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

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

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	19.20		
Early marriage	%	17.40		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Uneven rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		120.00	3.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		1.75	1.55	1.65
PhD graduates		n. a.	n. a.	n. a.
Graduates from tertiary education		n. a.	n. a.	n. a.

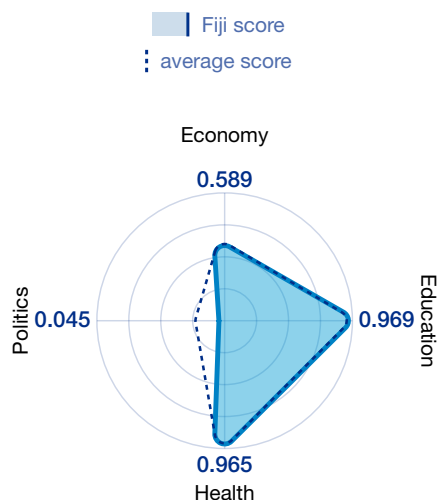
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	27.00
Births attended by skilled personnel	% live births	49.80
Maternal mortality	deaths per 100,000 live births	267.00
Total fertility rate	births per woman	4.16
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Uneven rights	◆

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

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

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.642	128th	0.650	121st
Economic Participation and Opportunity	0.589	117th	0.588	115th
Educational Attainment	0.969	107th	0.997	46th
Health and Survival	0.965	106th	0.965	107th
Political Empowerment	0.045	140th	0.052	139th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	117th	0.589		-	Min	Max	-
Labour-force participation rate %	131st	0.501		-38.44	38.55	76.99	0-100
Wage equality for similar work 1-7 (best)	-	-		-	-	-	-
Estimated earned income int'l \$ 1,000	119th	0.494		-8.38	8.19	16.57	0-150
Legislators, senior officials and managers %	46th	0.636		-22.23	38.89	61.11	0-100
Professional and technical workers %	92nd	0.846		-8.33	45.84	54.16	0-100
Educational Attainment	107th	0.969		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	112th	0.973		-2.70	95.41	98.11	0-100
Enrolment in secondary education %	127th	0.919		-7.09	80.55	87.64	0-200
Enrolment in tertiary education %	1st	1.000		18.50	41.41	59.90	0-200
Health and Survival	106th	0.965		-	-	-	-
Sex ratio at birth** %	135th	0.933		-	-	-	-
Healthy life expectancy** years	73rd	1.038		-	-	-	-
Political Empowerment	140th	0.045		-	-	-	-
Women in parliament %	130th	0.100		-81.80	9.10	90.90	0-100
Women in ministerial positions %	136th	0.056		-89.47	5.26	94.74	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			4.98
GDP per capita, PPP	constant '17, intl. \$ 1000			12.39
Population sex ratio	female/male, %			0.99
Population growth rate	%			0.56
Indicator	Million people	◆ Female	◆ Male	Value
Total population		0.46	0.47	0.93
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			n. a.
Firms with female top managers	% firms			n. a.
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				n. a.
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.10	0.19	0.29
Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	41.46	44.74	43.64
Unemployed adults	% of labour force (15-64)	5.71	3.83	4.47
Workers employed part-time	% of employed people	60.85	47.34	51.85
Proportion of time spent on unpaid domestic and care work	%	15.16	5.19	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Near-equal rights ◆		
Inheritance rights for widows and daughters		Near-equal rights ◆		
Access to land assets		Uneven rights ◆		
Access to non-land assets		Uneven rights ◆		
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1970
Number of female heads of state to date	number			0
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national				n. a.
Party membership quotas, voluntary				Yes
Indicator	0-1 (Equal rights)			Value
Access to justice		Equal rights ◆		
Freedom of movement		Equal rights ◆		
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			n. a.
Early marriage	%			3.90
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce		Equal rights ◆		
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		98.00	1.00	0
Education and skills				
Graduates	%	◆ Female	◆ Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		0.43	0.83	0.63
PhD graduates		0.05	0.10	0.07
Graduates from tertiary education		n. a.	n. a.	n. a.
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			23.00
Births attended by skilled personnel	% live births			99.80
Maternal mortality	deaths per 100,000 live births			38.00
Total fertility rate	births per woman			2.48
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Uneven rights ◆		

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

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

Finland

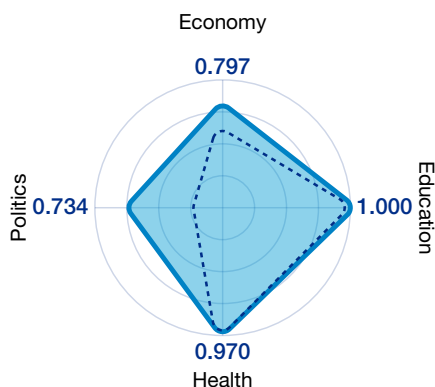
0.875

2nd

2024

Global Gender Gap Index 2024 Edition

■ Finland score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.875	2nd	0.863	3rd
Economic Participation and Opportunity	0.797	10th	0.783	20th
Educational Attainment	1.000	33rd	1.000	1st
Health and Survival	0.970	70th	0.970	71st
Political Empowerment	0.734	3rd	0.700	4th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	10th	0.797	0.797	-	-	-	-
Labour-force participation rate %	8th	0.906	0.906	-6.01	58.17	64.18	0-100
Wage equality for similar work 1-7 (best)	8th	0.792	0.792	-	-	-	-
Estimated earned income int'l \$ 1,000	25th	0.744	0.744	-14.49	42.11	56.61	0-150
Legislators, senior officials and managers %	62nd	0.570	0.570	-27.39	36.31	63.69	0-100
Professional and technical workers %	1st	1.000	1.000	4.11	47.95	52.05	0-100
Educational Attainment	33rd	1.000	1.000	-	-	-	-
Literacy rate %	1st	1.000	1.000	-	-	-	-
Enrolment in primary education %	78th	0.999	0.999	-0.10	97.97	98.07	0-100
Enrolment in secondary education %	1st	1.000	1.000	16.41	136.83	153.24	0-200
Enrolment in tertiary education %	1st	1.000	1.000	26.21	92.26	118.47	0-200
Health and Survival	70th	0.970	0.970	-	-	-	-
Sex ratio at birth** %	1st	0.944	0.944	-	-	-	-
Healthy life expectancy** years	85th	1.030	1.030	-	-	-	-
Political Empowerment	3rd	0.734	0.734	-	-	-	-
Women in parliament %	11th	0.852	0.852	-8.00	46.00	54.00	0-100
Women in ministerial positions %	1st	1.000	1.000	26.32	36.84	63.16	0-100
Years with female/male head of state (last 50)	5th	0.503	0.503	-16.55	16.72	33.28	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	282.65		
GDP per capita, PPP	constant '17, intl. \$ 1000	49.28		
Population sex ratio	female/male, %	1.02		
Population growth rate	%	0.27		
Indicator	Million people	Female	Male	Value
Total population		2.81	2.75	5.56
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	14.60		
Share of women's membership in boards	% (OECD countries only)	36.10		
Firms with female majority ownership	% firms	9.50		
Firms with female top managers	% firms	12.90		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		6.12		
Indicator	Million people	Female	Male	Value
Labour-force		1.21	1.31	2.51
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	5.50	7.34	6.46
Unemployed adults	% of labour force (15-64)	6.50	7.30	6.91
Workers employed part-time	% of employed people	51.72	39.09	45.22
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Equal rights		
Inheritance rights for widows and daughters		Equal rights		
Access to land assets		Equal rights		
Access to non-land assets		Equal rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	n. a.		
Number of female heads of state to date	number	4		
Seats held in upper house	% total seats	n. a.		
Indicator	Yes/No	Value		
Election list quotas for women, national		n. a.		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Equal rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	0.30		
Mean age of women at birth of first child	years	29.80		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Equal rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		56.00	0	148.00
Education and skills				
Graduates	%	Female	Male	Value
STEM		27.40	72.60	0.38
Agri., Forestry, Fisheries & Veterinary		61.11	38.89	1.57
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		22.16	77.84	0.28
Health & Welfare		84.98	15.02	5.66
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		53.83	46.17	1.17
Social Sci., Journalism & Information		71.31	28.69	2.48
Graduates	Attainment %	Female	Male	Parity
Vocational training		16.91	21.87	19.46
PhD graduates		1.30	1.59	1.44
Graduates from tertiary education		77.84	46.25	61.48
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	8.00		
Births attended by skilled personnel	% live births	99.60		
Maternal mortality	deaths per 100,000 live births	8.00		
Total fertility rate	births per woman	1.46		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Equal rights		

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

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

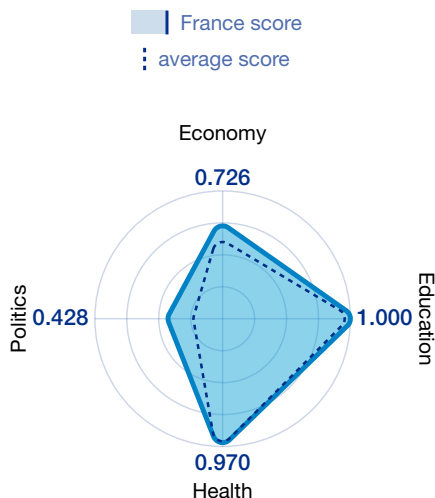
France

0.781

22nd

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.781	22nd	0.756	40th
Economic Participation and Opportunity	0.726	48th	0.717	51st
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.970	75th	0.970	76th
Political Empowerment	0.428	27th	0.338	39th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	48th	0.726		-	Min	Max	-
Labour-force participation rate %	32nd	0.873		-7.66	52.52	60.18	0-100
Wage equality for similar work 1-7 (best)	100th	0.596		-	-	-	-
Estimated earned income int'l \$ 1,000	56th	0.669		-18.34	37.04	55.38	0-150
Legislators, senior officials and managers %	41st	0.664		-20.22	39.89	60.11	0-100
Professional and technical workers %	1st	1.000		6.62	46.69	53.31	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.28	99.70	99.97	0-100
Enrolment in secondary education %	1st	1.000		0.41	104.08	104.49	0-200
Enrolment in tertiary education %	1st	1.000		19.25	61.44	80.69	0-200
Health and Survival	75th	0.970		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	89th	1.028		-	-	-	-
Political Empowerment	27th	0.428		-	-	-	-
Women in parliament %	37th	0.595		-25.40	37.30	62.70	0-100
Women in ministerial positions %	15th	0.889		-5.88	47.06	52.94	0-100
Years with female/male head of state (last 50)	53rd	0.054		-44.93	2.54	47.46	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	2,779.09		
GDP per capita, PPP	constant '17, intl. \$ 1000	45.90		
Population sex ratio	female/male, %	1.07		
Population growth rate	%	0.31		
Indicator	Million people	Female	Male	Value
Total population		35.12	32.85	67.97

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	9.28
Share of women's membership in boards	% (OECD countries only)	45.20
Firms with female majority ownership	% firms	15.50
Firms with female top managers	% firms	19.90

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.84

Indicator	Million people	Female	Male	Value
Labour-force		13.54	14.01	27.55

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	4.43	4.54	4.49

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	7.19	7.56	7.38

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	47.19	29.89	38.35

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

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1944
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	36.20

Indicator Yes/No

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

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

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	n. a.
Early marriage	%	2.80
Mean age of women at birth of first child	years	29.10

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

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		112.00	25.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		31.81	68.19	0.47

Agri., Forestry, Fisheries & Veterinary		43.19	56.81	0.76
---	--	-------	-------	------

Arts & Humanities		69.23	30.77	2.25
-------------------	--	-------	-------	------

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

Education		n. a.	n. a.	n. a.
-----------	--	-------	-------	-------

Engineering, Manuf. & Construction		26.11	73.89	0.35
------------------------------------	--	-------	-------	------

Health & Welfare		73.99	26.01	2.84
------------------	--	-------	-------	------

Information & Comm. Technologies		16.46	83.54	0.20
----------------------------------	--	-------	-------	------

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

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

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

Vocational training		16.88	21.75	19.38
---------------------	--	-------	-------	-------

PhD graduates		0.69	1.16	0.91
---------------	--	------	------	------

Graduates from tertiary education		63.10	44.51	53.56
-----------------------------------	--	-------	-------	-------

Health				
--------	--	--	--	--

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	5.00
Births attended by skilled personnel	% live births	97.60
Maternal mortality	deaths per 100,000 live births	8.00
Total fertility rate	births per woman	1.83

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

Gambia (Republic of The)

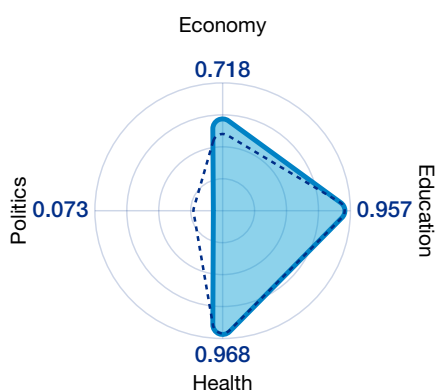
0.679

110th

2024

Global Gender Gap Index 2024 Edition

Gambia (Republic of The) score
average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.679	110th	0.651	119th
Economic Participation and Opportunity	0.718	56th	0.609	106th
Educational Attainment	0.957	117th	0.954	114th
Health and Survival	0.968	83rd	0.968	83rd
Political Empowerment	0.073	130th	0.073	132nd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	56th	0.718		-			
Labour-force participation rate %	9th	0.906		-4.69	45.38	50.07	0-100
Wage equality for similar work 1-7 (best)	-	-		-	-	-	-
Estimated earned income int'l \$ 1,000	15th	0.804		-0.46	1.89	2.34	0-150
Legislators, senior officials and managers %	91st	0.442		-38.70	30.65	69.35	0-100
Professional and technical workers %	112th	0.593		-25.56	37.22	62.78	0-100
Educational Attainment	117th	0.957		-			
Literacy rate %	128th	0.800		-			
Enrolment in primary education %	1st	1.000		10.95	71.69	82.65	0-100
Enrolment in secondary education %	1st	1.000		17.74	92.61	110.34	0-200
Enrolment in tertiary education %	-	-		-			
Health and Survival	83rd	0.968		-			
Sex ratio at birth** %	1st	0.944		-			
Healthy life expectancy** years	94th	1.024		-			
Political Empowerment	130th	0.073		-			
Women in parliament %	131st	0.094		-82.80	8.60	91.40	0-100
Women in ministerial positions %	103rd	0.177		-70.00	15.00	85.00	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			2.19
GDP per capita, PPP	constant '17, intl. \$ 1000			2.11
Population sex ratio	female/male, %			1.01
Population growth rate	%			2.47
Indicator	Million people	◆ Female	◆ Male	Value
Total population		1.36	1.35	2.71
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			9.70
Firms with female top managers	% firms			9.60
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				5.01
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.26	0.24	0.51
Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	86.87	75.96	81.60
Unemployed adults	% of labour force (15-64)	5.93	7.37	6.63
Workers employed part-time	% of employed people	47.15	31.40	39.54
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Equal rights ◆		
Inheritance rights for widows and daughters		Restricted rights ◆		
Access to land assets		Uneven rights ◆		
Access to non-land assets		Uneven rights ◆		
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1960
Number of female heads of state to date	number			0
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national				n. a.
Party membership quotas, voluntary				Yes
Indicator	0-1 (Equal rights)			Value
Access to justice		Restricted rights ◆		
Freedom of movement				
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			24.20
Early marriage	%			18.90
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce		Restricted rights ◆		
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		180.00	14.00	0
Education and skills				
Graduates	%	◆ Female	◆ Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		n. a.	n. a.	n. a.
PhD graduates		0	0	0
Graduates from tertiary education		n. a.	n. a.	n. a.
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			10.00
Births attended by skilled personnel	% live births			83.80
Maternal mortality	deaths per 100,000 live births			458.00
Total fertility rate	births per woman			4.68
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Restricted rights ◆		

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

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

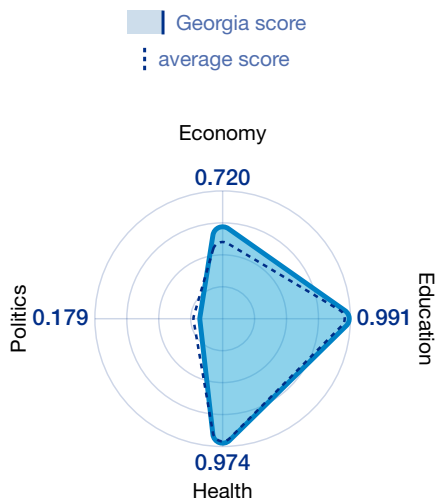
Georgia

0.716

69th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.716	69th	0.708	76th
Economic Participation and Opportunity	0.720	54th	0.697	68th
Educational Attainment	0.991	85th	1.000	28th
Health and Survival	0.974	54th	0.974	56th
Political Empowerment	0.179	88th	0.163	91st

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	54th	0.720		-	Min	Max	-
Labour-force participation rate %	84th	0.753		-18.04	55.00	73.05	0-100
Wage equality for similar work 1-7 (best)	19th	0.744		-	-	-	-
Estimated earned income int'l \$ 1,000	89th	0.604		-8.55	13.06	21.61	0-150
Legislators, senior officials and managers %	63rd	0.566		-27.75	36.13	63.87	0-100
Professional and technical workers %	1st	1.000		23.39	38.30	61.70	0-100
Educational Attainment	85th	0.991		-	-	-	-
Literacy rate %	57th	0.999		-	-	-	-
Enrolment in primary education %	1st	1.000		0.02	97.63	97.65	0-100
Enrolment in secondary education %	122nd	0.961		-4.13	101.63	105.77	0-200
Enrolment in tertiary education %	1st	1.000		13.28	72.20	85.48	0-200
Health and Survival	54th	0.974		-	-	-	-
Sex ratio at birth** %	129th	0.936		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	88th	0.179		-	-	-	-
Women in parliament %	102nd	0.239		-61.40	19.30	80.70	0-100
Women in ministerial positions %	98th	0.200		-66.67	16.67	83.33	0-100
Years with female/male head of state (last 50)	33rd	0.125		-38.93	5.54	44.46	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	24.78		
GDP per capita, PPP	constant '17, intl. \$ 1000	17.08		
Population sex ratio	female/male, %	1.13		
Population growth rate	%	0.10		
Indicator	Million people	Female	Male	Value
Total population		1.97	1.75	3.71

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	14.80		
Firms with female top managers	% firms	16.50		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		5.13		
Indicator	Million people	Female	Male	Value
Labour-force		0.83	0.93	1.76
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	54.15	56.94	55.63
Unemployed adults	% of labour force (15-64)	11.84	14.29	13.18
Workers employed part-time	% of employed people	18.61	17.18	17.86
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Near-equal rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1918, 1921
Number of female heads of state to date	number	3
Seats held in upper house	% total seats	n. a.
Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	
Indicator	0-1 (Equal rights)	Value
Access to justice	Near-equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	23.70		
Early marriage	%	11.20		
Mean age of women at birth of first child	years	25.90		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Restricted rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		126.00	0	57.00

Education and skills

Graduates	%	Female	Male	Value
STEM		38.68	61.32	0.63
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		58.53	41.47	1.41
Education		95.79	4.21	22.74
Engineering, Manuf. & Construction		15.73	84.27	0.19
Health & Welfare		70.99	29.01	2.45
Information & Comm. Technologies		20.58	79.42	0.26
Natural Sci., Mathematics & Statistics		68.13	31.87	2.14
Social Sci., Journalism & Information		64.61	35.39	1.83

Graduates	Attainment %	Female	Male	Parity
Vocational training		3.26	3.18	3.22
PhD graduates		0.47	0.33	0.40
Graduates from tertiary education		51.24	34.02	42.24

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	3.00
Births attended by skilled personnel	% live births	99.80
Maternal mortality	deaths per 100,000 live births	28.00
Total fertility rate	births per woman	2.08
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

Germany

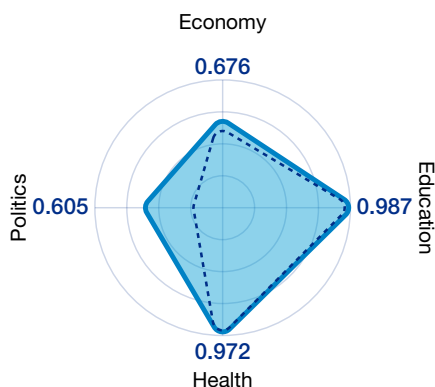
0.810

7th

2024

Global Gender Gap Index 2024 Edition

Germany score
average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.810	7th	0.815	6th
Economic Participation and Opportunity	0.676	82nd	0.665	88th
Educational Attainment	0.987	91st	0.989	82nd
Health and Survival	0.972	63rd	0.972	64th
Political Empowerment	0.605	6th	0.634	5th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	82nd	0.676		-			
Labour-force participation rate %	49th	0.843		-10.46	56.13	66.59	0-100
Wage equality for similar work 1-7 (best)	76th	0.636		-	-	-	-
Estimated earned income int'l \$ 1,000	96th	0.585		-28.36	39.98	68.34	0-150
Legislators, senior officials and managers %	97th	0.407		-42.19	28.90	71.10	0-100
Professional and technical workers %	1st	1.000		3.03	48.48	51.52	0-100
Educational Attainment	91st	0.987		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.58	98.25	98.84	0-100
Enrolment in secondary education %	126th	0.941		-6.12	98.05	104.17	0-200
Enrolment in tertiary education %	1st	1.000		5.96	72.82	78.79	0-200
Health and Survival	63rd	0.972		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	77th	1.035		-	-	-	-
Political Empowerment	6th	0.605		-	-	-	-
Women in parliament %	42nd	0.546		-29.40	35.30	64.70	0-100
Women in ministerial positions %	16th	0.875		-6.67	46.67	53.33	0-100
Years with female/male head of state (last 50)	6th	0.495		-16.90	16.55	33.45	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	4,082.47		
GDP per capita, PPP	constant '17, intl. \$ 1000	53.97		
Population sex ratio	female/male, %	1.03		
Population growth rate	%	0.72		
Indicator	Million people	Female	Male	Value
Total population		42.45	41.35	83.80

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	14.38
Share of women's membership in boards	% (OECD countries only)	37.20
Firms with female majority ownership	% firms	12.90
Firms with female top managers	% firms	14.20

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.80

Indicator	Million people	Female	Male	Value
Labour-force		18.44	20.99	39.44

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	4.61	3.87	4.21
-------------------------------------	-----------	------	------	------

Unemployed adults	% of labour force (15-64)	2.96	3.44	3.21
-------------------	---------------------------	------	------	------

Workers employed part-time	% of employed people	58.90	28.39	42.66
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1918
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	37.70

Indicator Yes/No

Indicator	Unit	Value
Election list quotas for women, national		Yes
Party membership quotas, voluntary		Yes

Indicator 0-1 (Equal rights)

Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	0.30		
Mean age of women at birth of first child	years	30.10		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Equal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	0	300.00

Education and skills

Graduates	%	Female	Male	Value
STEM		27.56	72.44	0.38
Agri., Forestry, Fisheries & Veterinary		42.32	57.68	0.73
Arts & Humanities		69.76	30.24	2.31
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		21.12	78.88	0.27
Health & Welfare		70.58	29.42	2.40
Information & Comm. Technologies		19.41	80.59	0.24
Natural Sci., Mathematics & Statistics		46.76	53.24	0.88
Social Sci., Journalism & Information		65.70	34.30	1.92

Graduates	Attainment %	Female	Male	Parity
Vocational training		17.37	22.68	20.13
PhD graduates		1.26	2.27	1.76
Graduates from tertiary education		51.87	44.47	47.99

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	5.00
Births attended by skilled personnel	% live births	96.20
Maternal mortality	deaths per 100,000 live births	4.00
Total fertility rate	births per woman	1.58
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

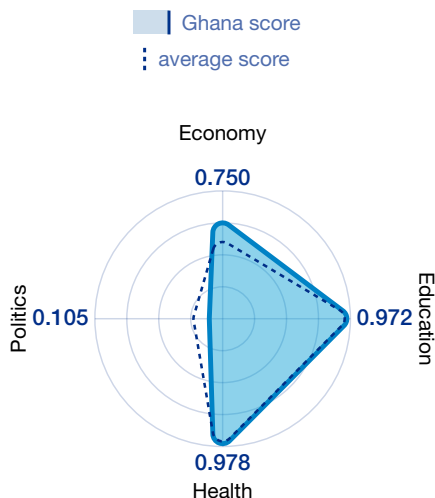
Ghana

0.701

88th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.701	88th	0.688	100th
Economic Participation and Opportunity	0.750	30th	0.682	80th
Educational Attainment	0.972	103rd	0.974	105th
Health and Survival	0.978	36th	0.978	36th
Political Empowerment	0.105	119th	0.119	111th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	30th	0.750		-			
Labour-force participation rate %	5th	0.950		-3.27	61.98	65.24	0-100
Wage equality for similar work 1-7 (best)	24th	0.737		-	-	-	-
Estimated earned income int'l \$ 1,000	100th	0.578		-2.93	4.02	6.95	0-150
Legislators, senior officials and managers %	21st	0.794		-11.47	44.27	55.73	0-100
Professional and technical workers %	102nd	0.714		-16.67	41.67	58.33	0-100
Educational Attainment	103rd	0.972		-	-	-	-
Literacy rate %	116th	0.902		-	-	-	-
Enrolment in primary education %	91st	0.996		-0.36	80.56	80.92	0-100
Enrolment in secondary education %	1st	1.000		0.34	76.61	76.96	0-200
Enrolment in tertiary education %	109th	0.941		-1.24	19.77	21.00	0-200
Health and Survival	36th	0.978		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	46th	1.054		-	-	-	-
Political Empowerment	119th	0.105		-	-	-	-
Women in parliament %	118th	0.171		-70.80	14.60	85.40	0-100
Women in ministerial positions %	96th	0.208		-65.52	17.24	82.76	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			73.77
GDP per capita, PPP	constant '17, intl. \$ 1000			5.48
Population sex ratio	female/male, %			1.01
Population growth rate	%			1.94
Indicator	Million people	Female	Male	Value
Total population		16.78	16.70	33.48
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			16.80
Firms with female top managers	% firms			n. a.
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				4.91
Indicator	Million people	Female	Male	Value
Labour-force		5.28	4.35	9.63
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	78.79	77.21	78.05
Unemployed adults	% of labour force (15-64)	3.51	2.87	3.22
Workers employed part-time	% of employed people	56.83	45.56	51.63
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Equal rights		◆
Inheritance rights for widows and daughters		Uneven rights		◆
Access to land assets		Equal rights		◆
Access to non-land assets		Near-equal rights		◆
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1954
Number of female heads of state to date	number			0
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)			Value
Access to justice		Near-equal rights		◆
Freedom of movement		Equal rights		◆
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			33.60
Early marriage	%			7.30
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce		Restricted rights		◆
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		84.00	0	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		19.76	80.24	0.25
Agri., Forestry, Fisheries & Veterinary		26.78	73.22	0.37
Arts & Humanities		46.23	53.77	0.86
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		42.11	57.89	0.73
Engineering, Manuf. & Construction		16.41	83.59	0.20
Health & Welfare		60.85	39.15	1.55
Information & Comm. Technologies		19.87	80.13	0.25
Natural Sci., Mathematics & Statistics		26.76	73.24	0.37
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	Female	Male	Parity
Vocational training		0.76	2.15	1.46
PhD graduates		0	0	0
Graduates from tertiary education		11.86	14.92	13.40
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			10.00
Births attended by skilled personnel	% live births			78.90
Maternal mortality	deaths per 100,000 live births			263.00
Total fertility rate	births per woman			3.56
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Uneven rights		◆

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

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

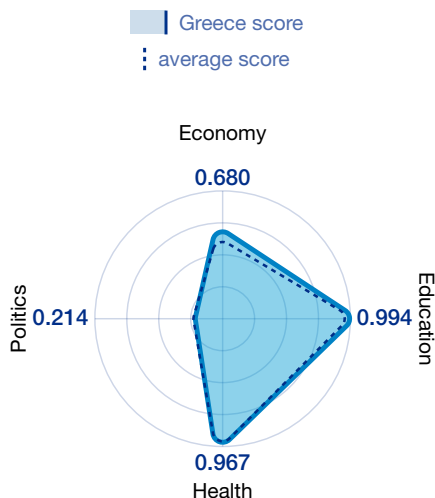
Greece

0.714

73rd

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.714	73rd	0.693	93rd
Economic Participation and Opportunity	0.680	80th	0.676	82nd
Educational Attainment	0.994	66th	0.990	81st
Health and Survival	0.967	95th	0.967	96th
Political Empowerment	0.214	78th	0.140	102nd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	80th	0.680		-	Min	Max	-
Labour-force participation rate %	85th	0.740		-15.69	44.67	60.36	0-100
Wage equality for similar work 1-7 (best)	72nd	0.638		-	-	-	-
Estimated earned income int'l \$ 1,000	62nd	0.659		-13.09	25.30	38.39	0-150
Legislators, senior officials and managers %	87th	0.456		-37.36	31.32	68.68	0-100
Professional and technical workers %	1st	1.000		3.65	48.18	51.82	0-100
Educational Attainment	66th	0.994		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	85th	0.998		-0.20	97.34	97.54	0-100
Enrolment in secondary education %	110th	0.977		-2.47	104.25	106.71	0-200
Enrolment in tertiary education %	1st	1.000		11.36	144.79	156.15	0-200
Health and Survival	95th	0.967		-	-	-	-
Sex ratio at birth** %	121st	0.940		-	-	-	-
Healthy life expectancy** years	87th	1.029		-	-	-	-
Political Empowerment	78th	0.214		-	-	-	-
Women in parliament %	87th	0.299		-54.00	23.00	77.00	0-100
Women in ministerial positions %	65th	0.333		-50.00	25.00	75.00	0-100
Years with female/male head of state (last 50)	40th	0.088		-41.92	4.04	45.96	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	217.58		
GDP per capita, PPP	constant '17, intl. \$ 1000	31.70		
Population sex ratio	female/male, %	1.04		
Population growth rate	%	-1.36		
Indicator	Million people	Female	Male	Value
Total population		5.32	5.10	10.43

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	8.08
Share of women's membership in boards	% (OECD countries only)	24.00
Firms with female majority ownership	% firms	11.20
Firms with female top managers	% firms	17.20

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.51

Indicator	Million people	Female	Male	Value
Labour-force		1.98	2.50	4.48

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	9.37	4.88	6.77
-------------------------------------	-----------	------	------	------

Unemployed adults	% of labour force (15-64)	16.61	9.30	12.55
-------------------	---------------------------	-------	------	-------

Workers employed part-time	% of employed people	34.27	19.53	25.75
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	18.12	7.01	n. a.
---	---	-------	------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Near-equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1952, 1949
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	n. a.

Indicator Yes/No

Indicator	Unit	Value
Election list quotas for women, national		Yes
Party membership quotas, voluntary		Yes

Indicator 0-1 (Equal rights)

Indicator	Unit	Value
Access to justice		Equal rights ◆
Freedom of movement		Equal rights ◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	n. a.
Early marriage	%	1.90
Mean age of women at birth of first child	years	31.00
Indicator	0-1 (Equal rights)	Value
Right to divorce	Uneven rights	◆

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		119.00	18.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		40.09	59.91	0.67
Agri., Forestry, Fisheries & Veterinary		47.79	52.21	0.92
Arts & Humanities		73.94	26.06	2.84
Business, Admin. & Law		58.56	41.44	1.41
Education		85.19	14.81	5.75
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		70.59	29.41	2.40
Information & Comm. Technologies		35.69	64.31	0.55
Natural Sci., Mathematics & Statistics		52.37	47.63	1.10
Social Sci., Journalism & Information		63.75	36.25	1.76

Graduates	Attainment %	Female	Male	Parity
Vocational training		9.98	13.87	12.01
PhD graduates		0.61	1.00	0.80
Graduates from tertiary education		62.84	41.46	51.63

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	5.00
Births attended by skilled personnel	% live births	99.90
Maternal mortality	deaths per 100,000 live births	8.00
Total fertility rate	births per woman	1.39

Indicator 0-1 (Equal rights)

Indicator	Unit	Value
Reproductive autonomy		Equal rights ◆

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

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

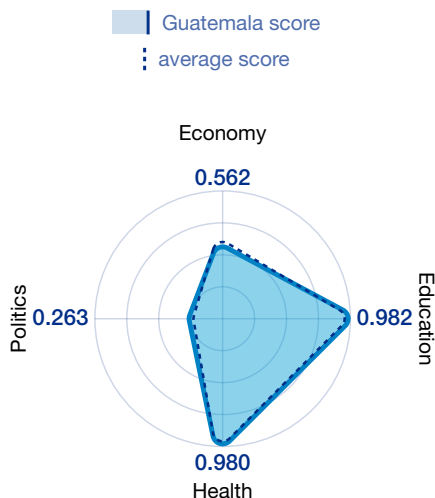
Guatemala

0.697

93rd

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.697	93rd	0.659	117th
Economic Participation and Opportunity	0.562	121st	0.580	117th
Educational Attainment	0.982	98th	0.982	94th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.263	59th	0.094	123rd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	121st	0.562		-	Min	Max	-
Labour-force participation rate %	129th	0.502		-41.26	41.53	82.79	0-100
Wage equality for similar work 1-7 (best)	98th	0.597		-	-	-	-
Estimated earned income int'l \$ 1,000	124th	0.446		-7.05	5.67	12.72	0-150
Legislators, senior officials and managers %	69th	0.546		-29.38	35.31	64.69	0-100
Professional and technical workers %	96th	0.805		-10.78	44.61	55.39	0-100
Educational Attainment	98th	0.982		-	-	-	-
Literacy rate %	110th	0.910		-	-	-	-
Enrolment in primary education %	81st	0.999		-0.14	92.24	92.38	0-100
Enrolment in secondary education %	1st	1.000		1.89	45.18	47.07	0-200
Enrolment in tertiary education %	1st	1.000		1.94	17.73	19.68	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	59th	0.263		-	-	-	-
Women in parliament %	94th	0.250		-60.00	20.00	80.00	0-100
Women in ministerial positions %	19th	0.750		-14.29	42.86	57.14	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			95
GDP per capita, PPP	constant '17, intl. \$ 1000			9.16
Population sex ratio	female/male, %			1.02
Population growth rate	%			1.44
Indicator	Million people	◆ Female	◆ Male	Value
Total population		8.77	8.59	17.36
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			18.40
Firms with female top managers	% firms			18.50
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				4.70
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		2.12	3.40	5.52
Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	82.65	77.87	79.64
Unemployed adults	% of labour force (15-64)	4.77	2.28	3.23
Workers employed part-time	% of employed people	42.62	22.75	29.36
Proportion of time spent on unpaid domestic and care work	%	19.48	2.61	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Equal rights ◆		
Inheritance rights for widows and daughters		Equal rights ◆		
Access to land assets		Near-equal rights ◆		
Access to non-land assets		Equal rights ◆		
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1946, 1985
Number of female heads of state to date	number			0
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)			Value
Access to justice		Equal rights ◆		
Freedom of movement		Equal rights ◆		
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			13.90
Early marriage	%			18.00
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce		Restricted rights ◆		
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		84.00	2.00	0
Education and skills				
Graduates	%	◆ Female	◆ Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		30.86	69.14	0.45
Arts & Humanities		55.97	44.03	1.27
Business, Admin. & Law		54.93	45.07	1.22
Education		71.41	28.59	2.50
Engineering, Manuf. & Construction		34.98	65.02	0.54
Health & Welfare		70.51	29.49	2.39
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		45.21	54.79	0.83
Social Sci., Journalism & Information		64.34	35.66	1.80
Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		8.32	7.17	7.74
PhD graduates		n. a.	n. a.	n. a.
Graduates from tertiary education		5.18	3.91	4.54
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			7.00
Births attended by skilled personnel	% live births			69.60
Maternal mortality	deaths per 100,000 live births			96.00
Total fertility rate	births per woman			2.40
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Restricted rights ◆		

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

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

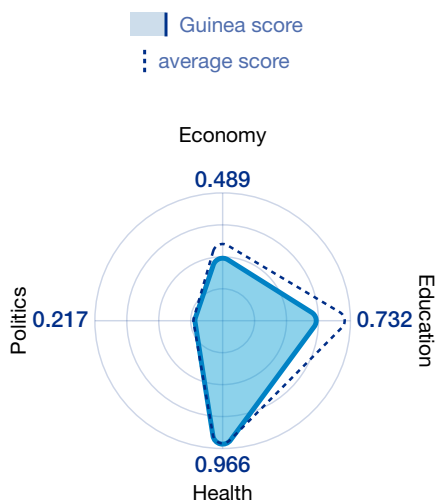
Guinea

0.601

142nd

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.601	142nd	0.617	137th
Economic Participation and Opportunity	0.489	136th	0.576	119th
Educational Attainment	0.732	144th	0.710	143rd
Health and Survival	0.966	101st	0.966	102nd
Political Empowerment	0.217	75th	0.217	70th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	136th	0.489		-	Min	Max	-
Labour-force participation rate %	110th	0.658		-22.32	42.87	65.19	0-100
Wage equality for similar work 1-7 (best)	-	-		-	-	-	-
Estimated earned income int'l \$ 1,000	115th	0.502		-1.79	1.81	3.61	0-150
Legislators, senior officials and managers %	115th	0.305		-53.24	23.38	76.62	0-100
Professional and technical workers %	130th	0.414		-41.42	29.29	70.71	0-100
Educational Attainment	144th	0.732		-	-	-	-
Literacy rate %	144th	0.511		-	-	-	-
Enrolment in primary education %	124th	0.882		-10.25	76.31	86.56	0-100
Enrolment in secondary education %	137th	0.759		-9.84	30.96	40.80	0-200
Enrolment in tertiary education %	134th	0.460		-4.94	4.21	9.16	0-200
Health and Survival	101st	0.966		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	111th	1.016		-	-	-	-
Political Empowerment	75th	0.217		-	-	-	-
Women in parliament %	57th	0.421		-40.80	29.60	70.40	0-100
Women in ministerial positions %	64th	0.350		-48.15	25.93	74.07	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			21
GDP per capita, PPP	constant '17, intl. \$ 1000			2.70
Population sex ratio	female/male, %			1.02
Population growth rate	%			2.39
Indicator	Million people	◆ Female	◆ Male	Value
Total population		7.01	6.85	13.86
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			5.30
Firms with female top managers	% firms			5.80
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				4.48
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		1.23	1.66	2.89
Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
Unemployed adults	% of labour force (15-64)	5.19	5.13	5.16
Workers employed part-time	% of employed people	n. a.	n. a.	n. a.
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Equal rights ◆		
Inheritance rights for widows and daughters		Restricted rights ◆		
Access to land assets		Near-equal rights ◆		
Access to non-land assets		Equal rights ◆		
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1958
Number of female heads of state to date	number			0
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)			Value
Access to justice		Equal rights ◆		
Freedom of movement		Equal rights ◆		
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			22.10
Early marriage	%			28.10
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce		Restricted rights ◆		
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		98.00	0	0
Education and skills				
Graduates	%	◆ Female	◆ Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		0.77	0.79	0.78
PhD graduates		0.45	0.61	0.55
Graduates from tertiary education		3.11	7.83	5.49
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			21.00
Births attended by skilled personnel	% live births			55.30
Maternal mortality	deaths per 100,000 live births			553.00
Total fertility rate	births per woman			4.40
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Uneven rights ◆		

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

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

Guyana

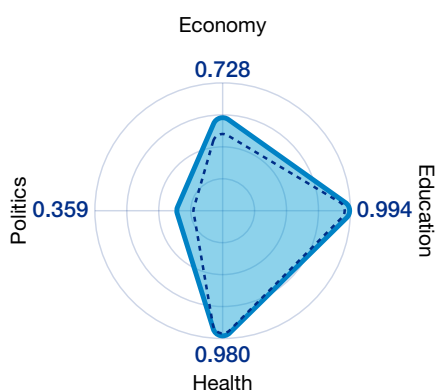
0.765

35th

2024

Global Gender Gap Index 2024 Edition

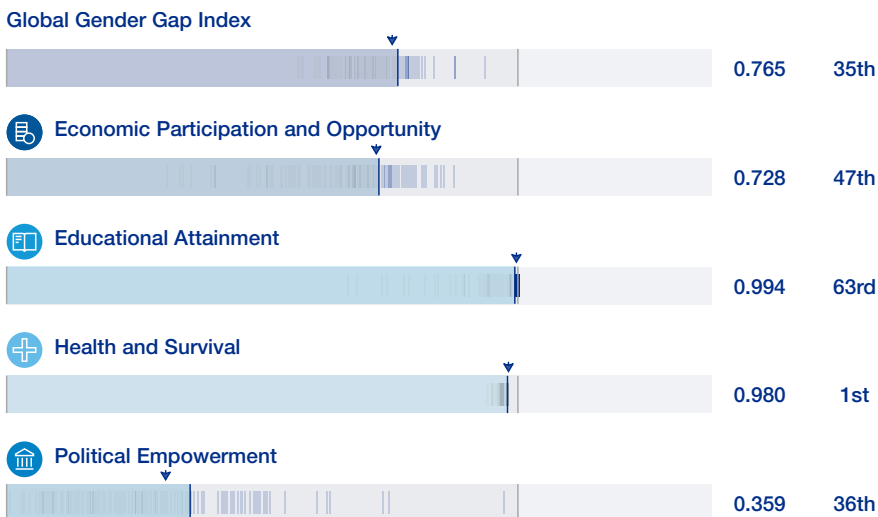
■ Guyana score
⋮ average score



Overview

Index and Subindex

2024
Score Rank



Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male	Min Max
Economic Participation and Opportunity	47th	0.728		-	Min - Max	-
Labour-force participation rate %	115th	0.635		-22.58	39.29 vs 61.86	0-100
Wage equality for similar work 1-7 (best)	-	-	-	-	-	-
Estimated earned income int'l \$ 1,000	103rd	0.561		-20.17	25.76 vs 45.93	0-150
Legislators, senior officials and managers %	15th	0.879		-6.42	46.79 vs 53.21	0-100
Professional and technical workers %	1st	1.000		15.26	42.37 vs 57.63	0-100
Educational Attainment	63rd	0.994		-	-	-
Literacy rate %	75th	0.992		-	-	-
Enrolment in primary education %	99th	0.992		-0.66	82.45 vs 83.11	0-100
Enrolment in secondary education %	1st	1.000		6.07	82.54 vs 88.60	0-200
Enrolment in tertiary education %	-	-	-	-	-	-
Health and Survival	1st	0.980		-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-
Political Empowerment	36th	0.359		-	-	-
Women in parliament %	25th	0.650		-21.20	39.40 vs 60.60	0-100
Women in ministerial positions %	34th	0.546		-29.41	35.29 vs 64.71	0-100
Years with female/male head of state (last 50)	55th	0.051		-45.13	2.43 vs 47.57	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	14.72		
GDP per capita, PPP	constant '17, intl. \$ 1000	35.63		
Population sex ratio	female/male, %	1.04		
Population growth rate	%	0.52		
Indicator	Million people	Female	Male	Value
Total population		0.41	0.40	0.81

Work participation and leadership

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

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.24

Indicator	Million people	Female	Male	Value
Labour-force		0.09	0.13	0.22

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	41.84	55.47	49.99
-------------------------------------	-----------	-------	-------	-------

Unemployed adults	% of labour force (15-64)	15.39	12.77	13.85
-------------------	---------------------------	-------	-------	-------

Workers employed part-time	% of employed people	29.48	22.58	25.35
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Near-equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1966
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	n. a.

Indicator Yes/No

Indicator	Value
Election list quotas for women, national	Yes
Party membership quotas, voluntary	Yes

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

Access to justice	Near-equal rights	◆
-------------------	-------------------	---

Freedom of movement

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	30.50
Early marriage	%	13.30
Mean age of women at birth of first child	years	n. a.

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

Right to divorce	Equal rights	◆
------------------	--------------	---

Indicator	Shared days	Female	Male	Value
-----------	-------------	--------	------	-------

Length of paid parental leave		91.00	0	0
-------------------------------	--	-------	---	---

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

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

Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n. a.
---	-------	-------	-------

Arts & Humanities	n. a.	n. a.	n. a.
-------------------	-------	-------	-------

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

Education	n. a.	n. a.	n. a.
-----------	-------	-------	-------

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

Health & Welfare	n. a.	n. a.	n. a.
------------------	-------	-------	-------

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

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

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

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	10.00
Births attended by skilled personnel	% live births	97.60
Maternal mortality	deaths per 100,000 live births	112.00
Total fertility rate	births per woman	2.40

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

Reproductive autonomy	Equal rights	◆
-----------------------	--------------	---

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

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

Honduras

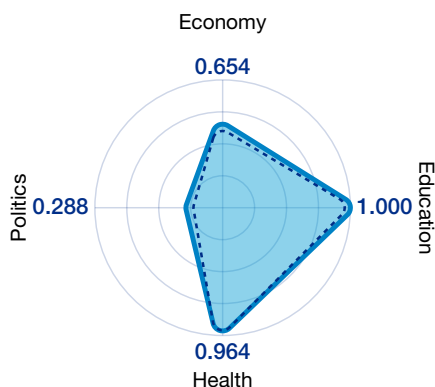
0.726

59th

2024

Global Gender Gap Index 2024 Edition

■ Honduras score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.726	59th	0.735	53rd
Economic Participation and Opportunity	0.654	94th	0.699	66th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.964	110th	0.964	110th
Political Empowerment	0.288	52nd	0.278	52nd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	94th	0.654		-	Min	Max	-
Labour-force participation rate %	121st	0.612		-31.45	49.63	81.07	0-100
Wage equality for similar work 1-7 (best)	91st	0.609		-	-	-	-
Estimated earned income int'l \$ 1,000	35th	0.718		-1.87	4.76	6.64	0-150
Legislators, senior officials and managers %	93rd	0.423		-40.53	29.73	70.27	0-100
Professional and technical workers %	1st	1.000		2.09	48.96	51.05	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		2.87	76.21	79.08	0-100
Enrolment in secondary education %	1st	1.000		7.32	46.34	53.66	0-200
Enrolment in tertiary education %	1st	1.000		8.37	21.03	29.40	0-200
Health and Survival	110th	0.964		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	120th	1.010		-	-	-	-
Political Empowerment	52nd	0.288		-	-	-	-
Women in parliament %	70th	0.376		-45.40	27.30	72.70	0-100
Women in ministerial positions %	27th	0.615		-23.81	38.10	61.90	0-100
Years with female/male head of state (last 50)	56th	0.044		-45.81	2.09	47.91	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			31.72
GDP per capita, PPP	constant '17, intl. \$ 1000			5.71
Population sex ratio	female/male, %			0.98
Population growth rate	%			1.49
Indicator	Million people	Female	Male	Value
Total population		5.17	5.27	10.43
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			26.50
Firms with female top managers	% firms			28.00
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				4.38
Indicator	Million people	Female	Male	Value
Labour-force		1.41	1.86	3.28
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	80.99	83.61	82.61
Unemployed adults	% of labour force (15-64)	11.16	4.56	7.38
Workers employed part-time	% of employed people	37.29	25.36	30.22
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Near-equal rights		◆
Inheritance rights for widows and daughters		Near-equal rights		◆
Access to land assets		Uneven rights		◆
Access to non-land assets		Equal rights		◆
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1955
Number of female heads of state to date	number			1
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national		Yes		Yes
Party membership quotas, voluntary		Yes		Yes
Indicator	0-1 (Equal rights)			Value
Access to justice		Near-equal rights		◆
Freedom of movement		Equal rights		◆
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			12.87
Early marriage	%			16.10
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce		Equal rights		◆
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		84.00	0	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		37.79	62.21	0.61
Agri., Forestry, Fisheries & Veterinary		24.73	75.27	0.33
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		62.38	37.62	1.66
Education		75.47	24.53	3.08
Engineering, Manuf. & Construction		38.50	61.50	0.63
Health & Welfare		73.47	26.53	2.77
Information & Comm. Technologies		27.14	72.86	0.37
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	Female	Male	Parity
Vocational training		n. a.	n. a.	n. a.
PhD graduates		0	0	0
Graduates from tertiary education		13.71	8.17	10.89
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			7.00
Births attended by skilled personnel	% live births			94.10
Maternal mortality	deaths per 100,000 live births			72.00
Total fertility rate	births per woman			2.36
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Unequal rights		◆

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

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

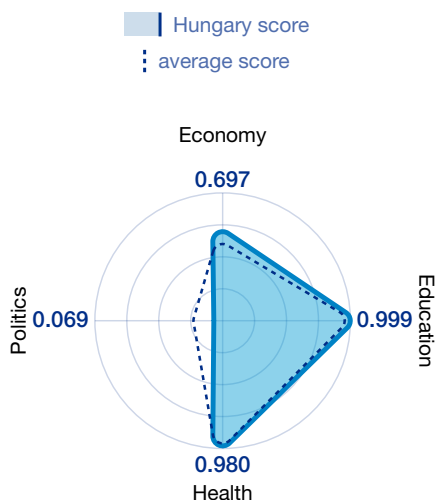
Hungary

0.686

101st

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.686	101st	0.689	99th
Economic Participation and Opportunity	0.697	72nd	0.701	62nd
Educational Attainment	0.999	34th	0.995	58th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.069	131st	0.079	130th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	72nd	0.697		-	Min	Max	-
Labour-force participation rate %	67th	0.792		-14.07	53.68	67.75	0-100
Wage equality for similar work 1-7 (best)	101st	0.593		-	-	-	-
Estimated earned income int'l \$ 1,000	66th	0.654		-14.92	28.19	43.11	0-150
Legislators, senior officials and managers %	52nd	0.601		-24.91	37.54	62.46	0-100
Professional and technical workers %	1st	1.000		14.01	43.00	57.00	0-100
Educational Attainment	34th	0.999		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	79th	0.999		-0.10	96.09	96.19	0-100
Enrolment in secondary education %	89th	0.997		-0.26	99.56	99.82	0-200
Enrolment in tertiary education %	1st	1.000		12.58	50.43	63.01	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	131st	0.069		-	-	-	-
Women in parliament %	118th	0.171		-70.80	14.60	85.40	0-100
Women in ministerial positions %	143rd	0.000		-100.00	0	100.00	0-100
Years with female/male head of state (last 50)	59th	0.036		-46.49	1.76	48.24	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value
GDP	US\$ billions	177.34
GDP per capita, PPP	constant '17, intl. \$ 1000	35.36
Population sex ratio	female/male, %	1.08
Population growth rate	%	-0.69

Indicator	Million people	Female	Male	Value
Total population		5.01	4.63	9.64

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	12.72
Share of women's membership in boards	% (OECD countries only)	10.40
Firms with female majority ownership	% firms	13.90
Firms with female top managers	% firms	22.10

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.39

Indicator	Million people	Female	Male	Value
Labour-force		2.16	2.43	4.58

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	8.48	11.65	10.19

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	3.51	3.78	3.65

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	28.92	17.78	23.00

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

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1918, 1953, 1945
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	n. a.

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

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

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.80
Mean age of women at birth of first child	years	28.60

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

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		168.00	14.00	225.00

Education and skills

Graduates	%	Female	Male	Value
STEM		31.68	68.32	0.46

Graduates	%	Female	Male	Value
Agri., Forestry, Fisheries & Veterinary		48.35	51.65	0.94

Graduates	%	Female	Male	Value
Arts & Humanities		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Business, Admin. & Law		65.24	34.76	1.88

Graduates	%	Female	Male	Value
Education		84.76	15.24	5.56

Graduates	%	Female	Male	Value
Engineering, Manuf. & Construction		29.85	70.15	0.43

Graduates	%	Female	Male	Value
Health & Welfare		73.65	26.35	2.79

Graduates	%	Female	Male	Value
Information & Comm. Technologies		16.70	83.30	0.20

Graduates	%	Female	Male	Value
Natural Sci., Mathematics & Statistics		52.23	47.77	1.09

Graduates	%	Female	Male	Value
Social Sci., Journalism & Information		68.59	31.41	2.18

Graduates	Attainment %	Female	Male	Parity
Vocational training		20.29	23.97	22.18

Graduates	Attainment %	Female	Male	Parity
PhD graduates		0.34	0.65	0.49

Graduates	Attainment %	Female	Male	Parity
Graduates from tertiary education		51.14	34.31	42.51

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	6.00
Births attended by skilled personnel	% live births	99.70
Maternal mortality	deaths per 100,000 live births	15.00
Total fertility rate	births per woman	1.59

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

Iceland

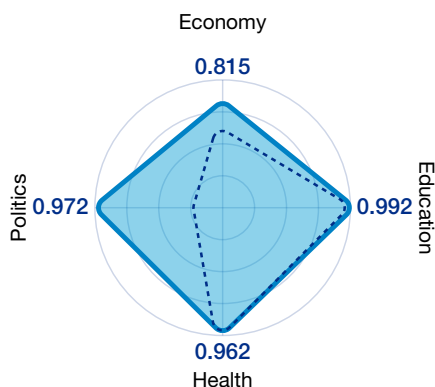
0.935

1st

2024

Global Gender Gap Index 2024 Edition

■ Iceland score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.935	1st	0.912	1st
Economic Participation and Opportunity	0.815	7th	0.796	14th
Educational Attainment	0.992	79th	0.991	79th
Health and Survival	0.962	124th	0.961	128th
Political Empowerment	0.972	1st	0.901	1st

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	7th	0.815	0 1	-	Min	Max	-
Labour-force participation rate %	12th	0.903		-7.59	70.70	78.29	0-100
Wage equality for similar work 1-7 (best)	5th	0.815		-	-	-	-
Estimated earned income int'l \$ 1,000	27th	0.742		-16.40	47.16	63.56	0-150
Legislators, senior officials and managers %	44th	0.656		-20.76	39.62	60.38	0-100
Professional and technical workers %	1st	1.000		13.90	43.05	56.95	0-100
Educational Attainment	79th	0.992		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.14	98.51	98.65	0-100
Enrolment in secondary education %	118th	0.964		-4.22	113.00	117.22	0-200
Enrolment in tertiary education %	1st	1.000		59.26	57.65	116.91	0-200
Health and Survival	124th	0.962		-	-	-	-
Sex ratio at birth** %	116th	0.942		-	-	-	-
Healthy life expectancy** years	129th	1.008		-	-	-	-
Political Empowerment	1st	0.972		-	-	-	-
Women in parliament %	5th	0.908		-4.80	47.60	52.40	0-100
Women in ministerial positions %	1st	1.000		0	50.00	50.00	0-100
Years with female/male head of state (last 50)	1st	1.000		3.15	23.43	26.57	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	28.06		
GDP per capita, PPP	constant '17, intl. \$ 1000	55.57		
Population sex ratio	female/male, %	0.95		
Population growth rate	%	2.51		
Indicator	Million people	Female	Male	Value
Total population		0.19	0.20	0.38

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	8.69
Share of women's membership in boards	% (OECD countries only)	44.80
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		5.98

Indicator	Million people	Female	Male	Value
Labour-force		0.08	0.10	0.19

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	1.01	1.65	1.36
-------------------------------------	-----------	------	------	------

Unemployed adults	% of labour force (15-64)	3.51	4.31	3.94
-------------------	---------------------------	------	------	------

Workers employed part-time	% of employed people	60.12	41.83	50.29
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1920, 1882, 1915, 1908
Number of female heads of state to date	number	3
Seats held in upper house	% total seats	n. a.

Indicator	Yes/No	Value
-----------	--------	-------

Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	

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

Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.10
Mean age of women at birth of first child	years	28.60

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

Right to divorce	Equal rights	◆
------------------	--------------	---

Indicator	Shared days	Female	Male	Value
-----------	-------------	--------	------	-------

Length of paid parental leave		180.00	180.00	0
-------------------------------	--	--------	--------	---

Education and skills

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

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

Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
---	--	-------	-------	-------

Arts & Humanities		n. a.	n. a.	n. a.
-------------------	--	-------	-------	-------

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

Education		n. a.	n. a.	n. a.
-----------	--	-------	-------	-------

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

Health & Welfare		n. a.	n. a.	n. a.
------------------	--	-------	-------	-------

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

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

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

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

Vocational training		5.61	13.12	9.45
---------------------	--	------	-------	------

PhD graduates		1.09	1.46	1.28
---------------	--	------	------	------

Graduates from tertiary education		69.38	36.06	52.14
-----------------------------------	--	-------	-------	-------

Health				
--------	--	--	--	--

Indicator	Unit	Value
-----------	------	-------

Prevalence of gender violence in lifetime	% women	3.00
---	---------	------

Births attended by skilled personnel	% live births	97.40
--------------------------------------	---------------	-------

Maternal mortality	deaths per 100,000 live births	3.00
--------------------	--------------------------------	------

Total fertility rate	births per woman	1.82
----------------------	------------------	------

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

Reproductive autonomy	Equal rights	◆
-----------------------	--------------	---

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

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

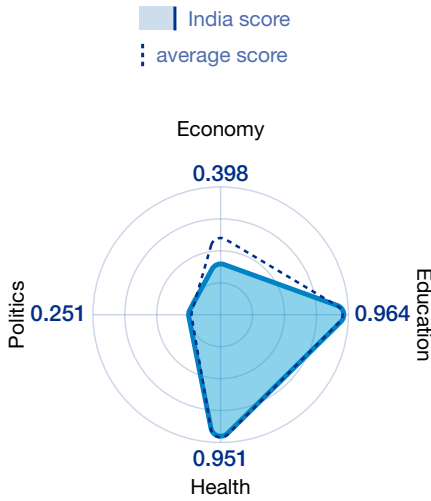
India

0.641

129th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.641	129th	0.643	127th
Economic Participation and Opportunity	0.398	142nd	0.367	142nd
Educational Attainment	0.964	112th	1.000	26th
Health and Survival	0.951	142nd	0.950	142nd
Political Empowerment	0.251	65th	0.253	59th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	142nd	0.398	0	-	Min	Max	-
Labour-force participation rate %	134th	0.459		-41.32	35.09	76.41	0-100
Wage equality for similar work 1-7 (best)	120th	0.521		-	-	-	-
Estimated earned income int'l \$ 1,000	135th	0.286		-7.76	3.11	10.87	0-150
Legislators, senior officials and managers %	136th	0.144		-74.84	12.58	87.42	0-100
Professional and technical workers %	122nd	0.494		-33.86	33.07	66.93	0-100
Educational Attainment	112th	0.964		-	-	-	-
Literacy rate %	124th	0.828		-	-	-	-
Enrolment in primary education %	89th	0.997		-0.28	98.39	98.66	0-100
Enrolment in secondary education %	1st	1.000		0.42	76.34	76.76	0-200
Enrolment in tertiary education %	105th	0.982		-0.59	32.81	33.40	0-200
Health and Survival	142nd	0.951		-	-	-	-
Sex ratio at birth** %	138th	0.929		-	-	-	-
Healthy life expectancy** years	138th	1.002		-	-	-	-
Political Empowerment	65th	0.251		-	-	-	-
Women in parliament %	117th	0.172		-70.60	14.70	85.30	0-100
Women in ministerial positions %	132nd	0.069		-87.10	6.45	93.55	0-100
Years with female/male head of state (last 50)	10th	0.407		-21.05	14.47	35.53	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	3,416.65		
GDP per capita, PPP	constant '17, intl. \$ 1000	7.11		
Population sex ratio	female/male, %	0.94		
Population growth rate	%	0.68		
Indicator	Million people	Female	Male	Value
Total population		685.99	731.18	1417.17

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	18.20		
Firms with female majority ownership	% firms	1.80		
Firms with female top managers	% firms	6.80		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		3.79		
Indicator	Million people	Female	Male	Value
Labour-force		137.42	288.23	425.66
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	92.09	87.23	88.76
Unemployed adults	% of labour force (15-64)	4.16	4.37	4.30
Workers employed part-time	% of employed people	45.94	13.89	23.99
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Near-equal rights	◆
Inheritance rights for widows and daughters	Uneven rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1950, 1937
Number of female heads of state to date	number	4
Seats held in upper house	% total seats	13.00
Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	
Indicator	0-1 (Equal rights)	Value
Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	9.40		
Early marriage	%	16.20		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Restricted rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		182.00	0	0

Education and skills

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		27.50	72.50	0.38
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		46.80	53.20	0.88
Education		61.07	38.93	1.57
Engineering, Manuf. & Construction		30.83	69.17	0.45
Health & Welfare		61.55	38.45	1.60
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		51.37	48.63	1.06
Social Sci., Journalism & Information		55.11	44.89	1.23

Graduates	Attainment %	Female	Male	Parity
Vocational training		1.85	2.98	2.44
PhD graduates		n. a.	n. a.	n. a.
Graduates from tertiary education		29.54	27.31	28.37

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	18.00
Births attended by skilled personnel	% live births	89.40
Maternal mortality	deaths per 100,000 live births	103.00
Total fertility rate	births per woman	2.03
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Restricted rights	◆

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

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

Indonesia

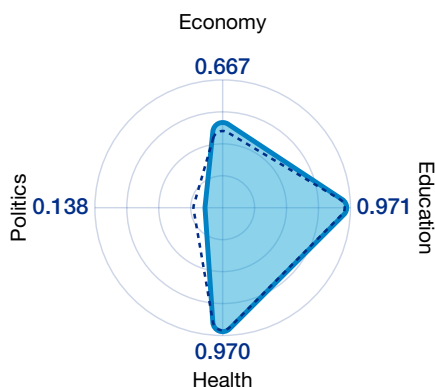
0.686

100th

2024

Global Gender Gap Index 2024 Edition

Indonesia score
average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.686	100th	0.697	87th
Economic Participation and Opportunity	0.667	89th	0.666	87th
Educational Attainment	0.971	105th	0.972	106th
Health and Survival	0.970	72nd	0.970	73rd
Political Empowerment	0.138	107th	0.181	81st

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	89th	0.667		-			
Labour-force participation rate %	112th	0.645		-28.95	52.50	81.45	0-100
Wage equality for similar work 1-7 (best)	15th	0.755		-	-	-	-
Estimated earned income int'l \$ 1,000	113th	0.517		-7.88	8.44	16.32	0-150
Legislators, senior officials and managers %	86th	0.463		-36.67	31.66	68.34	0-100
Professional and technical workers %	1st	1.000		1.00	49.50	50.50	0-100
Educational Attainment	105th	0.971		-	-	-	-
Literacy rate %	92nd	0.970		-	-	-	-
Enrolment in primary education %	116th	0.949		-4.86	90.51	95.36	0-100
Enrolment in secondary education %	1st	1.000		0.79	98.59	99.38	0-200
Enrolment in tertiary education %	1st	1.000		8.47	38.51	46.98	0-200
Health and Survival	72nd	0.970		-	-	-	-
Sex ratio at birth** %	112th	0.943		-	-	-	-
Healthy life expectancy** years	84th	1.030		-	-	-	-
Political Empowerment	107th	0.138		-	-	-	-
Women in parliament %	-	-		-	-	-	-
Women in ministerial positions %	84th	0.261		-58.62	20.69	79.31	0-100
Years with female/male head of state (last 50)	44th	0.069		-43.51	3.25	46.75	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	1,319.1		
GDP per capita, PPP	constant '17, intl. \$ 1000	12.41		
Population sex ratio	female/male, %	0.99		
Population growth rate	%	0.64		
Indicator	Million people	Female	Male	Value
Total population		136.80	138.70	275.50

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	12.30
Firms with female majority ownership	% firms	52.90
Firms with female top managers	% firms	22.10

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		5.09

Indicator	Million people	Female	Male	Value
Labour-force		46.45	73.51	119.95

Indicator Unit

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	81.89	79.06	80.16

Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	3.36	3.90	3.69

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	47.65	33.71	39.17

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

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Unequal rights	◇
Access to land assets	Near-equal rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	2003, 1945
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	n. a.

Indicator Yes/No

Indicator	Unit	Value
Election list quotas for women, national		Yes
Party membership quotas, voluntary		Yes

Indicator 0-1 (Equal rights)

Indicator	Unit	Value
Access to justice		Equal rights ◆
Freedom of movement		Equal rights ◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	10.60
Early marriage	%	9.30
Mean age of women at birth of first child	years	n. a.

Indicator 0-1 (Equal rights)

Indicator	0-1 (Equal rights)	Value		
Right to divorce	Unequal rights ◇			
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		90.00	2.00	0

Education and skills

Graduates %

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.

Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
---	--	-------	-------	-------

Arts & Humanities		58.86	41.14	1.43
-------------------	--	-------	-------	------

Business, Admin. & Law		57.93	42.07	1.38
------------------------	--	-------	-------	------

Education		69.58	30.42	2.29
-----------	--	-------	-------	------

Engineering, Manuf. & Construction		24.92	75.08	0.33
------------------------------------	--	-------	-------	------

Health & Welfare		n. a.	n. a.	n. a.
------------------	--	-------	-------	-------

Information & Comm. Technologies		34.67	65.33	0.53
----------------------------------	--	-------	-------	------

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

Social Sci., Journalism & Information		50.56	49.44	1.02
---------------------------------------	--	-------	-------	------

Graduates Attainment %

Graduates	Attainment %	Female	Male	Parity
Vocational training		12.54	14.98	13.79

PhD graduates		0.02	0.06	0.04
---------------	--	------	------	------

Graduates from tertiary education		40.91	24.73	32.62
-----------------------------------	--	-------	-------	-------

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	9.00
Births attended by skilled personnel	% live births	94.70
Maternal mortality	deaths per 100,000 live births	173.00
Total fertility rate	births per woman	2.17

Indicator 0-1 (Equal rights)

Reproductive autonomy		Restricted rights ◇
-----------------------	--	---------------------

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

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

Iran (Islamic Republic of)

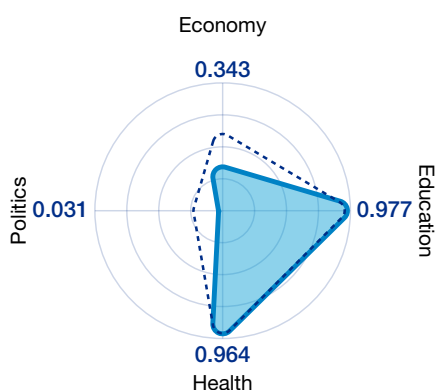
0.579

143rd

2024

Global Gender Gap Index 2024 Edition

Iran (Islamic Republic of) score
average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.579	143rd	0.575	143rd
Economic Participation and Opportunity	0.343	144th	0.344	144th
Educational Attainment	0.977	102nd	0.960	112th
Health and Survival	0.964	116th	0.964	116th
Political Empowerment	0.031	143rd	0.031	143rd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	144th	0.343		-			
Labour-force participation rate %	146th	0.201		-53.96	13.58	67.54	0-100
Wage equality for similar work 1-7 (best)	114th	0.549		-			
Estimated earned income int'l \$ 1,000	143rd	0.159		-22.29	4.21	26.50	0-150
Legislators, senior officials and managers %	125th	0.225		-63.30	18.35	81.65	0-100
Professional and technical workers %	118th	0.535		-30.34	34.83	65.17	0-100
Educational Attainment	102nd	0.977		-			
Literacy rate %	109th	0.913		-			
Enrolment in primary education %	93rd	0.995		-0.48		97.74	98.22
Enrolment in secondary education %	108th	0.980		-1.78		86.17	87.94
Enrolment in tertiary education %	1st	1.000		0.03		60.68	60.71
Health and Survival	116th	0.964		-			
Sex ratio at birth** %	1st	0.944		-			
Healthy life expectancy** years	126th	1.009		-			
Political Empowerment	143rd	0.031		-			
Women in parliament %	134th	0.059		-88.80	5.60	94.40	0-100
Women in ministerial positions %	137th	0.053		-90.00	5.00	95.00	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	413.49		
GDP per capita, PPP	constant '17, intl. \$ 1000	15.46		
Population sex ratio	female/male, %	0.98		
Population growth rate	%	0.71		
Indicator	Million people	Female	Male	Value
Total population		43.84	44.71	88.55
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	n. a.		
Firms with female top managers	% firms	n. a.		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		3.54		
Indicator	Million people	Female	Male	Value
Labour-force		3.92	19.47	23.39
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
Unemployed adults	% of labour force (15-64)	15.97	7.86	9.23
Workers employed part-time	% of employed people	49.96	24.59	28.52
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Near-equal rights		
Inheritance rights for widows and daughters		Unequal rights		
Access to land assets		Uneven rights		
Access to non-land assets		Uneven rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	1963		
Number of female heads of state to date	number	0		
Seats held in upper house	% total seats	n. a.		
Indicator	Yes/No	Value		
Election list quotas for women, national		n. a.		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Restricted rights		
Freedom of movement				
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	21.50		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Unequal rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		270.00	14.00	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		31.16	68.84	0.45
Agri., Forestry, Fisheries & Veterinary		47.53	52.47	0.91
Arts & Humanities		64.14	35.86	1.79
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		22.66	77.34	0.29
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		39.11	60.89	0.64
Natural Sci., Mathematics & Statistics		68.02	31.98	2.13
Social Sci., Journalism & Information		55.46	44.54	1.25
Graduates	Attainment %	Female	Male	Parity
Vocational training		6.42	10.39	8.44
PhD graduates		0.30	0.59	0.44
Graduates from tertiary education		25.41	24.98	25.19
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	18.00		
Births attended by skilled personnel	% live births	99.00		
Maternal mortality	deaths per 100,000 live births	22.00		
Total fertility rate	births per woman	1.69		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Restricted rights		

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

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

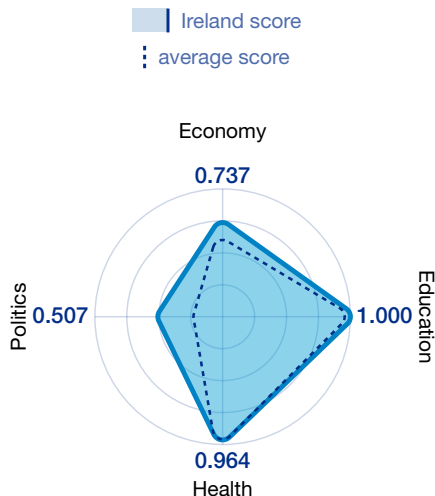
Ireland

0.802

9th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.802	9th	0.795	11th
Economic Participation and Opportunity	0.737	41st	0.732	41st
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.964	111th	0.964	111th
Political Empowerment	0.507	10th	0.482	17th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	41st	0.737		-	Min	Max	-
Labour-force participation rate %	50th	0.842		-11.12	59.40	70.51	0-100
Wage equality for similar work 1-7 (best)	38th	0.711		-	-	-	-
Estimated earned income int'l \$ 1,000	83rd	0.613		-54.10	85.63	139.73	0-150
Legislators, senior officials and managers %	50th	0.618		-23.61	38.20	61.80	0-100
Professional and technical workers %	1st	1.000		3.83	48.09	51.91	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	1st	1.000		12.35	129.23	141.58	0-200
Enrolment in tertiary education %	1st	1.000		14.20	71.78	85.98	0-200
Health and Survival	111th	0.964		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	121st	1.010		-	-	-	-
Political Empowerment	10th	0.507		-	-	-	-
Women in parliament %	86th	0.300		-53.80	23.10	76.90	0-100
Women in ministerial positions %	57th	0.400		-42.86	28.57	71.43	0-100
Years with female/male head of state (last 50)	3rd	0.712		-8.43	20.79	29.21	0-50

Complementary Targets and Contextual Indicators

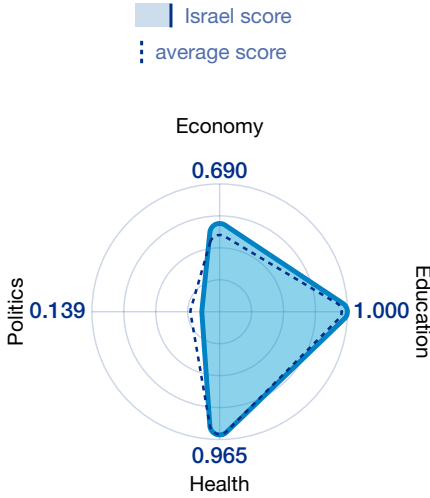
2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	533.14		
GDP per capita, PPP	constant '17, intl. \$ 1000	112.45		
Population sex ratio	female/male, %	1.02		
Population growth rate	%	1.85		
Indicator	Million people	Female	Male	Value
Total population		2.59	2.54	5.13
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	1.97		
Share of women's membership in boards	% (OECD countries only)	33.70		
Firms with female majority ownership	% firms	6.10		
Firms with female top managers	% firms	15.10		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		5.39		
Indicator	Million people	Female	Male	Value
Labour-force		1.08	1.24	2.32
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	3.59	3.20	3.38
Unemployed adults	% of labour force (15-64)	4.66	4.52	4.59
Workers employed part-time	% of employed people	51.35	27.93	38.87
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Equal rights		
Inheritance rights for widows and daughters		Equal rights		
Access to land assets		Equal rights		
Access to non-land assets		Equal rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	1918, 1922		
Number of female heads of state to date	number	2		
Seats held in upper house	% total seats	40.00		
Indicator	Yes/No	Value		
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Equal rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	0.30		
Mean age of women at birth of first child	years	31.20		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Equal rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		182.00	14.00	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		39.55	60.45	0.65
Arts & Humanities		59.10	40.90	1.44
Business, Admin. & Law		49.52	50.48	0.98
Education		71.31	28.69	2.48
Engineering, Manuf. & Construction		17.56	82.44	0.21
Health & Welfare		76.42	23.58	3.24
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		61.53	38.47	1.60
Graduates	Attainment %	Female	Male	Parity
Vocational training		6.28	10.38	8.37
PhD graduates		1.35	1.64	1.49
Graduates from tertiary education		n. a.	n. a.	n. a.
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	3.00		
Births attended by skilled personnel	% live births	99.70		
Maternal mortality	deaths per 100,000 live births	5.00		
Total fertility rate	births per woman	1.72		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Equal rights		

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

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

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.699	91st	0.701	83rd
Economic Participation and Opportunity	0.690	75th	0.688	75th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.965	109th	0.964	109th
Political Empowerment	0.139	106th	0.150	96th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	75th	0.690		-	Min	Max	-
Labour-force participation rate %	17th	0.892		-7.39	61.15	68.54	0-100
Wage equality for similar work 1-7 (best)	86th	0.615		-	-	-	-
Estimated earned income int'l \$ 1,000	93rd	0.595		-22.58	33.13	55.71	0-150
Legislators, senior officials and managers %	85th	0.467		-36.32	31.84	68.16	0-100
Professional and technical workers %	1st	1.000		12.36	43.82	56.18	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.29	96.23	96.52	0-100
Enrolment in secondary education %	1st	1.000		0.90	96.49	97.39	0-200
Enrolment in tertiary education %	1st	1.000		21.57	48.44	70.01	0-200
Health and Survival	109th	0.965		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	119th	1.011		-	-	-	-
Political Empowerment	106th	0.139		-	-	-	-
Women in parliament %	81st	0.333		-50.00	25.00	75.00	0-100
Women in ministerial positions %	122nd	0.120		-78.57	10.71	89.29	0-100
Years with female/male head of state (last 50)	67th	0.015		-48.55	0.73	49.27	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	525		
GDP per capita, PPP	constant '17, intl. \$ 1000	44.39		
Population sex ratio	female/male, %	1.00		
Population growth rate	%	1.97		
Indicator	Million people	Female	Male	Value
Total population		4.79	4.77	9.56

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	25.36
Share of women's membership in boards	% (OECD countries only)	26.90
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		5.16

Indicator	Million people	Female	Male	Value
Labour-force		1.78	1.91	3.69

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
-------------------------------------	-----------	-------	-------	-------

Unemployed adults	% of labour force (15-64)	3.65	3.89	3.77
-------------------	---------------------------	------	------	------

Workers employed part-time	% of employed people	44.30	24.04	33.89
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Near-equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1948
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	n. a.

Indicator	Yes/No	Value
-----------	--------	-------

Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	

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

Access to justice	Uneven rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	n. a.
Early marriage	%	2.20
Mean age of women at birth of first child	years	27.70

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

Right to divorce	Restricted rights	◆
------------------	-------------------	---

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		105.00	0	0

Education and skills

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

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

Agri., Forestry, Fisheries & Veterinary		48.21	51.79	0.93
---	--	-------	-------	------

Arts & Humanities		n. a.	n. a.	n. a.
-------------------	--	-------	-------	-------

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

Education		n. a.	n. a.	n. a.
-----------	--	-------	-------	-------

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

Health & Welfare		n. a.	n. a.	n. a.
------------------	--	-------	-------	-------

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

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

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

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

Vocational training		16.97	14.08	15.49
---------------------	--	-------	-------	-------

PhD graduates		1.16	1.77	1.46
---------------	--	------	------	------

Graduates from tertiary education		48.47	28.66	38.38
-----------------------------------	--	-------	-------	-------

Health

Indicator	Unit	Value
-----------	------	-------

Prevalence of gender violence in lifetime	% women	6.00
---	---------	------

Births attended by skilled personnel	% live births	n. a.
--------------------------------------	---------------	-------

Maternal mortality	deaths per 100,000 live births	3.00
--------------------	--------------------------------	------

Total fertility rate	births per woman	3.00
----------------------	------------------	------

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

Reproductive autonomy	Uneven rights	◆
-----------------------	---------------	---

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

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

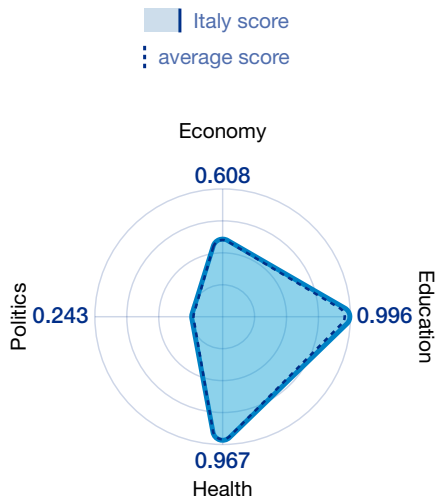
Italy

0.703

87th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.703	87th	0.705	79th
Economic Participation and Opportunity	0.608	111th	0.618	104th
Educational Attainment	0.996	56th	0.995	60th
Health and Survival	0.967	94th	0.967	95th
Political Empowerment	0.243	67th	0.241	64th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	111th	0.608		-	Min	Max	-
Labour-force participation rate %	96th	0.701		-17.39	40.69	58.08	0-100
Wage equality for similar work 1-7 (best)	95th	0.601		-	-	-	-
Estimated earned income int'l \$ 1,000	108th	0.539		-26.73	31.26	57.99	0-150
Legislators, senior officials and managers %	102nd	0.387		-44.24	27.88	72.12	0-100
Professional and technical workers %	88th	0.866		-7.20	46.40	53.60	0-100
Educational Attainment	56th	0.996		-	-	-	-
Literacy rate %	64th	0.997		-	-	-	-
Enrolment in primary education %	82nd	0.998		-0.17	-	98.32	98.49
Enrolment in secondary education %	98th	0.987		-1.34	101.64	102.98	0-200
Enrolment in tertiary education %	1st	1.000		23.54	60.07	83.61	0-200
Health and Survival	94th	0.967		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	105th	1.020		-	-	-	-
Political Empowerment	67th	0.243		-	-	-	-
Women in parliament %	51st	0.477		-35.40	32.30	67.70	0-100
Women in ministerial positions %	65th	0.333		-50.00	25.00	75.00	0-100
Years with female/male head of state (last 50)	62nd	0.028		-47.28	1.36	48.64	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	2,049.74		
GDP per capita, PPP	constant '17, intl. \$ 1000	44.29		
Population sex ratio	female/male, %	1.05		
Population growth rate	%	-0.33		
Indicator	Million people	Female	Male	Value
Total population		30.20	28.74	58.94

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	3.29		
Share of women's membership in boards	% (OECD countries only)	42.60		
Firms with female majority ownership	% firms	11.50		
Firms with female top managers	% firms	15.30		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.30		
Indicator	Million people	Female	Male	Value
Labour-force		10.15	13.47	23.63
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	9.75	10.43	10.14
Unemployed adults	% of labour force (15-64)	9.48	7.28	8.23
Workers employed part-time	% of employed people	49.49	23.03	34.19
Proportion of time spent on unpaid domestic and care work	%	20.40	8.40	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1945
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	36.10
Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	
Indicator	0-1 (Equal rights)	Value
Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	0.20		
Mean age of women at birth of first child	years	31.60		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Equal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		150.00	14.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		50.36	49.64	1.01
Arts & Humanities		71.17	28.83	2.47
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		93.34	6.66	14.01
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		57.95	42.05	1.38
Social Sci., Journalism & Information		71.43	28.57	2.50

Graduates	Attainment %	Female	Male	Parity
Vocational training		15.63	25.60	20.81
PhD graduates		0.39	0.44	0.41
Graduates from tertiary education		54.55	35.04	44.25

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	4.00
Births attended by skilled personnel	% live births	99.80
Maternal mortality	deaths per 100,000 live births	5.00
Total fertility rate	births per woman	1.25
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

Jamaica

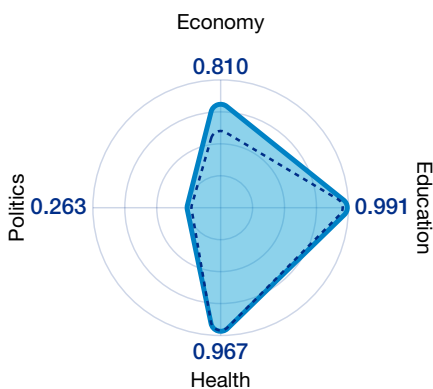
0.758

37th

2024

Global Gender Gap Index 2024 Edition

Jamaica score
average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.758	37th	0.779	24th
Economic Participation and Opportunity	0.810	8th	0.894	2nd
Educational Attainment	0.991	81st	0.993	68th
Health and Survival	0.967	93rd	0.967	94th
Political Empowerment	0.263	60th	0.263	57th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	8th	0.810		-			
Labour-force participation rate %	58th	0.821		-12.73	58.37	71.10	0-100
Wage equality for similar work 1-7 (best)	74th	0.637		-	-	-	-
Estimated earned income int'l \$ 1,000	12th	0.808		-2.15	9.04	11.19	0-150
Legislators, senior officials and managers %	1st	1.000		24.20	37.90	62.10	0-100
Professional and technical workers %	1st	1.000		21.10	39.45	60.55	0-100
Educational Attainment	81st	0.991		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	109th	0.981		-1.70	89.56	91.26	0-100
Enrolment in secondary education %	1st	1.000		0.06	83.84	83.90	0-200
Enrolment in tertiary education %	1st	1.000		14.23	19.42	33.65	0-200
Health and Survival	93rd	0.967		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	104th	1.020		-	-	-	-
Political Empowerment	60th	0.263		-	-	-	-
Women in parliament %	69th	0.377		-45.20	27.40	72.60	0-100
Women in ministerial positions %	60th	0.364		-46.67	26.67	73.33	0-100
Years with female/male head of state (last 50)	32nd	0.127		-38.77	5.61	44.39	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	17.1		
GDP per capita, PPP	constant '17, intl. \$ 1000	10.11		
Population sex ratio	female/male, %	1.02		
Population growth rate	%	-0.01		
Indicator	Million people	Female	Male	Value
Total population		1.42	1.40	2.83

Work participation and leadership

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

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		5.24

Indicator	Million people	Female	Male	Value
Labour-force		0.52	0.61	1.13

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	46.05	63.29	55.44

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	5.29	3.34	4.25

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	9.73	7.56	8.55

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

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1962
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	38.10

Indicator Yes/No

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

Indicator 0-1 (Equal rights)

Indicator	Unit	Value
Access to justice		Equal rights ◆
Freedom of movement		Equal rights ◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	n. a.
Early marriage	%	3.40
Mean age of women at birth of first child	years	n. a.

Indicator 0-1 (Equal rights)

Indicator	0-1 (Equal rights)	Value		
Right to divorce	Equal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		56.00	0	0

Education and skills

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates Attainment %

Graduates	Attainment %	Female	Male	Parity
Vocational training		0	0	0
PhD graduates		n. a.	n. a.	n. a.
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	7.00
Births attended by skilled personnel	% live births	99.70
Maternal mortality	deaths per 100,000 live births	99.00
Total fertility rate	births per woman	1.35

Indicator 0-1 (Equal rights)

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Unequal rights	◇

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

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

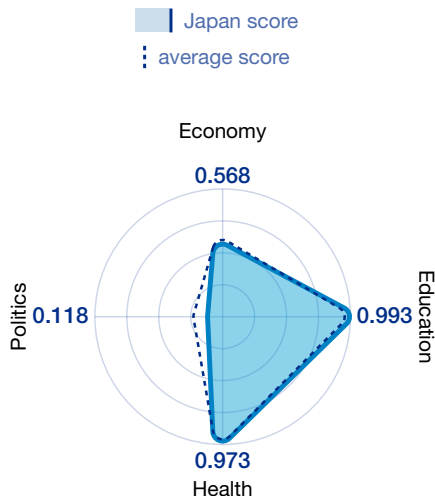
Japan

0.663

118th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.663	118th	0.647	125th
Economic Participation and Opportunity	0.568	120th	0.561	123rd
Educational Attainment	0.993	72nd	0.997	47th
Health and Survival	0.973	58th	0.973	59th
Political Empowerment	0.118	113th	0.057	138th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	120th	0.568		-	Min	Max	-
Labour-force participation rate %	80th	0.768		-16.60	54.80	71.40	0-100
Wage equality for similar work 1-7 (best)	83rd	0.619		-	-	-	-
Estimated earned income int'l \$ 1,000	98th	0.583		-22.18	31.06	53.24	0-150
Legislators, senior officials and managers %	130th	0.171		-70.73	14.63	85.37	0-100
Professional and technical workers %	-	-	-	-	-	-	-
Educational Attainment	72nd	0.993		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	-	-	-	-	-	-	-
Enrolment in secondary education %	1st	1.000		0.31	102.00	102.32	0-200
Enrolment in tertiary education %	107th	0.969		-2.01	62.14	64.15	0-200
Health and Survival	58th	0.973		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	68th	1.039		-	-	-	-
Political Empowerment	113th	0.118		-	-	-	-
Women in parliament %	129th	0.115		-79.40	10.30	89.70	0-100
Women in ministerial positions %	65th	0.333		-50.00	25.00	75.00	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	4,256.41		
GDP per capita, PPP	constant '17, intl. \$ 1000	41.84		
Population sex ratio	female/male, %	1.06		
Population growth rate	%	-0.44		
Indicator	Million people	Female	Male	Value
Total population		64.31	60.81	125.12

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	21.35
Share of women's membership in boards	% (OECD countries only)	15.50
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		3.96

Indicator	Million people	Female	Male	Value
Labour-force		28.32	35.07	63.39

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
-------------------------------------	-----------	-------	-------	-------

Unemployed adults	% of labour force (15-64)	2.60	2.80	2.70
-------------------	---------------------------	------	------	------

Workers employed part-time	% of employed people	n. a.	n. a.	n. a.
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	15.14	3.12	n. a.
---	---	-------	------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1947, 1945
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	26.60

Indicator	Yes/No	Value
-----------	--------	-------

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

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

Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

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

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

Right to divorce	Restricted rights	◆
------------------	-------------------	---

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	28.00	0

Education and skills

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

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

Agri., Forestry, Fisheries & Veterinary		41.75	58.25	0.72
---	--	-------	-------	------

Arts & Humanities		68.35	31.65	2.16
-------------------	--	-------	-------	------

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

Education		71.17	28.83	2.47
-----------	--	-------	-------	------

Engineering, Manuf. & Construction		14.01	85.99	0.16
------------------------------------	--	-------	-------	------

Health & Welfare		64.22	35.78	1.79
------------------	--	-------	-------	------

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

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

Social Sci., Journalism & Information		48.57	51.43	0.94
---------------------------------------	--	-------	-------	------

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

Vocational training		5.55	7.26	6.43
---------------------	--	------	------	------

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

Graduates from tertiary education		45.77	48.94	47.39
-----------------------------------	--	-------	-------	-------

Health

Indicator	Unit	Value
-----------	------	-------

Prevalence of gender violence in lifetime	% women	4.00
---	---------	------

Births attended by skilled personnel	% live births	99.90
--------------------------------------	---------------	-------

Maternal mortality	deaths per 100,000 live births	4.00
--------------------	--------------------------------	------

Total fertility rate	births per woman	1.30
----------------------	------------------	------

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

Reproductive autonomy	Restricted rights	◆
-----------------------	-------------------	---

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

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

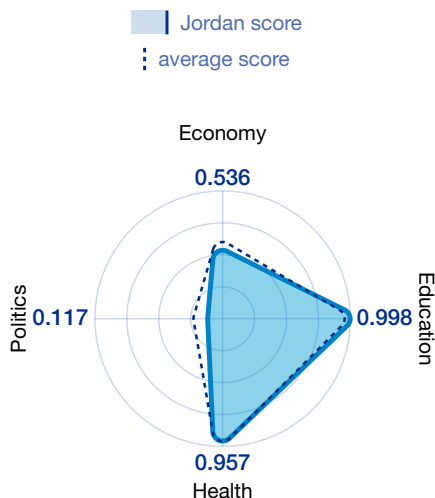
Jordan

0.652

123rd

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.652	123rd	0.646	126th
Economic Participation and Opportunity	0.536	129th	0.542	125th
Educational Attainment	0.998	45th	0.994	66th
Health and Survival	0.957	140th	0.957	138th
Political Empowerment	0.117	115th	0.093	124th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	129th	0.536		-	Min	Max	-
Labour-force participation rate %	144th	0.227		-46.79	13.75	60.54	0-100
Wage equality for similar work 1-7 (best)	18th	0.745		-	-	-	-
Estimated earned income int'l \$ 1,000	138th	0.235		-11.50	3.53	15.03	0-150
Legislators, senior officials and managers %	13th	0.903		-5.07	47.46	52.54	0-100
Professional and technical workers %	109th	0.604		-24.66	37.67	62.33	0-100
Educational Attainment	45th	0.998		-	-	-	-
Literacy rate %	69th	0.994		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	1st	1.000		0.06	70.91	70.97	0-200
Enrolment in tertiary education %	1st	1.000		10.47	30.86	41.33	0-200
Health and Survival	140th	0.957		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	145th	0.987		-	-	-	-
Political Empowerment	115th	0.117		-	-	-	-
Women in parliament %	124th	0.151		-73.80	13.10	86.90	0-100
Women in ministerial positions %	75th	0.286		-55.56	22.22	77.78	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	48.65		
GDP per capita, PPP	constant '17, intl. \$ 1000	9.49		
Population sex ratio	female/male, %	0.93		
Population growth rate	%	1.23		
Indicator	Million people	Female	Male	Value
Total population		5.44	5.85	11.29

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	8.10		
Firms with female top managers	% firms	3.10		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		5.65		
Indicator	Million people	Female	Male	Value
Labour-force		0.41	2.11	2.52
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	33.29	56.65	53.16
Unemployed adults	% of labour force (15-64)	27.06	16.57	18.34
Workers employed part-time	% of employed people	10.89	8.29	8.68
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Unequal rights	◇
Access to land assets	Near-equal rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1982, 1974
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	15.40
Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	
Indicator	0-1 (Equal rights)	Value
Access to justice	Restricted rights	◇
Freedom of movement		

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	14.20		
Early marriage	%	7.60		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Unequal rights	◇		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		70.00	3.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		37.58	62.42	0.60
Arts & Humanities		70.21	29.79	2.36
Business, Admin. & Law		46.88	53.12	0.88
Education		70.76	29.24	2.42
Engineering, Manuf. & Construction		34.79	65.21	0.53
Health & Welfare		64.39	35.61	1.81
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		66.22	33.78	1.96

Graduates	Attainment %	Female	Male	Parity
Vocational training		1.25	1.47	1.36
PhD graduates		0.36	0.99	0.69
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	13.00
Births attended by skilled personnel	% live births	99.70
Maternal mortality	deaths per 100,000 live births	41.00
Total fertility rate	births per woman	2.83
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Restricted rights	◇

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

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

Kazakhstan

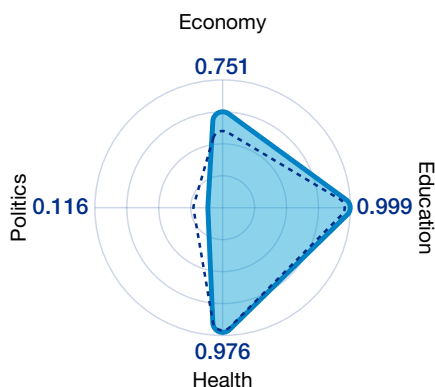
0.710

76th

2024

Global Gender Gap Index 2024 Edition

■ Kazakhstan score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.710	76th	0.721	62nd
Economic Participation and Opportunity	0.751	28th	0.765	28th
Educational Attainment	0.999	36th	1.000	27th
Health and Survival	0.976	46th	0.975	47th
Political Empowerment	0.116	116th	0.146	100th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	28th	0.751		-	Min	Max	-
Labour-force participation rate %	45th	0.849		-11.30	63.30	74.60	0-100
Wage equality for similar work 1-7 (best)	53rd	0.680		-	-	-	-
Estimated earned income int'l \$ 1,000	57th	0.667		-10.51	21.03	31.55	0-150
Legislators, senior officials and managers %	37th	0.689		-18.41	40.79	59.21	0-100
Professional and technical workers %	1st	1.000		23.10	38.45	61.55	0-100
Educational Attainment	36th	0.999		-	-	-	-
Literacy rate %	59th	0.999		-	-	-	-
Enrolment in primary education %	1st	1.000		0.63	95.30	95.93	0-100
Enrolment in secondary education %	92nd	0.996		-0.42	94.21	94.62	0-200
Enrolment in tertiary education %	1st	1.000		11.63	59.16	70.79	0-200
Health and Survival	46th	0.976		-	-	-	-
Sex ratio at birth** %	124th	0.939		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	116th	0.116		-	-	-	-
Women in parliament %	100th	0.241		-61.20	19.40	80.60	0-100
Women in ministerial positions %	107th	0.167		-71.43	14.29	85.71	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	225.5		
GDP per capita, PPP	constant '17, intl. \$ 1000	26.09		
Population sex ratio	female/male, %	1.08		
Population growth rate	%	3.22		
Indicator	Million people	Female	Male	Value
Total population		10.18	9.44	19.62
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	23.80		
Firms with female top managers	% firms	26.00		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.53		
Indicator	Million people	Female	Male	Value
Labour-force		4.10	4.37	8.46
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
Unemployed adults	% of labour force (15-64)	5.55	4.30	4.90
Workers employed part-time	% of employed people	7.36	5.93	6.61
Proportion of time spent on unpaid domestic and care work	%	18.96	6.25	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Equal rights		
Inheritance rights for widows and daughters		Equal rights		
Access to land assets		Equal rights		
Access to non-land assets		Equal rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	1991, 1924		
Number of female heads of state to date	number	0		
Seats held in upper house	% total seats	24.00		
Indicator	Yes/No	Value		
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Equal rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	15.47		
Early marriage	%	6.00		
Mean age of women at birth of first child	years	28.90		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Equal rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		126.00	0	492.00
Education and skills				
Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		37.52	62.48	0.60
Arts & Humanities		66.55	33.45	1.99
Business, Admin. & Law		50.68	49.32	1.03
Education		76.08	23.92	3.18
Engineering, Manuf. & Construction		28.45	71.55	0.40
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		30.40	69.60	0.44
Natural Sci., Mathematics & Statistics		66.97	33.03	2.03
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	Female	Male	Parity
Vocational training		16.22	18.78	17.52
PhD graduates		n. a.	n. a.	n. a.
Graduates from tertiary education		71.55	54.73	62.97
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	6.00		
Births attended by skilled personnel	% live births	99.90		
Maternal mortality	deaths per 100,000 live births	13.00		
Total fertility rate	births per woman	3.32		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Restricted rights		

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

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

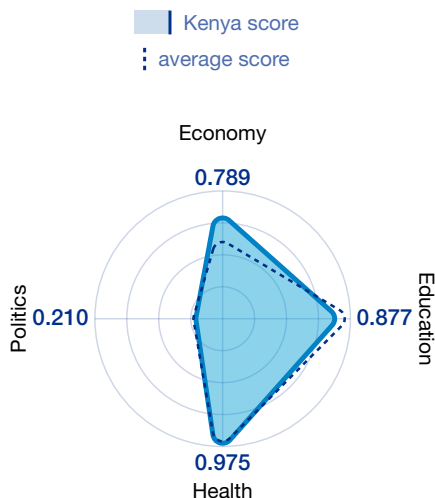
Kenya

0.712

75th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.712	75th	0.708	77th
Economic Participation and Opportunity	0.789	13th	0.791	16th
Educational Attainment	0.877	135th	0.858	134th
Health and Survival	0.975	52nd	0.975	53rd
Political Empowerment	0.210	80th	0.209	75th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	13th	0.789		-	Min	Max	-
Labour-force participation rate %	37th	0.866		-9.74	62.85	72.58	0-100
Wage equality for similar work 1-7 (best)	70th	0.649		-	-	-	-
Estimated earned income int'l \$ 1,000	6th	0.844		-0.83	4.47	5.30	0-150
Legislators, senior officials and managers %	9th	0.985		-0.75	49.62	50.38	0-100
Professional and technical workers %	104th	0.677		-19.27	40.37	59.63	0-100
Educational Attainment	135th	0.877		-	-	-	-
Literacy rate %	102nd	0.938		-	-	-	-
Enrolment in primary education %	-	-	-	-	-	-	-
Enrolment in secondary education %	-	-	-	-	-	-	-
Enrolment in tertiary education %	121st	0.781		-5.05	17.99	23.04	0-200
Health and Survival	52nd	0.975		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	62nd	1.045		-	-	-	-
Political Empowerment	80th	0.210		-	-	-	-
Women in parliament %	85th	0.304		-53.40	23.30	76.70	0-100
Women in ministerial positions %	45th	0.467		-36.36	31.82	68.18	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	113.42		
GDP per capita, PPP	constant '17, intl. \$ 1000	4.88		
Population sex ratio	female/male, %	1.02		
Population growth rate	%	1.91		
Indicator	Million people	Female	Male	Value
Total population		27.25	26.78	54.03
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	13.20		
Firms with female top managers	% firms	18.10		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.44		
Indicator	Million people	Female	Male	Value
Labour-force		8.34	8.54	16.88
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	90.19	83.12	86.49
Unemployed adults	% of labour force (15-64)	8.07	4.11	6.05
Workers employed part-time	% of employed people	49.14	33.31	40.92
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Equal rights		
Inheritance rights for widows and daughters		Restricted rights		
Access to land assets		Uneven rights		
Access to non-land assets		Uneven rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	n. a.		
Number of female heads of state to date	number	0		
Seats held in upper house	% total seats	31.30		
Indicator	Yes/No	Value		
Election list quotas for women, national		n. a.		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Equal rights		
Freedom of movement				
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	12.71		
Early marriage	%	12.00		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Uneven rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		90.00	14.00	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		30.73	69.27	0.44
Agri., Forestry, Fisheries & Veterinary		37.28	62.72	0.59
Arts & Humanities		47.74	52.26	0.91
Business, Admin. & Law		46.98	53.02	0.89
Education		49.15	50.85	0.97
Engineering, Manuf. & Construction		19.46	80.54	0.24
Health & Welfare		49.06	50.94	0.96
Information & Comm. Technologies		30.10	69.90	0.43
Natural Sci., Mathematics & Statistics		37.99	62.01	0.61
Social Sci., Journalism & Information		56.16	43.84	1.28
Graduates	Attainment %	Female	Male	Parity
Vocational training		n. a.	n. a.	n. a.
PhD graduates		0.07	0.13	0.10
Graduates from tertiary education		n. a.	n. a.	n. a.
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	23.00		
Births attended by skilled personnel	% live births	70.20		
Maternal mortality	deaths per 100,000 live births	530.00		
Total fertility rate	births per woman	3.34		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Restricted rights		

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

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

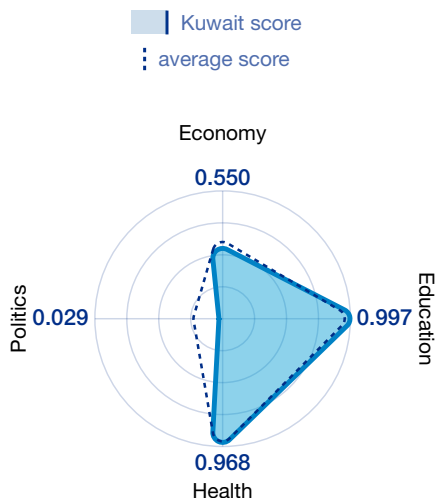
Kuwait

0.636

131st

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.636	131st	0.651	120th
Economic Participation and Opportunity	0.550	126th	0.579	118th
Educational Attainment	0.997	50th	0.997	51st
Health and Survival	0.968	87th	0.968	87th
Political Empowerment	0.029	145th	0.059	137th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	126th	0.550		-	Min	Max	-
Labour-force participation rate %	126th	0.568		-37.96	49.89	87.85	0-100
Wage equality for similar work 1-7 (best)	46th	0.692		-	-	-	-
Estimated earned income int'l \$ 1,000	129th	0.390		-39.63	25.30	64.93	0-150
Legislators, senior officials and managers %	134th	0.158		-72.77	13.61	86.39	0-100
Professional and technical workers %	81st	0.932		-3.50	48.25	51.75	0-100
Educational Attainment	50th	0.997		-	-	-	-
Literacy rate %	83rd	0.983		-	-	-	-
Enrolment in primary education %	1st	1.000		2.84	92.28	95.12	0-100
Enrolment in secondary education %	1st	1.000		8.23	91.34	99.57	0-200
Enrolment in tertiary education %	1st	1.000		27.60	48.50	76.10	0-200
Health and Survival	87th	0.968		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	97th	1.023		-	-	-	-
Political Empowerment	145th	0.029		-	-	-	-
Women in parliament %	140th	0.032		-93.80	3.10	96.90	0-100
Women in ministerial positions %	130th	0.077		-85.71	7.14	92.86	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	175.36		
GDP per capita, PPP	constant '17, intl. \$ 1000	49.40		
Population sex ratio	female/male, %	0.64		
Population growth rate	%	0.44		
Indicator	Million people	◆ Female	◆ Male	Value
Total population		1.67	2.60	4.27
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	n. a.		
Firms with female top managers	% firms	n. a.		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.45		
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.64	1.91	2.55
Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
Unemployed adults	% of labour force (15-64)	5.84	0.96	2.19
Workers employed part-time	% of employed people	n. a.	n. a.	n. a.
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Equal rights ◆		
Inheritance rights for widows and daughters		Unequal rights ◇		
Access to land assets		Equal rights ◆		
Access to non-land assets		Equal rights ◆		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	2005		
Number of female heads of state to date	number	0		
Seats held in upper house	% total seats	n. a.		
Indicator	Yes/No	Value		
Election list quotas for women, national		n. a.		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Restricted rights ◇		
Freedom of movement		Equal rights ◆		
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	5.60		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Unequal rights ◇		
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		70.00	0	0
Education and skills				
Graduates	%	◆ Female	◆ Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		0	0	0
PhD graduates		n. a.	n. a.	n. a.
Graduates from tertiary education		52.78	17.76	33.43
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	n. a.		
Births attended by skilled personnel	% live births	99.90		
Maternal mortality	deaths per 100,000 live births	7.00		
Total fertility rate	births per woman	2.11		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Restricted rights ◇		

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

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

Kyrgyzstan

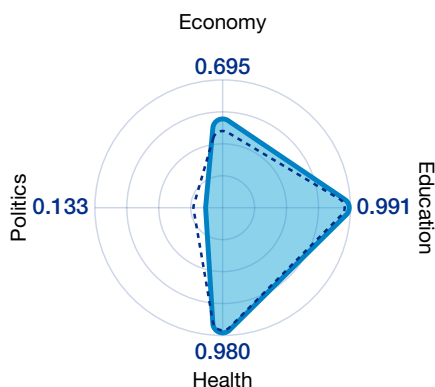
0.700

90th

2024

Global Gender Gap Index 2024 Edition

■ Kyrgyzstan score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.700	90th	0.700	84th
Economic Participation and Opportunity	0.695	73rd	0.694	71st
Educational Attainment	0.991	82nd	1.000	29th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.133	109th	0.128	107th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	73rd	0.695		-	Min	Max	-
Labour-force participation rate %	108th	0.673		-25.52	52.49	78.01	0-100
Wage equality for similar work 1-7 (best)	63rd	0.658		-	-	-	-
Estimated earned income int'l \$ 1,000	102nd	0.561		-2.86	3.66	6.53	0-150
Legislators, senior officials and managers %	28th	0.750		-14.31	42.85	57.15	0-100
Professional and technical workers %	1st	1.000		20.19	39.91	60.09	0-100
Educational Attainment	82nd	0.991		-	-	-	-
Literacy rate %	61st	0.998		-	-	-	-
Enrolment in primary education %	100th	0.991		-0.86	98.82	99.69	0-100
Enrolment in secondary education %	106th	0.981		-1.78	92.56	94.35	0-200
Enrolment in tertiary education %	1st	1.000		11.30	50.40	61.70	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	109th	0.133		-	-	-	-
Women in parliament %	92nd	0.267		-57.80	21.10	78.90	0-100
Women in ministerial positions %	112th	0.143		-75.00	12.50	87.50	0-100
Years with female/male head of state (last 50)	61st	0.034		-46.70	1.65	48.35	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	11.54		
GDP per capita, PPP	constant '17, intl. \$ 1000	5.07		
Population sex ratio	female/male, %	1.04		
Population growth rate	%	2.93		
Indicator	Million people	Female	Male	Value
Total population		3.55	3.42	6.97

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	18.50		
Firms with female top managers	% firms	32.90		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.85		
Indicator	Million people	Female	Male	Value
Labour-force		1.03	1.40	2.43
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	61.27	64.59	63.22
Unemployed adults	% of labour force (15-64)	4.42	4.04	4.19
Workers employed part-time	% of employed people	42.68	18.93	28.73
Proportion of time spent on unpaid domestic and care work	%	16.81	9.51	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Near-equal rights	◆
Inheritance rights for widows and daughters	Near-equal rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1991
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	n. a.
Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	
Indicator	0-1 (Equal rights)	Value
Access to justice	Near-equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	19.73		
Early marriage	%	9.10		
Mean age of women at birth of first child	years	22.60		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Near-equal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		126.00	0	0

Education and skills

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		25.89	74.11	0.35
Arts & Humanities		73.63	26.37	2.79
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		18.38	81.62	0.23
Health & Welfare		73.96	26.04	2.84
Information & Comm. Technologies		47.43	52.57	0.90
Natural Sci., Mathematics & Statistics		72.94	27.06	2.70
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		5.45	7.94	6.70
PhD graduates		0	0	0
Graduates from tertiary education		35.46	27.91	31.65

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	13.00
Births attended by skilled personnel	% live births	99.80
Maternal mortality	deaths per 100,000 live births	50.00
Total fertility rate	births per woman	2.89
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

Lao PDR

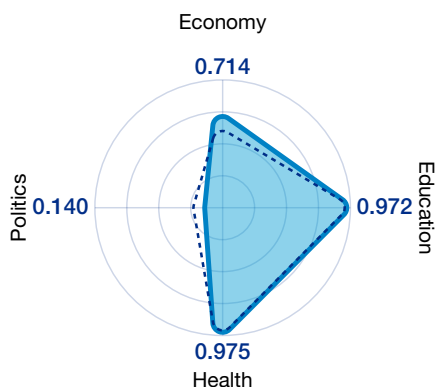
0.700

89th

2024

Global Gender Gap Index 2024 Edition

■ Lao PDR score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.700	89th	0.733	54th
Economic Participation and Opportunity	0.714	61st	0.851	5th
Educational Attainment	0.972	104th	0.964	107th
Health and Survival	0.975	50th	0.975	50th
Political Empowerment	0.140	105th	0.140	101st

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	61st	0.714		-	Min	Max	-
Labour-force participation rate %	35th	0.869		-9.29	61.47	70.76	0-100
Wage equality for similar work 1-7 (best)	26th	0.736		-	-	-	-
Estimated earned income int'l \$ 1,000	45th	0.694		-2.87	6.50	9.37	0-150
Legislators, senior officials and managers %	107th	0.346		-48.64	25.68	74.32	0-100
Professional and technical workers %	85th	0.891		-5.78	47.11	52.89	0-100
Educational Attainment	104th	0.972		-	-	-	-
Literacy rate %	111th	0.910		-	-	-	-
Enrolment in primary education %	102nd	0.991		-0.85	91.61	92.46	0-100
Enrolment in secondary education %	113th	0.970		-1.76	55.99	57.75	0-200
Enrolment in tertiary education %	1st	1.000		1.85	11.55	13.40	0-200
Health and Survival	50th	0.975		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	60th	1.045		-	-	-	-
Political Empowerment	105th	0.140		-	-	-	-
Women in parliament %	90th	0.282		-56.00	22.00	78.00	0-100
Women in ministerial positions %	91st	0.214		-64.71	17.65	82.35	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	15.47		
GDP per capita, PPP	constant '17, intl. \$ 1000	7.95		
Population sex ratio	female/male, %	0.98		
Population growth rate	%	1.40		
Indicator	Million people	Female	Male	Value
Total population		3.73	3.79	7.53

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	35.50		
Firms with female top managers	% firms	43.10		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.79		
Indicator	Million people	Female	Male	Value
Labour-force		1.34	1.49	2.83
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	91.60	89.47	90.49
Unemployed adults	% of labour force (15-64)	0.92	1.57	1.26
Workers employed part-time	% of employed people	19.56	18.61	19.06
Proportion of time spent on unpaid domestic and care work	%	13.60	10.06	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Near-equal rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1958
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	n. a.
Indicator	Yes/No	Value
Election list quotas for women, national		n. a.
Party membership quotas, voluntary		Yes
Indicator	0-1 (Equal rights)	Value
Access to justice	Near-equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	13.30		
Early marriage	%	23.50		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Near-equal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		105.00	3.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		28.95	71.05	0.41
Agri., Forestry, Fisheries & Veterinary		44.74	55.26	0.81
Arts & Humanities		56.56	43.44	1.30
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		60.71	39.29	1.55
Engineering, Manuf. & Construction		17.95	82.05	0.22
Health & Welfare		67.14	32.86	2.04
Information & Comm. Technologies		40.82	59.18	0.69
Natural Sci., Mathematics & Statistics		55.00	45.00	1.22
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		2.84	3.08	2.96
PhD graduates		n. a.	n. a.	n. a.
Graduates from tertiary education		8.71	8.75	8.73

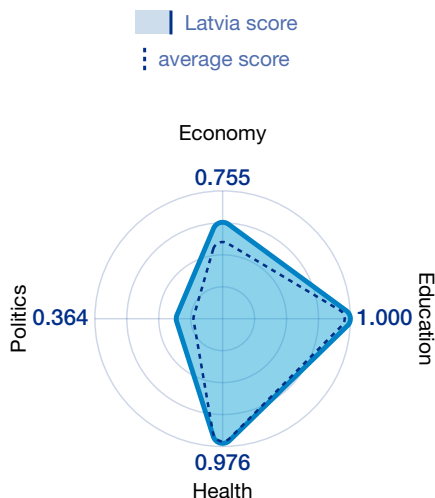
Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	8.00
Births attended by skilled personnel	% live births	64.40
Maternal mortality	deaths per 100,000 live births	126.00
Total fertility rate	births per woman	2.50
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Restricted rights	◆

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

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

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.773	30th	0.794	13th
Economic Participation and Opportunity	0.755	26th	0.775	22nd
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.976	48th	0.975	52nd
Political Empowerment	0.364	35th	0.424	27th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	26th	0.755		-	Min	Max	-
Labour-force participation rate %	60th	0.819		-12.28	55.61	67.89	0-100
Wage equality for similar work 1-7 (best)	71st	0.649		-	-	-	-
Estimated earned income int'l \$ 1,000	58th	0.666		-13.41	26.77	40.18	0-150
Legislators, senior officials and managers %	19th	0.819		-9.98	45.01	54.99	0-100
Professional and technical workers %	1st	1.000		25.49	37.26	62.75	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.72	98.20	98.93	0-100
Enrolment in secondary education %	1st	1.000		0.80	104.38	105.17	0-200
Enrolment in tertiary education %	1st	1.000		33.38	75.10	108.48	0-200
Health and Survival	48th	0.976		-	-	-	-
Sex ratio at birth** %	127th	0.938		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	35th	0.364		-	-	-	-
Women in parliament %	52nd	0.471		-36.00	32.00	68.00	0-100
Women in ministerial positions %	57th	0.400		-42.86	28.57	71.43	0-100
Years with female/male head of state (last 50)	14th	0.268		-28.85	10.58	39.42	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value
GDP	US\$ billions	40.93
GDP per capita, PPP	constant '17, intl. \$ 1000	32.99
Population sex ratio	female/male, %	1.16
Population growth rate	%	-0.27

Indicator	Million people	Female	Male	Value
Total population		1.01	0.87	1.88

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	24.91
Share of women's membership in boards	% (OECD countries only)	19.00
Firms with female majority ownership	% firms	20.70
Firms with female top managers	% firms	32.60

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.79

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

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	8.14	10.97	9.53

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	5.80	8.38	7.10

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	22.39	13.10	17.80

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

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1918
Number of female heads of state to date	number	3
Seats held in upper house	% total seats	n. a.

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

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

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.60
Mean age of women at birth of first child	years	27.70

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

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		112.00	10.00	309.00

Education and skills

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		46.50	53.50	0.87
Arts & Humanities		76.17	23.83	3.20
Business, Admin. & Law		68.24	31.76	2.15
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		26.60	73.40	0.36
Health & Welfare		83.94	16.06	5.22
Information & Comm. Technologies		22.68	77.32	0.29
Natural Sci., Mathematics & Statistics		63.02	36.98	1.70
Social Sci., Journalism & Information		75.04	24.96	3.01

Graduates	Attainment %	Female	Male	Parity
Vocational training		16.67	18.64	17.68
PhD graduates		0.37	0.60	0.47
Graduates from tertiary education		64.52	34.53	48.99

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	6.00
Births attended by skilled personnel	% live births	99.90
Maternal mortality	deaths per 100,000 live births	18.00
Total fertility rate	births per woman	1.57

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

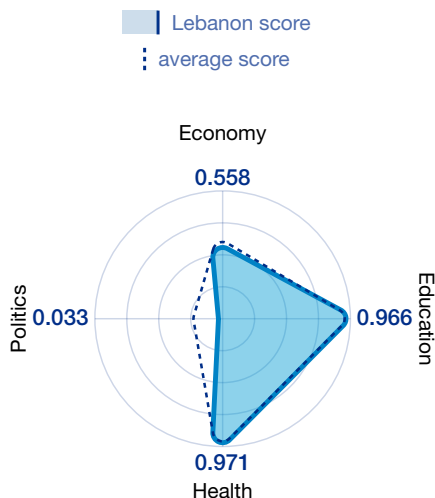
Lebanon

0.632

133rd

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.632	133rd	0.628	132nd
Economic Participation and Opportunity	0.558	122nd	0.538	127th
Educational Attainment	0.966	111th	0.984	90th
Health and Survival	0.971	67th	0.971	68th
Political Empowerment	0.033	142nd	0.021	144th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	122nd	0.558		-	Min	Max	-
Labour-force participation rate %	137th	0.416		-41.21	29.35	70.56	0-100
Wage equality for similar work 1-7 (best)	87th	0.614		-	-	-	-
Estimated earned income int'l \$ 1,000	-	-		-	-	-	-
Legislators, senior officials and managers %	122nd	0.269		-57.59	21.21	78.79	0-100
Professional and technical workers %	1st	1.000		8.00	46.00	54.00	0-100
Educational Attainment	111th	0.966		-	-	-	-
Literacy rate %	114th	0.902		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	1st	1.000		1.57	49.21	50.79	0-200
Enrolment in tertiary education %	1st	1.000		13.75	43.63	57.37	0-200
Health and Survival	67th	0.971		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	82nd	1.031		-	-	-	-
Political Empowerment	142nd	0.033		-	-	-	-
Women in parliament %	133rd	0.067		-87.40	6.30	93.70	0-100
Women in ministerial positions %	140th	0.048		-90.91	4.55	95.45	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	23.13		
GDP per capita, PPP	constant '17, intl. \$ 1000	12.99		
Population sex ratio	female/male, %	1.06		
Population growth rate	%	-1.86		
Indicator	Million people	Female	Male	Value
Total population		2.83	2.66	5.49

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	4.70
Firms with female top managers	% firms	5.90

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.17

Indicator	Million people	Female	Male	Value
Labour-force		0.44	1.02	1.47

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	55.59	55.39	55.45
-------------------------------------	-----------	-------	-------	-------

Unemployed adults	% of labour force (15-64)	14.60	10.30	11.69
-------------------	---------------------------	-------	-------	-------

Workers employed part-time	% of employed people	25.03	17.94	20.10
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Unequal rights	◇
Access to land assets	Near-equal rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1926, 1952
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	n. a.

Indicator	Yes/No	Value
-----------	--------	-------

Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	

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

Access to justice	Near-equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	n. a.
Early marriage	%	2.60
Mean age of women at birth of first child	years	n. a.

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

Right to divorce	Unequal rights	◇
------------------	----------------	---

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		70.00	0	0

Education and skills

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

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

Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
---	--	-------	-------	-------

Arts & Humanities		n. a.	n. a.	n. a.
-------------------	--	-------	-------	-------

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

Education		n. a.	n. a.	n. a.
-----------	--	-------	-------	-------

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

Health & Welfare		n. a.	n. a.	n. a.
------------------	--	-------	-------	-------

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

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

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

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

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

PhD graduates		1.91	2.97	2.41
---------------	--	------	------	------

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

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	n. a.
Births attended by skilled personnel	% live births	n. a.
Maternal mortality	deaths per 100,000 live births	21.00
Total fertility rate	births per woman	2.09

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

Reproductive autonomy	Restricted rights	◇
-----------------------	-------------------	---

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

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

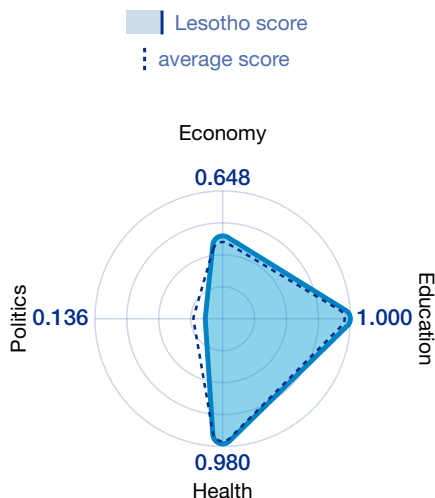
Lesotho

0.691

98th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.691	98th	0.702	82nd
Economic Participation and Opportunity	0.648	98th	0.648	94th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.136	108th	0.179	83rd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	98th	0.648		-	Min	Max	-
Labour-force participation rate %	87th	0.729		-18.20	48.93	67.13	0-100
Wage equality for similar work 1-7 (best)	121st	0.504		-	-	-	-
Estimated earned income int'l \$ 1,000	51st	0.679		-0.86	1.82	2.68	0-150
Legislators, senior officials and managers %	79th	0.510		-32.43	33.78	66.22	0-100
Professional and technical workers %	1st	1.000		21.49	39.25	60.74	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.40	72.96	73.36	0-100
Enrolment in secondary education %	1st	1.000		17.15	51.21	68.36	0-200
Enrolment in tertiary education %	1st	1.000		4.03	7.71	11.73	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	108th	0.136		-	-	-	-
Women in parliament %	81st	0.333		-50.00	25.00	75.00	0-100
Women in ministerial positions %	115th	0.133		-76.47	11.76	88.24	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	2.24		
GDP per capita, PPP	constant '17, intl. \$ 1000	2.24		
Population sex ratio	female/male, %	1.03		
Population growth rate	%	1.06		
Indicator	Million people	Female	Male	Value
Total population		1.17	1.14	2.31

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	24.90
Firms with female top managers	% firms	36.20

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		3.38

Indicator	Million people	Female	Male	Value
Labour-force		0.29	0.35	0.64

Indicator Unit

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	81.06	80.70	80.85

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	19.75	15.70	17.48

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	14.55	8.85	11.30

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

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Unequal rights	◇
Access to land assets	Uneven rights	◇
Access to non-land assets	Uneven rights	◇

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1966
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	24.20

Indicator Yes/No

Indicator	Unit	Value
Election list quotas for women, national		Yes
Party membership quotas, voluntary		Yes

Indicator 0-1 (Equal rights)

Indicator	Unit	Value
Access to justice		Equal rights ◆
Freedom of movement		Equal rights ◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	16.01
Early marriage	%	13.90
Mean age of women at birth of first child	years	n. a.

Indicator 0-1 (Equal rights)

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

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		84.00	0	0

Education and skills

Graduates %

Field	Female	Male	Value
STEM	24.82	75.18	0.33

Field	Female	Male	Value
Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n. a.

Field	Female	Male	Value
Arts & Humanities	56.68	43.32	1.31

Field	Female	Male	Value
Business, Admin. & Law	n. a.	n. a.	n. a.

Field	Female	Male	Value
Education	n. a.	n. a.	n. a.

Field	Female	Male	Value
Engineering, Manuf. & Construction	18.44	81.56	0.23

Field	Female	Male	Value
Health & Welfare	72.78	27.22	2.67

Field	Female	Male	Value
Information & Comm. Technologies	31.25	68.75	0.45

Field	Female	Male	Value
Natural Sci., Mathematics & Statistics	45.16	54.84	0.82

Field	Female	Male	Value
Social Sci., Journalism & Information	77.50	22.50	3.44

Graduates Attainment %

Field	Female	Male	Parity
Vocational training	n. a.	n. a.	n. a.

Field	Female	Male	Parity
PhD graduates	0.07	0.10	0.08

Field	Female	Male	Parity
Graduates from tertiary education	4.86	2.99	3.93

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	16.00
Births attended by skilled personnel	% live births	86.60
Maternal mortality	deaths per 100,000 live births	566.00
Total fertility rate	births per woman	3.02

Indicator 0-1 (Equal rights)

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Uneven rights	◇

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

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

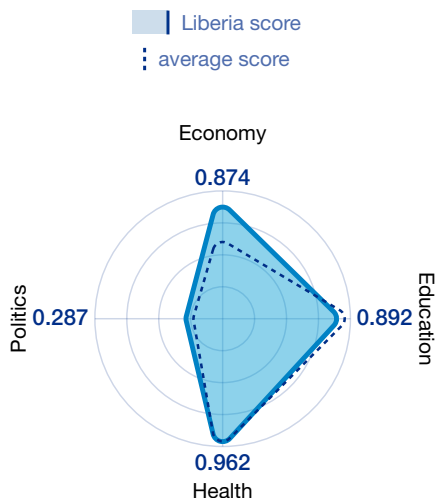
Liberia

0.754

42nd

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.754	42nd	0.760	39th
Economic Participation and Opportunity	0.874	1st	0.895	1st
Educational Attainment	0.892	134th	0.896	131st
Health and Survival	0.962	125th	0.962	123rd
Political Empowerment	0.287	53rd	0.287	50th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	1st	0.874		-	Min	Max	-
Labour-force participation rate %	33rd	0.869		-6.54	43.51	50.05	0-100
Wage equality for similar work 1-7 (best)	3rd	0.825		-	-	-	-
Estimated earned income int'l \$ 1,000	1st	1.000		0.08	1.42	1.50	0-150
Legislators, senior officials and managers %	1st	1.000		4.90	47.55	52.45	0-100
Professional and technical workers %	107th	0.619		-23.53	38.23	61.76	0-100
Educational Attainment	134th	0.892		-	-	-	-
Literacy rate %	142nd	0.544		-	-	-	-
Enrolment in primary education %	1st	1.000		3.39	67.18	70.57	0-100
Enrolment in secondary education %	119th	0.963		-1.43	37.08	38.51	0-200
Enrolment in tertiary education %	-	-		-	-	-	-
Health and Survival	125th	0.962		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	134th	1.002		-	-	-	-
Political Empowerment	53rd	0.287		-	-	-	-
Women in parliament %	128th	0.124		-78.00	11.00	89.00	0-100
Women in ministerial positions %	52nd	0.417		-41.18	29.41	70.59	0-100
Years with female/male head of state (last 50)	13th	0.329		-25.25	12.37	37.63	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			4
GDP per capita, PPP	constant '17, intl. \$ 1000			1.46
Population sex ratio	female/male, %			1.01
Population growth rate	%			2.08
Indicator	Million people	◆ Female	◆ Male	Value
Total population		2.66	2.64	5.30
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			15.60
Firms with female top managers	% firms			20.40
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				5.76
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.44	0.48	0.92
Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	93.67	85.67	89.63
Unemployed adults	% of labour force (15-64)	5.88	6.38	6.14
Workers employed part-time	% of employed people	16.22	12.90	14.54
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services				Near-equal rights ◆
Inheritance rights for widows and daughters				Uneven rights ◆
Access to land assets				Near-equal rights ◆
Access to non-land assets				Equal rights ◆
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1946
Number of female heads of state to date	number			2
Seats held in upper house	% total seats			10.00
Indicator	Yes/No			Value
Election list quotas for women, national				Yes
Party membership quotas, voluntary				Yes
Indicator	0-1 (Equal rights)			Value
Access to justice				Equal rights ◆
Freedom of movement				Equal rights ◆
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			33.40
Early marriage	%			12.30
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce				Restricted rights ◆
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		98.00	0	0
Education and skills				
Graduates	%	◆ Female	◆ Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		n. a.	n. a.	n. a.
PhD graduates		0.85	3.27	2.00
Graduates from tertiary education		n. a.	n. a.	n. a.
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			27.00
Births attended by skilled personnel	% live births			84.40
Maternal mortality	deaths per 100,000 live births			652.00
Total fertility rate	births per woman			4.09
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy				Uneven rights ◆

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

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

Lithuania

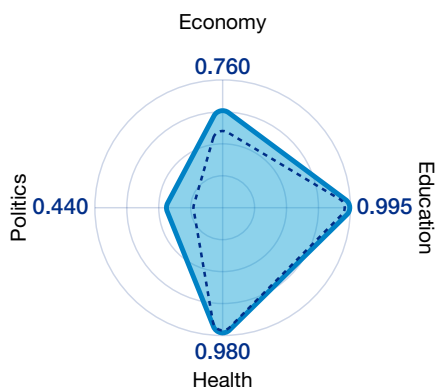
0.794

11th

2024

Global Gender Gap Index 2024 Edition

■ Lithuania score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.794	11th	0.800	9th
Economic Participation and Opportunity	0.760	24th	0.767	26th
Educational Attainment	0.995	60th	0.989	83rd
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.440	24th	0.466	20th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	24th	0.760		-	Min	Max	-
Labour-force participation rate %	34th	0.869		-8.88	58.84	67.72	0-100
Wage equality for similar work 1-7 (best)	43rd	0.697		-	-	-	-
Estimated earned income int'l \$ 1,000	39th	0.707		-13.89	33.43	47.32	0-150
Legislators, senior officials and managers %	49th	0.627		-22.89	38.55	61.45	0-100
Professional and technical workers %	1st	1.000		28.04	35.98	64.02	0-100
Educational Attainment	60th	0.995		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	77th	0.999		-0.07	99.70	99.77	0-100
Enrolment in secondary education %	109th	0.980		-2.26	108.17	110.43	0-200
Enrolment in tertiary education %	1st	1.000		28.38	58.24	86.62	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	24th	0.440		-	-	-	-
Women in parliament %	60th	0.414		-41.40	29.30	70.70	0-100
Women in ministerial positions %	33rd	0.556		-28.57	35.71	64.29	0-100
Years with female/male head of state (last 50)	11th	0.393		-21.79	14.10	35.90	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	70.97		
GDP per capita, PPP	constant '17, intl. \$ 1000	39.96		
Population sex ratio	female/male, %	1.13		
Population growth rate	%	1.09		
Indicator	Million people	Female	Male	Value
Total population		1.50	1.33	2.83

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	10.34
Share of women's membership in boards	% (OECD countries only)	24.50
Firms with female majority ownership	% firms	18.40
Firms with female top managers	% firms	30.70

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		5.83

Indicator	Million people	Female	Male	Value
Labour-force		0.72	0.69	1.41

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	5.96	3.39	4.68
-------------------------------------	-----------	------	------	------

Unemployed adults	% of labour force (15-64)	5.71	6.70	6.20
-------------------	---------------------------	------	------	------

Workers employed part-time	% of employed people	28.89	19.34	24.22
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1919
Number of female heads of state to date	number	5
Seats held in upper house	% total seats	n. a.

Indicator Yes/No

Indicator	Value
Election list quotas for women, national	Yes
Party membership quotas, voluntary	Yes

Indicator 0-1 (Equal rights)

Indicator	Unit	Value
Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.60
Mean age of women at birth of first child	years	28.30

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

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		126.00	30.00	309.00

Education and skills

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

STEM		29.59	70.41	0.42
------	--	-------	-------	------

Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
---	--	-------	-------	-------

Arts & Humanities		74.37	25.63	2.90
-------------------	--	-------	-------	------

Business, Admin. & Law		68.52	31.48	2.18
------------------------	--	-------	-------	------

Education		n. a.	n. a.	n. a.
-----------	--	-------	-------	-------

Engineering, Manuf. & Construction		25.48	74.52	0.34
------------------------------------	--	-------	-------	------

Health & Welfare		82.95	17.05	4.87
------------------	--	-------	-------	------

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

Natural Sci., Mathematics & Statistics		57.75	42.25	1.37
--	--	-------	-------	------

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

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

Vocational training		6.27	9.19	7.78
---------------------	--	------	------	------

PhD graduates		0.63	0.84	0.72
---------------	--	------	------	------

Graduates from tertiary education		70.61	42.47	55.95
-----------------------------------	--	-------	-------	-------

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	5.00
Births attended by skilled personnel	% live births	100.00
Maternal mortality	deaths per 100,000 live births	9.00
Total fertility rate	births per woman	1.34

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

Reproductive autonomy	Equal rights	◆
-----------------------	--------------	---

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

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

Luxembourg

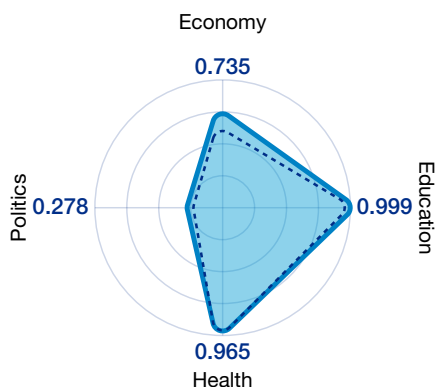
0.744

46th

2024

Global Gender Gap Index 2024 Edition

■ Luxembourg score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.744	46th	0.747	44th
Economic Participation and Opportunity	0.735	44th	0.710	57th
Educational Attainment	0.999	38th	1.000	30th
Health and Survival	0.965	108th	0.965	108th
Political Empowerment	0.278	55th	0.315	43rd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	44th	0.735		-	Min	Max	-
Labour-force participation rate %	18th	0.891		-7.10	57.99	65.09	0-100
Wage equality for similar work 1-7 (best)	22nd	0.741		-	-	-	-
Estimated earned income int'l \$ 1,000	36th	0.715		-39.04	98.10	137.14	0-150
Legislators, senior officials and managers %	108th	0.342		-49.06	25.47	74.53	0-100
Professional and technical workers %	72nd	0.982		-0.92	49.54	50.46	0-100
Educational Attainment	38th	0.999		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	90th	0.997		-0.29	98.20	98.49	0-100
Enrolment in secondary education %	1st	1.000		1.94	105.54	107.49	0-200
Enrolment in tertiary education %	1st	1.000		3.69	18.94	22.63	0-200
Health and Survival	108th	0.965		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	118th	1.012		-	-	-	-
Political Empowerment	55th	0.278		-	-	-	-
Women in parliament %	49th	0.499		-33.40	33.30	66.70	0-100
Women in ministerial positions %	36th	0.500		-33.33	33.33	66.67	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value
GDP	US\$ billions	81.64
GDP per capita, PPP	constant '17, intl. \$ 1000	117.75
Population sex ratio	female/male, %	0.99
Population growth rate	%	2.02

Indicator	Million people	◆ Female	◆ Male	Value
Total population		0.32	0.33	0.65

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	0.44
Share of women's membership in boards	% (OECD countries only)	22.00
Firms with female majority ownership	% firms	8.30
Firms with female top managers	% firms	7.40

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.57

Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.14	0.16	0.30

Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	9.60	6.88	8.11

Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	4.74	4.44	4.58

Indicator	Unit	◆ Female	◆ Male	Value
Workers employed part-time	% of employed people	46.02	27.64	36.22

Indicator	Unit	◆ Female	◆ Male	Value
Proportion of time spent on unpaid domestic and care work	%	14.44	7.08	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights ◆	
Inheritance rights for widows and daughters	Equal rights ◆	
Access to land assets	Equal rights ◆	
Access to non-land assets	Equal rights ◆	

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1919
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	n. a.

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

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

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.40
Mean age of women at birth of first child	years	31.30

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

Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		140.00	14.00	0

Education and skills

Graduates	%	◆ Female	◆ Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		22.86	77.14	0.30
Arts & Humanities		61.98	38.02	1.63
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		68.92	31.08	2.22
Engineering, Manuf. & Construction		19.82	80.18	0.25
Health & Welfare		70.37	29.63	2.38
Information & Comm. Technologies		19.59	80.41	0.24
Natural Sci., Mathematics & Statistics		45.16	54.84	0.82
Social Sci., Journalism & Information		67.69	32.31	2.10

Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		21.79	22.47	22.14
PhD graduates		2.00	3.47	2.74
Graduates from tertiary education		10.58	7.60	9.04

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	4.00
Births attended by skilled personnel	% live births	n. a.
Maternal mortality	deaths per 100,000 live births	6.00
Total fertility rate	births per woman	1.38

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights ◆	

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

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

Madagascar

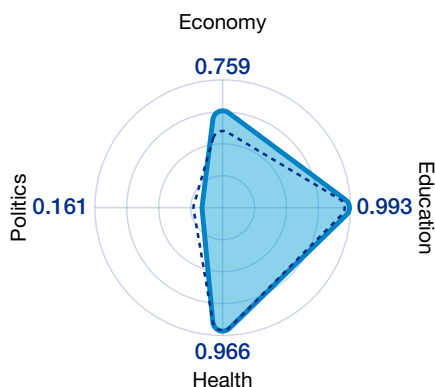
0.720

66th

2024

Global Gender Gap Index 2024 Edition

■ Madagascar score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.720	66th	0.737	51st
Economic Participation and Opportunity	0.759	25th	0.800	12th
Educational Attainment	0.993	71st	0.979	100th
Health and Survival	0.966	102nd	0.966	103rd
Political Empowerment	0.161	98th	0.201	76th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	25th	0.759		-	Min	Max	-
Labour-force participation rate %	48th	0.845		-12.68	68.88	81.56	0-100
Wage equality for similar work 1-7 (best)	-	-		-	-	-	-
Estimated earned income int'l \$ 1,000	8th	0.838		-0.27	1.37	1.64	0-150
Legislators, senior officials and managers %	100th	0.391		-43.80	28.10	71.90	0-100
Professional and technical workers %	82nd	0.925		-3.89	48.05	51.95	0-100
Educational Attainment	71st	0.993		-	-	-	-
Literacy rate %	97th	0.963		-	-	-	-
Enrolment in primary education %	1st	1.000		4.93	94.29	99.22	0-100
Enrolment in secondary education %	1st	1.000		2.21	34.05	36.26	0-200
Enrolment in tertiary education %	1st	1.000		0.12	6.09	6.21	0-200
Health and Survival	102nd	0.966		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	112th	1.015		-	-	-	-
Political Empowerment	98th	0.161		-	-	-	-
Women in parliament %	107th	0.227		-63.00	18.50	81.50	0-100
Women in ministerial positions %	59th	0.368		-46.15	26.92	73.08	0-100
Years with female/male head of state (last 50)	77th	0.000		-49.99	0.01	49.99	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			15.3
GDP per capita, PPP	constant '17, intl. \$ 1000			1.50
Population sex ratio	female/male, %			1.00
Population growth rate	%			2.38
Indicator	Million people	Female	Male	Value
Total population		14.78	14.84	29.61
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			21.60
Firms with female top managers	% firms			37.30
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				4.42
Indicator	Million people	Female	Male	Value
Labour-force		4.15	4.58	8.73
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	96.54	95.67	96.08
Unemployed adults	% of labour force (15-64)	3.55	2.98	3.25
Workers employed part-time	% of employed people	38.99	34.35	36.55
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Near-equal rights		
Inheritance rights for widows and daughters		Near-equal rights		
Access to land assets		Near-equal rights		
Access to non-land assets		Near-equal rights		
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1959
Number of female heads of state to date	number			0
Seats held in upper house	% total seats			5.60
Indicator	Yes/No			Value
Election list quotas for women, national				n. a.
Party membership quotas, voluntary				Yes
Indicator	0-1 (Equal rights)			Value
Access to justice		Near-equal rights		
Freedom of movement				
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			14.60
Early marriage	%			27.50
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce		Near-equal rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	0	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		31.02	68.98	0.45
Agri., Forestry, Fisheries & Veterinary		41.19	58.81	0.70
Arts & Humanities		50.90	49.10	1.04
Business, Admin. & Law		53.79	46.21	1.16
Education		50.95	49.05	1.04
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		67.86	32.14	2.11
Information & Comm. Technologies		33.64	66.36	0.51
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		46.04	53.96	0.85
Graduates	Attainment %	Female	Male	Parity
Vocational training		0.37	0.77	0.57
PhD graduates		0.23	0.42	0.33
Graduates from tertiary education		4.29	3.68	3.99
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			n. a.
Births attended by skilled personnel	% live births			45.80
Maternal mortality	deaths per 100,000 live births			392.00
Total fertility rate	births per woman			3.85
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Unequal rights		

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

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

Malaysia

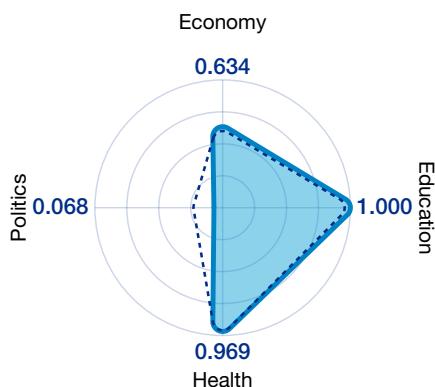
0.668

114th

2024

Global Gender Gap Index 2024 Edition

■ Malaysia score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.668	114th	0.682	102nd
Economic Participation and Opportunity	0.634	102nd	0.664	89th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.969	80th	0.969	80th
Political Empowerment	0.068	134th	0.098	122nd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	102nd	0.634		-	Min	Max	-
Labour-force participation rate %	102nd	0.681		-26.09	55.79	81.88	0-100
Wage equality for similar work 1-7 (best)	33rd	0.719		-	-	-	-
Estimated earned income int'l \$ 1,000	68th	0.651		-11.93	22.29	34.22	0-150
Legislators, senior officials and managers %	110th	0.326		-50.80	24.60	75.40	0-100
Professional and technical workers %	103rd	0.688		-18.50	40.75	59.25	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		1.34	94.66	96.00	0-100
Enrolment in secondary education %	1st	1.000		4.45	82.38	86.83	0-200
Enrolment in tertiary education %	1st	1.000		11.33	34.77	46.11	0-200
Health and Survival	80th	0.969		-	-	-	-
Sex ratio at birth** %	127th	0.938		-	-	-	-
Healthy life expectancy** years	72nd	1.038		-	-	-	-
Political Empowerment	134th	0.068		-	-	-	-
Women in parliament %	122nd	0.156		-73.00	13.50	86.50	0-100
Women in ministerial positions %	129th	0.080		-85.19	7.41	92.59	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value
GDP	US\$ billions	407.03
GDP per capita, PPP	constant '17, intl. \$ 1000	28.38
Population sex ratio	female/male, %	0.96
Population growth rate	%	1.08

Indicator	Million people	Female	Male	Value
Total population		16.60	17.34	33.94

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	19.40
Firms with female top managers	% firms	33.20

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.15

Indicator	Million people	Female	Male	Value
Labour-force		5.17	8.11	13.28

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.

Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	4.11	3.82	3.93

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	12.13	8.12	9.68

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

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Unequal rights	◇
Access to land assets	Uneven rights	◇
Access to non-land assets	Uneven rights	◇

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1957
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	16.40

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

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

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	n. a.
Early marriage	%	6.00
Mean age of women at birth of first child	years	n. a.

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

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	7.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Agri., Forestry, Fisheries & Veterinary		47.67	52.33	0.91

Graduates	%	Female	Male	Value
Arts & Humanities		63.42	36.58	1.73

Graduates	%	Female	Male	Value
Business, Admin. & Law		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Education		69.73	30.27	2.30

Graduates	%	Female	Male	Value
Engineering, Manuf. & Construction		27.05	72.95	0.37

Graduates	%	Female	Male	Value
Health & Welfare		72.41	27.59	2.62

Graduates	%	Female	Male	Value
Information & Comm. Technologies		46.00	54.00	0.85

Graduates	%	Female	Male	Value
Natural Sci., Mathematics & Statistics		70.73	29.27	2.42

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

Graduates	Attainment %	Female	Male	Parity
Vocational training		3.37	5.50	4.47

Graduates	%	Female	Male	Parity
PhD graduates		0.16	0.04	0.10

Graduates	%	Female	Male	Parity
Graduates from tertiary education		21.13	11.02	15.95

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	n. a.
Births attended by skilled personnel	% live births	99.60
Maternal mortality	deaths per 100,000 live births	21.00
Total fertility rate	births per woman	1.80

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Restricted rights	◇

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

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

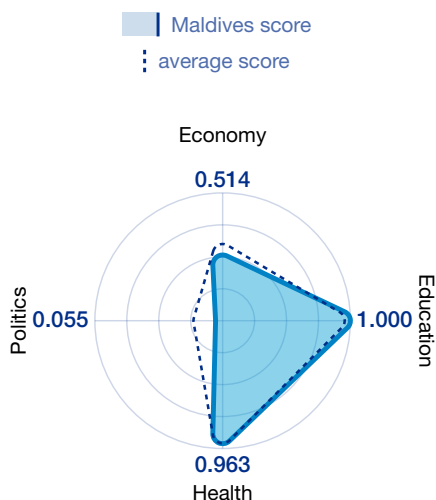
Maldives

0.633

132nd

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.633	132nd	0.649	124th
Economic Participation and Opportunity	0.514	132nd	0.512	131st
Educational Attainment	1.000	1st	0.984	91st
Health and Survival	0.963	121st	0.962	121st
Political Empowerment	0.055	138th	0.139	103rd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	132nd	0.514	0 1	-	Min	Max	-
Labour-force participation rate %	113th	0.644		-27.99	50.61	78.60	0-100
Wage equality for similar work 1-7 (best)	-	-		-	-	-	-
Estimated earned income int'l \$ 1,000	126th	0.402		-17.04	11.47	28.51	0-150
Legislators, senior officials and managers %	123rd	0.229		-62.69	18.66	81.34	0-100
Professional and technical workers %	90th	0.855		-7.80	46.10	53.90	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		3.86	96.09	99.96	0-100
Enrolment in secondary education %	1st	1.000		4.17	68.81	72.98	0-200
Enrolment in tertiary education %	1st	1.000		30.90	22.50	53.40	0-200
Health and Survival	121st	0.963		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	132nd	1.004		-	-	-	-
Political Empowerment	138th	0.055		-	-	-	-
Women in parliament %	136th	0.053		-90.00	5.00	95.00	0-100
Women in ministerial positions %	111th	0.158		-72.73	13.64	86.36	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value
GDP	US\$ billions	6.17
GDP per capita, PPP	constant '17, intl. \$ 1000	21.27
Population sex ratio	female/male, %	0.74
Population growth rate	%	0.45

Indicator	Million people	Female	Male	Value
Total population		0.22	0.30	0.52

Work participation and leadership

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

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

Indicator	Million people	Female	Male	Value
Labour-force		0.07	0.10	0.17

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	52.04	45.23	48.15

Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	4.03	5.10	4.64

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	31.52	13.35	21.13

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

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Near-equal rights	◆
Inheritance rights for widows and daughters	Unequal rights	◇
Access to land assets	Near-equal rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1965
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	n. a.

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

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

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	31.40
Early marriage	%	3.80
Mean age of women at birth of first child	years	n. a.

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

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		60.00	3.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		10.56	89.44	0.12

Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n. a.
---	-------	-------	-------

Arts & Humanities	74.31	25.69	2.89
-------------------	-------	-------	------

Business, Admin. & Law	59.74	40.26	1.48
------------------------	-------	-------	------

Education	81.81	18.19	4.50
-----------	-------	-------	------

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

Health & Welfare	95.00	5.00	19.00
------------------	-------	------	-------

Information & Comm. Technologies	9.68	90.32	0.11
----------------------------------	------	-------	------

Natural Sci., Mathematics & Statistics	100.00	0	n. a.
--	--------	---	-------

Social Sci., Journalism & Information	69.70	30.30	2.30
---------------------------------------	-------	-------	------

Graduates	Attainment %	Female	Male	Parity
Vocational training		n. a.	n. a.	n. a.
PhD graduates		n. a.	n. a.	n. a.
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	6.00
Births attended by skilled personnel	% live births	99.50
Maternal mortality	deaths per 100,000 live births	57.00
Total fertility rate	births per woman	1.69

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Uneven rights	◇

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

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

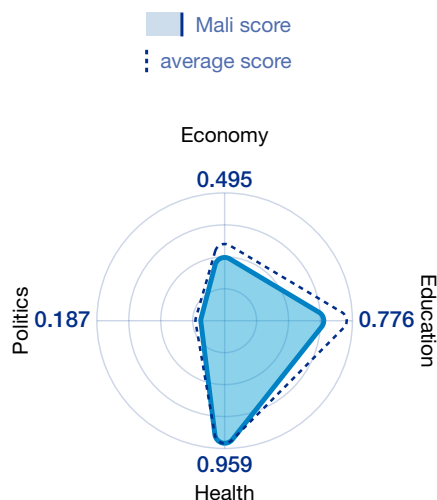
Mali

0.604

141st

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.604	141st	0.605	141st
Economic Participation and Opportunity	0.495	135th	0.489	134th
Educational Attainment	0.776	142nd	0.779	140th
Health and Survival	0.959	135th	0.959	135th
Political Empowerment	0.187	86th	0.192	78th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	135th	0.495		-	Min	Max	-
Labour-force participation rate %	117th	0.625		-30.87	51.54	82.41	0-100
Wage equality for similar work 1-7 (best)	55th	0.672		-	-	-	-
Estimated earned income int'l \$ 1,000	122nd	0.451		-1.61	1.32	2.93	0-150
Legislators, senior officials and managers %	126th	0.211		-65.11	17.44	82.55	0-100
Professional and technical workers %	137th	0.258		-59.00	20.50	79.50	0-100
Educational Attainment	142nd	0.776		-	-	-	-
Literacy rate %	141st	0.546		-	-	-	-
Enrolment in primary education %	123rd	0.891		-6.46	53.00	59.47	0-100
Enrolment in secondary education %	132nd	0.874		-4.74	32.96	37.70	0-200
Enrolment in tertiary education %	132nd	0.508		-3.08	3.17	6.25	0-200
Health and Survival	135th	0.959		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	142nd	0.993		-	-	-	-
Political Empowerment	86th	0.187		-	-	-	-
Women in parliament %	64th	0.401		-42.80	28.60	71.40	0-100
Women in ministerial positions %	90th	0.217		-64.29	17.86	82.14	0-100
Years with female/male head of state (last 50)	64th	0.020		-48.06	0.97	49.03	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			18.83
GDP per capita, PPP	constant '17, intl. \$ 1000			2.13
Population sex ratio	female/male, %			0.98
Population growth rate	%			3.10
Indicator	Million people	◆ Female	◆ Male	Value
Total population		11.19	11.41	22.59
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			9.10
Firms with female top managers	% firms			11.60
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				4.27
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		2.08	3.05	5.13
Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	95.40	93.05	94.03
Unemployed adults	% of labour force (15-64)	3.65	3.70	3.68
Workers employed part-time	% of employed people	29.17	7.31	16.44
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Equal rights ◆		
Inheritance rights for widows and daughters		Uneven rights ◆		
Access to land assets		Near-equal rights ◆		
Access to non-land assets		Near-equal rights ◆		
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1960
Number of female heads of state to date	number			1
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)			Value
Access to justice		Near-equal rights ◆		
Freedom of movement		Equal rights ◆		
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			23.90
Early marriage	%			42.10
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce		Restricted rights ◆		
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		98.00	3.00	0
Education and skills				
Graduates	%	◆ Female	◆ Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		2.81	3.97	3.40
PhD graduates		0.01	0.09	0.05
Graduates from tertiary education		n. a.	n. a.	n. a.
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			18.00
Births attended by skilled personnel	% live births			67.30
Maternal mortality	deaths per 100,000 live births			440.00
Total fertility rate	births per woman			5.96
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Uneven rights ◆		

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

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

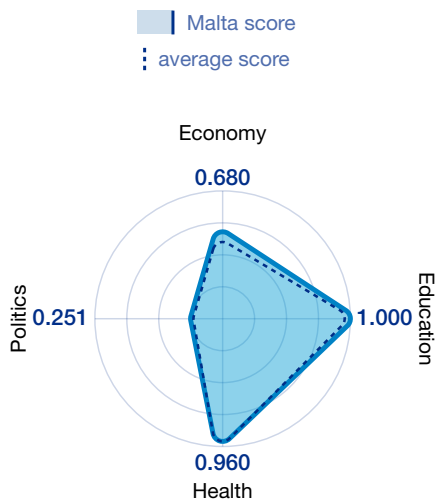
Malta

0.723

62nd

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.723	62nd	0.713	70th
Economic Participation and Opportunity	0.680	78th	0.641	97th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.960	133rd	0.961	131st
Political Empowerment	0.251	64th	0.251	62nd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	78th	0.680	0 1	-	Min	Max	-
Labour-force participation rate %	62nd	0.815		-14.28	63.08	77.36	0-100
Wage equality for similar work 1-7 (best)	77th	0.635		-	-	-	-
Estimated earned income int'l \$ 1,000	76th	0.627		-22.13	37.11	59.23	0-150
Legislators, senior officials and managers %	75th	0.530		-30.74	34.63	65.37	0-100
Professional and technical workers %	91st	0.855		-7.82	46.09	53.91	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.16	93.05	93.21	0-100
Enrolment in secondary education %	1st	1.000		0.41	102.50	102.91	0-200
Enrolment in tertiary education %	1st	1.000		30.66	63.80	94.47	0-200
Health and Survival	133rd	0.960		-	-	-	-
Sex ratio at birth** %	129th	0.936		-	-	-	-
Healthy life expectancy** years	114th	1.015		-	-	-	-
Political Empowerment	64th	0.251		-	-	-	-
Women in parliament %	66th	0.387		-44.20	27.90	72.10	0-100
Women in ministerial positions %	116th	0.125		-77.78	11.11	88.89	0-100
Years with female/male head of state (last 50)	16th	0.227		-31.51	9.24	40.76	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			18.13
GDP per capita, PPP	constant '17, intl. \$ 1000			48.64
Population sex ratio	female/male, %			0.92
Population growth rate	%			2.40
Indicator	Million people	Female	Male	Value
Total population		0.25	0.28	0.53
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			17.89
Share of women's membership in boards	% (OECD countries only)			15.50
Firms with female majority ownership	% firms			5.80
Firms with female top managers	% firms			11.30
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				4.63
Indicator	Million people	Female	Male	Value
Labour-force		0.11	0.15	0.26
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	8.18	15.34	12.46
Unemployed adults	% of labour force (15-64)	2.61	3.20	2.95
Workers employed part-time	% of employed people	43.52	32.70	37.26
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Equal rights		◆
Inheritance rights for widows and daughters		Equal rights		◆
Access to land assets		Equal rights		◆
Access to non-land assets		Equal rights		◆
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1947
Number of female heads of state to date	number			2
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)			Value
Access to justice		Equal rights		◆
Freedom of movement		Equal rights		◆
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			n. a.
Early marriage	%			0.50
Mean age of women at birth of first child	years			29.50
Indicator	0-1 (Equal rights)			Value
Right to divorce		Equal rights		◆
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		126.00	14.00	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		27.85	72.15	0.39
Agri., Forestry, Fisheries & Veterinary		50.00	50.00	1.00
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		28.18	71.82	0.39
Health & Welfare		71.91	28.09	2.56
Information & Comm. Technologies		15.98	84.02	0.19
Natural Sci., Mathematics & Statistics		53.01	46.99	1.13
Social Sci., Journalism & Information		62.76	37.24	1.69
Graduates	Attainment %	Female	Male	Parity
Vocational training		9.34	10.93	10.18
PhD graduates		0.33	0.90	0.63
Graduates from tertiary education		67.76	40.05	53.44
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			4.00
Births attended by skilled personnel	% live births			99.89
Maternal mortality	deaths per 100,000 live births			3.00
Total fertility rate	births per woman			1.14
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Unequal rights		◇

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

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

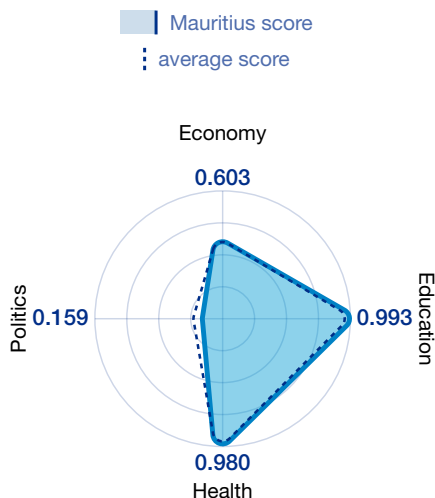
Mauritius

0.684

107th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.684	107th	0.689	98th
Economic Participation and Opportunity	0.603	113th	0.637	100th
Educational Attainment	0.993	70th	0.993	71st
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.159	100th	0.148	97th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	113th	0.603		-	Min	Max	-
Labour-force participation rate %	119th	0.617		-26.16	42.21	68.36	0-100
Wage equality for similar work 1-7 (best)	75th	0.636		-	-	-	-
Estimated earned income int'l \$ 1,000	116th	0.502		-15.23	15.33	30.56	0-150
Legislators, senior officials and managers %	103rd	0.386		-44.25	27.87	72.13	0-100
Professional and technical workers %	79th	0.941		-3.03	48.49	51.51	0-100
Educational Attainment	70th	0.993		-	-	-	-
Literacy rate %	96th	0.963		-	-	-	-
Enrolment in primary education %	1st	1.000		1.71	95.89	97.60	0-100
Enrolment in secondary education %	1st	1.000		3.48	90.47	93.94	0-200
Enrolment in tertiary education %	1st	1.000		13.54	37.73	51.28	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	100th	0.159		-	-	-	-
Women in parliament %	94th	0.250		-60.00	20.00	80.00	0-100
Women in ministerial positions %	94th	0.211		-65.22	17.39	82.61	0-100
Years with female/male head of state (last 50)	45th	0.066		-43.79	3.11	46.89	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	12.95		
GDP per capita, PPP	constant '17, intl. \$ 1000	22.84		
Population sex ratio	female/male, %	1.03		
Population growth rate	%	-0.30		
Indicator	Million people	Female	Male	Value
Total population		0.64	0.62	1.26

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	10.30
Firms with female top managers	% firms	n. a.

Indicator 1-7 (best)

Indicator	Unit	Female	Male	Value
Advancement of women to leadership roles				4.46
Indicator	Million people	Female	Male	Value
Labour-force		0.20	0.30	0.50
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	25.13	37.15	32.48
Unemployed adults	% of labour force (15-64)	8.57	5.00	6.42
Workers employed part-time	% of employed people	18.40	10.14	13.35
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Uneven rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1968
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	n. a.
Indicator	Yes/No	Value
Election list quotas for women, national		n. a.
Party membership quotas, voluntary		Yes
Indicator	0-1 (Equal rights)	Value
Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	12.50		
Early marriage	%	7.30		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Unequal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	7.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		36.03	63.97	0.56
Agri., Forestry, Fisheries & Veterinary		29.06	70.94	0.41
Arts & Humanities		77.14	22.86	3.37
Business, Admin. & Law		59.21	40.79	1.45
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		25.25	74.75	0.34
Health & Welfare		64.63	35.37	1.83
Information & Comm. Technologies		31.59	68.41	0.46
Natural Sci., Mathematics & Statistics		66.13	33.87	1.95
Social Sci., Journalism & Information		73.54	26.46	2.78

Graduates	Attainment %	Female	Male	Parity
Vocational training		2.42	4.61	3.53
PhD graduates		0	0	0
Graduates from tertiary education		35.16	25.41	30.27

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	n. a.
Births attended by skilled personnel	% live births	99.80
Maternal mortality	deaths per 100,000 live births	84.00
Total fertility rate	births per woman	1.41
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Restricted rights	◆

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

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

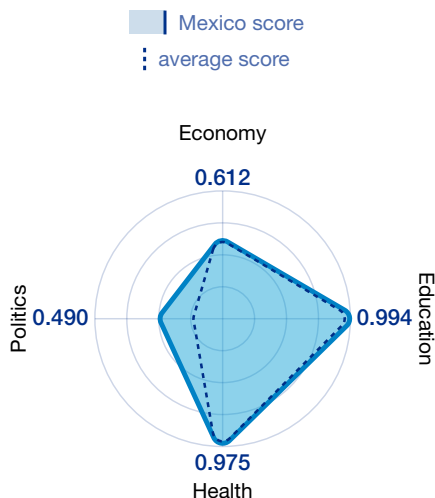
Mexico

0.768

33rd

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.768	33rd	0.765	33rd
Economic Participation and Opportunity	0.612	109th	0.601	110th
Educational Attainment	0.994	62nd	0.994	62nd
Health and Survival	0.975	49th	0.975	49th
Political Empowerment	0.490	14th	0.490	15th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	109th	0.612		-	Min	Max	-
Labour-force participation rate %	122nd	0.606		-30.11	46.24	76.35	0-100
Wage equality for similar work 1-7 (best)	119th	0.522		-	-	-	-
Estimated earned income int'l \$ 1,000	111th	0.527		-12.65	14.09	26.73	0-150
Legislators, senior officials and managers %	47th	0.633		-22.50	38.75	61.25	0-100
Professional and technical workers %	74th	0.981		-0.96	49.52	50.48	0-100
Educational Attainment	62nd	0.994		-	-	-	-
Literacy rate %	81st	0.984		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	1st	1.000		12.71	92.11	104.82	0-200
Enrolment in tertiary education %	1st	1.000		7.61	42.64	50.26	0-200
Health and Survival	49th	0.975		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	59th	1.046		-	-	-	-
Political Empowerment	14th	0.490		-	-	-	-
Women in parliament %	1st	1.000		0.80	49.60	50.40	0-100
Women in ministerial positions %	21st	0.727		-15.79	42.11	57.89	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	1,465.85		
GDP per capita, PPP	constant '17, intl. \$ 1000	20.25		
Population sex ratio	female/male, %	1.05		
Population growth rate	%	0.63		
Indicator	Million people	Female	Male	Value
Total population		65.31	62.19	127.50

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	16.67
Share of women's membership in boards	% (OECD countries only)	11.50
Firms with female majority ownership	% firms	11.20
Firms with female top managers	% firms	n. a.

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		3.94

Indicator	Million people	Female	Male	Value
Labour-force		20.90	29.89	50.79

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	56.35	56.32	56.33

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	2.90	2.87	2.88

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	35.51	19.32	25.89

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	27.77	11.11	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Near-equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1947
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	50.80

Indicator Yes/No

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

Indicator 0-1 (Equal rights)

Indicator	Unit	Value
Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	10.80
Early marriage	%	16.60
Mean age of women at birth of first child	years	n. a.

Indicator 0-1 (Equal rights)

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

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		84.00	7.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Agri., Forestry, Fisheries & Veterinary		36.78	63.22	0.58

Graduates	%	Female	Male	Value
Arts & Humanities		57.99	42.01	1.38

Graduates	%	Female	Male	Value
Business, Admin. & Law		55.14	44.86	1.23

Graduates	%	Female	Male	Value
Education		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Engineering, Manuf. & Construction		28.47	71.53	0.40

Graduates	%	Female	Male	Value
Health & Welfare		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Information & Comm. Technologies		n. a.	n. a.	n. a.

Graduates	%	Female	Male	Value
Natural Sci., Mathematics & Statistics		51.14	48.86	1.05

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

Indicator 0-1 (Equal rights)

Graduates	Attainment %	Female	Male	Parity
Vocational training		11.61	10.91	11.26

Graduates	%	Female	Male	Value
PhD graduates		0.26	0.38	0.31

Graduates	%	Female	Male	Value
Graduates from tertiary education		36.00	27.77	31.85

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	10.00
Births attended by skilled personnel	% live births	96.60
Maternal mortality	deaths per 100,000 live births	59.00
Total fertility rate	births per woman	1.82

Indicator 0-1 (Equal rights)

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Restricted rights	◆

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

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

Moldova, Republic of

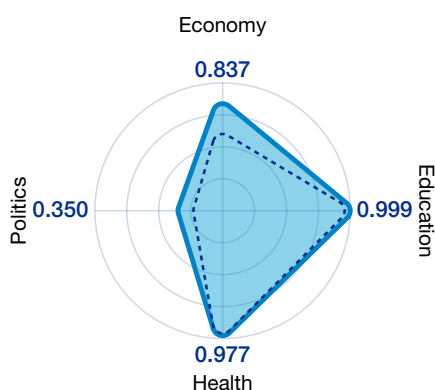
0.791

13th

2024

Global Gender Gap Index 2024 Edition

Moldova, Republic of score
: average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.791	13th	0.788	19th
Economic Participation and Opportunity	0.837	5th	0.863	3rd
Educational Attainment	0.999	37th	0.996	53rd
Health and Survival	0.977	40th	0.977	40th
Political Empowerment	0.350	38th	0.314	44th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	5th	0.837	0.837	-	-	-	-
Labour-force participation rate %	2nd	0.977	0.977	-1.65	69.90	71.55	0-100
Wage equality for similar work 1-7 (best)	44th	0.695	0.695	-	-	-	-
Estimated earned income int'l \$ 1,000	5th	0.864	0.864	-1.95	12.38	14.33	0-150
Legislators, senior officials and managers %	24th	0.776	0.776	-12.64	43.68	56.32	0-100
Professional and technical workers %	1st	1.000	1.000	37.52	31.24	68.76	0-100
Educational Attainment	37th	0.999	0.999	-	-	-	-
Literacy rate %	61st	0.998	0.998	-	-	-	-
Enrolment in primary education %	-	-	-	-	-	-	-
Enrolment in secondary education %	87th	0.999	0.999	-0.13	96.72	96.85	0-200
Enrolment in tertiary education %	1st	1.000	1.000	22.95	53.22	76.16	0-200
Health and Survival	40th	0.977	0.977	-	-	-	-
Sex ratio at birth** %	119th	0.941	0.941	-	-	-	-
Healthy life expectancy** years	1st	1.060	1.060	-	-	-	-
Political Empowerment	38th	0.350	0.350	-	-	-	-
Women in parliament %	23rd	0.689	0.689	-18.40	40.80	59.20	0-100
Women in ministerial positions %	77th	0.273	0.273	-57.14	21.43	78.57	0-100
Years with female/male head of state (last 50)	27th	0.155	0.155	-36.57	6.72	43.28	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			14.51
GDP per capita, PPP	constant '17, intl. \$ 1000			13.31
Population sex ratio	female/male, %			1.10
Population growth rate	%			-2.22
Indicator	Million people	Female	Male	Value
Total population		1.33	1.21	2.54
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			17.60
Firms with female top managers	% firms			18.60
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				5.67
Indicator	Million people	Female	Male	Value
Labour-force		0.73	0.63	1.37
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	52.88	51.56	52.27
Unemployed adults	% of labour force (15-64)	1.50	2.28	1.87
Workers employed part-time	% of employed people	9.63	8.26	8.98
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services				Equal rights
Inheritance rights for widows and daughters				Equal rights
Access to land assets				Equal rights
Access to non-land assets				Equal rights
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1991, 1978
Number of female heads of state to date	number			5
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national				Yes
Party membership quotas, voluntary				Yes
Indicator	0-1 (Equal rights)			Value
Access to justice				Equal rights
Freedom of movement				Equal rights
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			21.20
Early marriage	%			7.10
Mean age of women at birth of first child	years			25.20
Indicator	0-1 (Equal rights)			Value
Right to divorce				Equal rights
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		126.00	14.00	1.04
Education and skills				
Graduates	%	Female	Male	Value
STEM		30.52	69.48	0.44
Agri., Forestry, Fisheries & Veterinary		22.80	77.20	0.30
Arts & Humanities		73.06	26.94	2.71
Business, Admin. & Law		60.73	39.27	1.55
Education		87.98	12.02	7.32
Engineering, Manuf. & Construction		29.73	70.27	0.42
Health & Welfare		68.80	31.20	2.20
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		54.80	45.20	1.21
Social Sci., Journalism & Information		76.31	23.69	3.22
Graduates	Attainment %	Female	Male	Parity
Vocational training		15.25	17.53	16.42
PhD graduates		0.11	0.14	0.12
Graduates from tertiary education		48.22	32.95	40.51
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			9.00
Births attended by skilled personnel	% live births			99.60
Maternal mortality	deaths per 100,000 live births			12.00
Total fertility rate	births per woman			1.81
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy				Equal rights

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

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

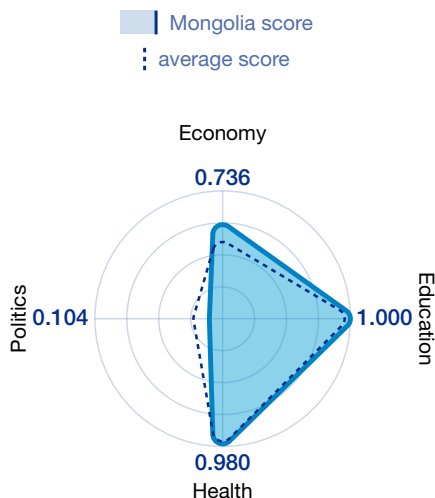
Mongolia

0.705

85th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.705	85th	0.704	80th
Economic Participation and Opportunity	0.736	43rd	0.745	33rd
Educational Attainment	1.000	1st	0.994	67th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.104	120th	0.099	121st

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	43rd	0.736		-	Min	Max	-
Labour-force participation rate %	71st	0.782		-14.92	53.48	68.40	0-100
Wage equality for similar work 1-7 (best)	41st	0.704		-	-	-	-
Estimated earned income int'l \$ 1,000	88th	0.604		-5.97	9.11	15.08	0-150
Legislators, senior officials and managers %	31st	0.723		-16.10	41.95	58.05	0-100
Professional and technical workers %	1st	1.000		25.93	37.04	62.96	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		1.38	94.11	95.49	0-100
Enrolment in secondary education %	1st	1.000		4.19	95.59	99.77	0-200
Enrolment in tertiary education %	1st	1.000		32.06	49.61	81.67	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	120th	0.104		-	-	-	-
Women in parliament %	108th	0.221		-63.80	18.10	81.90	0-100
Women in ministerial positions %	112th	0.143		-75.00	12.50	87.50	0-100
Years with female/male head of state (last 50)	76th	0.000		-49.96	0.02	49.98	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	17.15		
GDP per capita, PPP	constant '17, intl. \$ 1000	12.07		
Population sex ratio	female/male, %	1.02		
Population growth rate	%	1.50		
Indicator	Million people	Female	Male	Value
Total population		1.71	1.69	3.40

Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	32.70		
Firms with female top managers	% firms	38.90		

Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.41		
Indicator	Million people	Female	Male	Value
Labour-force		0.56	0.63	1.19
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	39.91	48.19	44.30
Unemployed adults	% of labour force (15-64)	5.44	7.08	6.31
Workers employed part-time	% of employed people	8.19	5.15	6.58
Proportion of time spent on unpaid domestic and care work	%	19.29	7.60	n. a.

Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Equal rights		
Inheritance rights for widows and daughters		Equal rights		
Access to land assets		Equal rights		
Access to non-land assets		Equal rights		

Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	1924		
Number of female heads of state to date	number	1		
Seats held in upper house	% total seats	n. a.		
Indicator	Yes/No	Value		
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Equal rights		
Freedom of movement		Equal rights		

Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	22.57		
Early marriage	%	3.90		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Equal rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		120.00	14.00	1.10

Education and skills				
Graduates	%	Female	Male	Value
STEM		34.08	65.92	0.52
Agri., Forestry, Fisheries & Veterinary		51.89	48.11	1.08
Arts & Humanities		63.45	36.55	1.74
Business, Admin. & Law		64.80	35.20	1.84
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		30.75	69.25	0.44
Health & Welfare		82.54	17.46	4.73
Information & Comm. Technologies		37.68	62.32	0.60
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		69.13	30.87	2.24

Graduates	Attainment %	Female	Male	Parity
Vocational training		5.82	9.35	7.62
PhD graduates		0.19	0.37	0.27
Graduates from tertiary education		72.78	40.75	56.41

Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	12.00		
Births attended by skilled personnel	% live births	99.30		
Maternal mortality	deaths per 100,000 live births	39.00		
Total fertility rate	births per woman	2.84		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Equal rights		

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

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

Montenegro

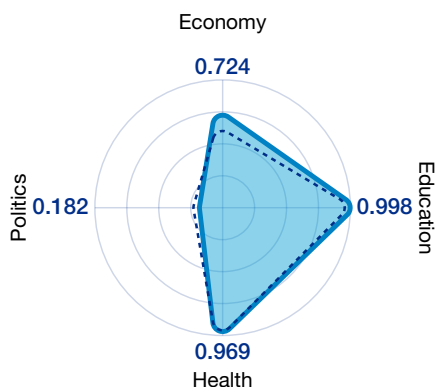
0.718

67th

2024

Global Gender Gap Index 2024 Edition

Montenegro score
average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.718	67th	0.714	69th
Economic Participation and Opportunity	0.724	50th	0.710	56th
Educational Attainment	0.998	44th	0.998	41st
Health and Survival	0.969	78th	0.968	88th
Political Empowerment	0.182	87th	0.180	82nd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	50th	0.724		-			
Labour-force participation rate %	78th	0.768		-13.41	44.41	57.82	0-100
Wage equality for similar work 1-7 (best)	61st	0.663		-			
Estimated earned income int'l \$ 1,000	34th	0.722		-7.17	18.62	25.79	0-150
Legislators, senior officials and managers %	61st	0.571		-27.35	36.33	63.67	0-100
Professional and technical workers %	1st	1.000		12.29	43.85	56.15	0-100
Educational Attainment	44th	0.998		-			
Literacy rate %	76th	0.991		-			
Enrolment in primary education %	1st	1.000		0.12		98.59	98.72
Enrolment in secondary education %	1st	1.000		0.39		91.07	91.46
Enrolment in tertiary education %	1st	1.000		18.18		47.18	65.36
Health and Survival	78th	0.969		-			
Sex ratio at birth** %	136th	0.932		-			
Healthy life expectancy** years	49th	1.054		-			
Political Empowerment	87th	0.182		-			
Women in parliament %	72nd	0.374		-45.60	27.20	72.80	0-100
Women in ministerial positions %	80th	0.267		-57.89	21.05	78.95	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	6.23		
GDP per capita, PPP	constant '17, intl. \$ 1000	22.11		
Population sex ratio	female/male, %	1.05		
Population growth rate	%	-0.32		
Indicator	Million people	◆ Female	◆ Male	Value
Total population		0.32	0.30	0.62
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	11.80		
Firms with female top managers	% firms	15.00		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.48		
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.10	0.13	0.23
Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
Unemployed adults	% of labour force (15-64)	16.13	17.30	16.78
Workers employed part-time	% of employed people	8.21	6.43	7.23
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Equal rights ◆		
Inheritance rights for widows and daughters		Equal rights ◆		
Access to land assets		Equal rights ◆		
Access to non-land assets		Equal rights ◆		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	2006		
Number of female heads of state to date	number	0		
Seats held in upper house	% total seats	n. a.		
Indicator	Yes/No	Value		
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Equal rights ◆		
Freedom of movement		Equal rights ◆		
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	21.00		
Early marriage	%	1.10		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Equal rights ◆		
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		98.00	0	295.00
Education and skills				
Graduates	%	◆ Female	◆ Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		20.94	23.66	22.34
PhD graduates		0.51	0.69	0.58
Graduates from tertiary education		41.79	27.35	34.39
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	4.00		
Births attended by skilled personnel	% live births	98.80		
Maternal mortality	deaths per 100,000 live births	6.00		
Total fertility rate	births per woman	1.75		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Equal rights ◆		

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

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

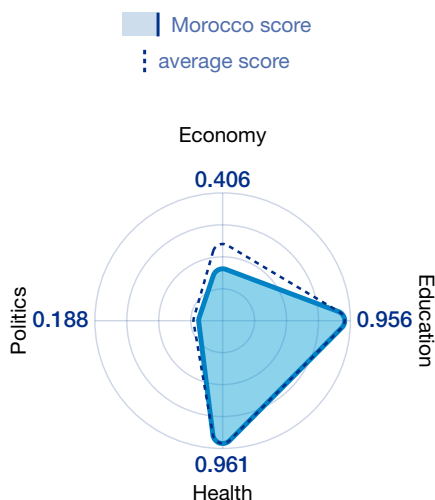
Morocco

0.628

137th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.628	137th	0.621	136th
Economic Participation and Opportunity	0.406	141st	0.404	141st
Educational Attainment	0.956	118th	0.953	115th
Health and Survival	0.961	131st	0.961	130th
Political Empowerment	0.188	85th	0.165	90th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	141st	0.406		-	Min	Max	-
Labour-force participation rate %	141st	0.285		-49.80	19.80	69.60	0-100
Wage equality for similar work 1-7 (best)	92nd	0.608		-	-	-	-
Estimated earned income int'l \$ 1,000	139th	0.224		-10.20	2.95	13.15	0-150
Legislators, senior officials and managers %	137th	0.141		-75.24	12.38	87.62	0-100
Professional and technical workers %	100th	0.748		-14.45	42.78	57.22	0-100
Educational Attainment	118th	0.956		-	-	-	-
Literacy rate %	125th	0.807		-	-	-	-
Enrolment in primary education %	1st	1.000		0.41	97.93	98.33	0-100
Enrolment in secondary education %	115th	0.966		-3.02	84.69	87.71	0-200
Enrolment in tertiary education %	1st	1.000		5.82	43.32	49.13	0-200
Health and Survival	131st	0.961		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	140th	1.000		-	-	-	-
Political Empowerment	85th	0.188		-	-	-	-
Women in parliament %	83rd	0.321		-51.40	24.30	75.70	0-100
Women in ministerial positions %	61st	0.357		-47.37	26.32	73.68	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value
GDP	US\$ billions	130.91
GDP per capita, PPP	constant '17, intl. \$ 1000	8.08
Population sex ratio	female/male, %	0.99
Population growth rate	%	1.02

Indicator	Million people	Female	Male	Value
Total population		18.61	18.85	37.46

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	0.70
Firms with female top managers	% firms	5.40

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.26

Indicator	Million people	Female	Male	Value
Labour-force		2.42	8.42	10.85

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.

Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	17.81	10.69	12.31

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	45.52	14.60	21.18

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

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Unequal rights	◇
Access to land assets	Near-equal rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1959
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	11.70

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

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

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	11.30
Early marriage	%	8.80
Mean age of women at birth of first child	years	n. a.

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

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	3.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		45.32	54.68	0.83
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		49.55	50.45	0.98
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		34.76	65.24	0.53
Engineering, Manuf. & Construction		42.20	57.80	0.73
Health & Welfare		72.28	27.72	2.61
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		48.66	51.34	0.95
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		4.88	6.59	5.75
PhD graduates		n. a.	n. a.	n. a.
Graduates from tertiary education		25.20	19.23	22.16

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	10.00
Births attended by skilled personnel	% live births	86.60
Maternal mortality	deaths per 100,000 live births	72.00
Total fertility rate	births per woman	2.33

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Restricted rights	◇

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

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

Mozambique

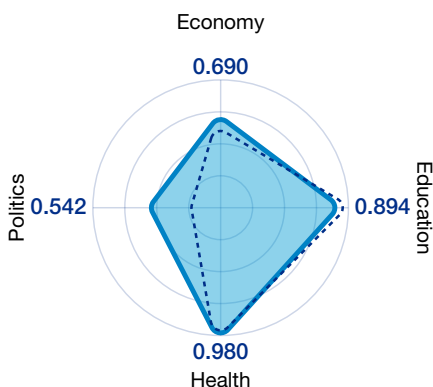
0.776

27th

2024

Global Gender Gap Index 2024 Edition

■ Mozambique score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.776	27th	0.778	25th
Economic Participation and Opportunity	0.690	76th	0.692	73rd
Educational Attainment	0.894	133rd	0.896	130th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.542	8th	0.542	8th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	76th	0.690		-	Min	Max	-
Labour-force participation rate %	3rd	0.976		-1.95	78.14	80.09	0-100
Wage equality for similar work 1-7 (best)	-	-		-	-	-	-
Estimated earned income int'l \$ 1,000	21st	0.763		-0.34	1.09	1.42	0-150
Legislators, senior officials and managers %	111th	0.322		-51.34	24.33	75.67	0-100
Professional and technical workers %	116th	0.539		-29.99	35.00	65.00	0-100
Educational Attainment	133rd	0.894		-	-	-	-
Literacy rate %	138th	0.670		-	-	-	-
Enrolment in primary education %	113th	0.971		-2.88	95.40	98.27	0-100
Enrolment in secondary education %	125th	0.946		-2.09	36.85	38.94	0-200
Enrolment in tertiary education %	116th	0.853		-1.16	6.72	7.88	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	8th	0.542		-	-	-	-
Women in parliament %	17th	0.761		-13.60	43.20	56.80	0-100
Women in ministerial positions %	1st	1.000		0	50.00	50.00	0-100
Years with female/male head of state (last 50)	31st	0.134		-38.16	5.92	44.08	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			18.41
GDP per capita, PPP	constant '17, intl. \$ 1000			1.25
Population sex ratio	female/male, %			1.04
Population growth rate	%			2.74
Indicator	Million people	Female	Male	Value
Total population		16.79	16.18	32.97
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			17.40
Firms with female top managers	% firms			15.60
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				3.84
Indicator	Million people	Female	Male	Value
Labour-force		3.92	3.50	7.42
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	98.39	92.66	95.67
Unemployed adults	% of labour force (15-64)	3.89	3.32	3.62
Workers employed part-time	% of employed people	67.14	50.08	59.05
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Equal rights		◆
Inheritance rights for widows and daughters		Near-equal rights		◆
Access to land assets		Near-equal rights		◆
Access to non-land assets		Near-equal rights		◆
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1975
Number of female heads of state to date	number			1
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)			Value
Access to justice		Equal rights		◆
Freedom of movement		Equal rights		◆
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			23.10
Early marriage	%			41.00
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce		Equal rights		◆
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		60.00	1.00	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		29.26	70.74	0.41
Agri., Forestry, Fisheries & Veterinary		35.39	64.61	0.55
Arts & Humanities		51.01	48.99	1.04
Business, Admin. & Law		55.14	44.86	1.23
Education		42.52	57.48	0.74
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		75.17	24.83	3.03
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		45.30	54.70	0.83
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	Female	Male	Parity
Vocational training		0.47	0.93	0.70
PhD graduates		0.04	0.05	0.05
Graduates from tertiary education		4.16	4.04	4.10
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			16.00
Births attended by skilled personnel	% live births			73.00
Maternal mortality	deaths per 100,000 live births			127.00
Total fertility rate	births per woman			4.64
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Equal rights		◆

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

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

Namibia

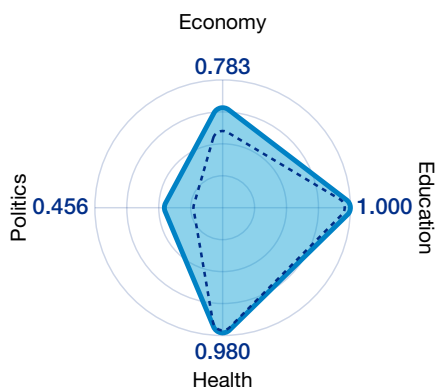
0.805

8th

2024

Global Gender Gap Index 2024 Edition

■ Namibia score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.805	8th	0.802	8th
Economic Participation and Opportunity	0.783	17th	0.784	19th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.456	21st	0.443	23rd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	17th	0.783		-	Min	Max	-
Labour-force participation rate %	23rd	0.884		-7.28	55.42	62.70	0-100
Wage equality for similar work 1-7 (best)	90th	0.610		-	-	-	-
Estimated earned income int'l \$ 1,000	10th	0.821		-1.93	8.83	10.76	0-150
Legislators, senior officials and managers %	25th	0.772		-12.87	43.57	56.43	0-100
Professional and technical workers %	1st	1.000		11.98	44.01	55.99	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	-	-		-	-	-	-
Enrolment in tertiary education %	1st	1.000		17.34	19.59	36.93	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	21st	0.456		-	-	-	-
Women in parliament %	16th	0.792		-11.60	44.20	55.80	0-100
Women in ministerial positions %	46th	0.462		-36.84	31.58	68.42	0-100
Years with female/male head of state (last 50)	17th	0.218		-32.09	8.95	41.05	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	12.91		
GDP per capita, PPP	constant '17, intl. \$ 1000	9.76		
Population sex ratio	female/male, %	1.07		
Population growth rate	%	1.45		
Indicator	Million people	Female	Male	Value
Total population		1.33	1.24	2.57

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	25.60		
Firms with female top managers	% firms	27.40		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.60		
Indicator	Million people	Female	Male	Value
Labour-force		0.38	0.38	0.76
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	58.36	53.15	55.76
Unemployed adults	% of labour force (15-64)	19.56	21.97	20.79
Workers employed part-time	% of employed people	31.59	20.72	26.17
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Near-equal rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1989
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	14.30
Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	
Indicator	0-1 (Equal rights)	Value
Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	3.50		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Near-equal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		84.00	0	0

Education and skills

Graduates	%	Female	Male	Value
STEM		42.50	57.50	0.74
Agri., Forestry, Fisheries & Veterinary		53.07	46.93	1.13
Arts & Humanities		62.31	37.69	1.65
Business, Admin. & Law		66.01	33.99	1.94
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		33.92	66.08	0.51
Health & Welfare		79.51	20.49	3.88
Information & Comm. Technologies		38.16	61.84	0.62
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		71.37	28.63	2.49

Graduates	Attainment %	Female	Male	Parity
Vocational training		n. a.	n. a.	n. a.
PhD graduates		0.87	1.07	0.96
Graduates from tertiary education		25.69	10.98	18.45

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	16.00
Births attended by skilled personnel	% live births	n. a.
Maternal mortality	deaths per 100,000 live births	215.00
Total fertility rate	births per woman	3.30
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Uneven rights	◆

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

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

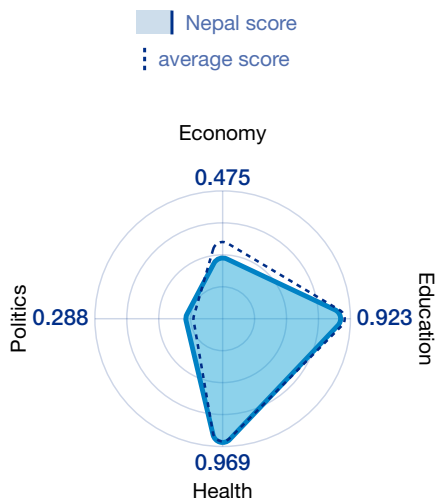
Nepal

0.664

117th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.664	117th	0.659	116th
Economic Participation and Opportunity	0.475	137th	0.476	136th
Educational Attainment	0.923	130th	0.918	127th
Health and Survival	0.969	82nd	0.969	82nd
Political Empowerment	0.288	51st	0.276	54th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	137th	0.475		-	Min	Max	-
Labour-force participation rate %	128th	0.508		-27.04	27.91	54.95	0-100
Wage equality for similar work 1-7 (best)	80th	0.621		-	-	-	-
Estimated earned income int'l \$ 1,000	128th	0.392		-3.56	2.30	5.85	0-150
Legislators, senior officials and managers %	135th	0.152		-73.67	13.17	86.83	0-100
Professional and technical workers %	110th	0.599		-25.08	37.46	62.54	0-100
Educational Attainment	130th	0.923		-	-	-	-
Literacy rate %	129th	0.782		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	1st	1.000		0.35	89.38	89.73	0-200
Enrolment in tertiary education %	1st	1.000		1.64	13.18	14.83	0-200
Health and Survival	82nd	0.969		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	93rd	1.024		-	-	-	-
Political Empowerment	51st	0.288		-	-	-	-
Women in parliament %	50th	0.495		-33.80	33.10	66.90	0-100
Women in ministerial positions %	87th	0.235		-61.90	19.05	80.95	0-100
Years with female/male head of state (last 50)	25th	0.173		-35.25	7.38	42.62	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			40.83
GDP per capita, PPP	constant '17, intl. \$ 1000			4.00
Population sex ratio	female/male, %			1.09
Population growth rate	%			1.69
Indicator	Million people	◆ Female	◆ Male	Value
Total population		15.90	14.65	30.55
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			7.60
Firms with female top managers	% firms			n. a.
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				4.12
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		2.55	4.06	6.61
Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	87.34	77.97	81.56
Unemployed adults	% of labour force (15-64)	12.34	10.12	10.99
Workers employed part-time	% of employed people	41.01	24.16	30.61
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Near-equal rights ◆		
Inheritance rights for widows and daughters		Equal rights ◆		
Access to land assets		Equal rights ◆		
Access to non-land assets		Equal rights ◆		
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1951
Number of female heads of state to date	number			1
Seats held in upper house	% total seats			37.30
Indicator	Yes/No			Value
Election list quotas for women, national				n. a.
Party membership quotas, voluntary				Yes
Indicator	0-1 (Equal rights)			Value
Access to justice		Near-equal rights ◆		
Freedom of movement				
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			24.72
Early marriage	%			19.30
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce		Unequal rights ◆		
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		98.00	21.00	0
Education and skills				
Graduates	%	◆ Female	◆ Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		0.52	0.54	0.53
PhD graduates		0	0	0
Graduates from tertiary education		n. a.	n. a.	n. a.
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			11.00
Births attended by skilled personnel	% live births			77.20
Maternal mortality	deaths per 100,000 live births			174.00
Total fertility rate	births per woman			2.03
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Equal rights ◆		

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

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

Netherlands

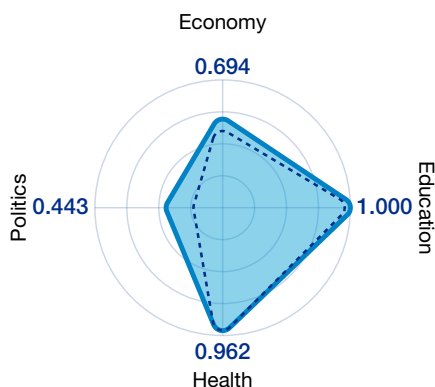
0.775

28th

2024

Global Gender Gap Index 2024 Edition

■ Netherlands score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.775	28th	0.777	28th
Economic Participation and Opportunity	0.694	74th	0.684	77th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.962	126th	0.962	124th
Political Empowerment	0.443	23rd	0.460	21st

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	74th	0.694		-	Min	Max	-
Labour-force participation rate %	27th	0.879		-8.77	63.58	72.35	0-100
Wage equality for similar work 1-7 (best)	65th	0.656		-	-	-	-
Estimated earned income int'l \$ 1,000	79th	0.621		-27.77	45.45	73.22	0-150
Legislators, senior officials and managers %	99th	0.397		-43.15	28.42	71.58	0-100
Professional and technical workers %	73rd	0.981		-0.94	49.53	50.47	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.24	99.69	99.93	0-100
Enrolment in secondary education %	1st	1.000		1.43	114.42	115.85	0-200
Enrolment in tertiary education %	1st	1.000		13.61	82.26	95.87	0-200
Health and Survival	126th	0.962		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	135th	1.002		-	-	-	-
Political Empowerment	23rd	0.443		-	-	-	-
Women in parliament %	27th	0.631		-22.60	38.70	61.30	0-100
Women in ministerial positions %	1st	1.000		0	50.00	50.00	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	1,009.4		
GDP per capita, PPP	constant '17, intl. \$ 1000	59.25		
Population sex ratio	female/male, %	1.01		
Population growth rate	%	0.95		
Indicator	Million people	Female	Male	Value
Total population		8.90	8.80	17.70
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	14.76		
Share of women's membership in boards	% (OECD countries only)	41.60		
Firms with female majority ownership	% firms	5.00		
Firms with female top managers	% firms	13.70		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		5.28		
Indicator	Million people	Female	Male	Value
Labour-force		3.83	4.36	8.18
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	4.50	5.75	5.16
Unemployed adults	% of labour force (15-64)	3.79	3.24	3.50
Workers employed part-time	% of employed people	76.80	47.07	61.06
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Equal rights		
Inheritance rights for widows and daughters		Equal rights		
Access to land assets		Equal rights		
Access to non-land assets		Equal rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	1919		
Number of female heads of state to date	number	0		
Seats held in upper house	% total seats	40.00		
Indicator	Yes/No	Value		
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Equal rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	0.10		
Mean age of women at birth of first child	years	30.30		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Equal rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		112.00	42.00	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		54.42	45.58	1.19
Business, Admin. & Law		47.34	52.66	0.90
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		23.06	76.94	0.30
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		43.75	56.25	0.78
Social Sci., Journalism & Information		68.17	31.83	2.14
Graduates	Attainment %	Female	Male	Parity
Vocational training		21.88	23.56	22.73
PhD graduates		0.82	1.32	1.07
Graduates from tertiary education		58.42	44.09	51.12
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	5.00		
Births attended by skilled personnel	% live births	n. a.		
Maternal mortality	deaths per 100,000 live births	4.00		
Total fertility rate	births per woman	1.62		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Equal rights		

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

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

New Zealand

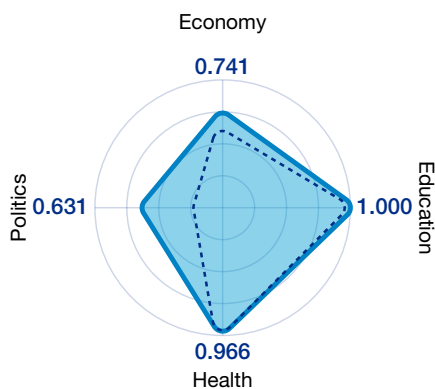
0.835

4th

2024

Global Gender Gap Index 2024 Edition

■ New Zealand score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.835	4th	0.856	4th
Economic Participation and Opportunity	0.741	36th	0.732	42nd
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.966	99th	0.966	101st
Political Empowerment	0.631	4th	0.725	3rd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	36th	0.741		-	Min	Max	-
Labour-force participation rate %	24th	0.882		-9.07	67.60	76.67	0-100
Wage equality for similar work 1-7 (best)	39th	0.709		-	-	-	-
Estimated earned income int'l \$ 1,000	61st	0.660		-18.56	35.98	54.55	0-150
Legislators, senior officials and managers %	-	-	-	-	-	-	-
Professional and technical workers %	-	-	-	-	-	-	-
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.16	98.57	98.73	0-100
Enrolment in secondary education %	1st	1.000		5.96	114.70	120.66	0-200
Enrolment in tertiary education %	1st	1.000		38.54	60.72	99.26	0-200
Health and Survival	99th	0.966		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	109th	1.017		-	-	-	-
Political Empowerment	4th	0.631		-	-	-	-
Women in parliament %	12th	0.835		-9.00	45.50	54.50	0-100
Women in ministerial positions %	25th	0.647		-21.43	39.29	60.71	0-100
Years with female/male head of state (last 50)	7th	0.480		-17.58	16.21	33.79	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			248.1
GDP per capita, PPP	constant '17, intl. \$ 1000			45.19
Population sex ratio	female/male, %			1.02
Population growth rate	%			0.25
Indicator	Million people	Female	Male	Value
Total population		2.58	2.54	5.12
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			9.24
Share of women's membership in boards	% (OECD countries only)			46.00
Firms with female majority ownership	% firms			9.00
Firms with female top managers	% firms			n. a.
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				5.49
Indicator	Million people	Female	Male	Value
Labour-force		1.22	1.36	2.59
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
Unemployed adults	% of labour force (15-64)	4.15	3.66	3.90
Workers employed part-time	% of employed people	51.43	27.82	39.10
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services				Equal rights
Inheritance rights for widows and daughters				Equal rights
Access to land assets				Uneven rights
Access to non-land assets				Equal rights
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1886, 1893
Number of female heads of state to date	number			3
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national				n. a.
Party membership quotas, voluntary				Yes
Indicator	0-1 (Equal rights)			Value
Access to justice				Equal rights
Freedom of movement				Equal rights
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			n. a.
Early marriage	%			0.80
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce				Equal rights
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		0	0	182.00
Education and skills				
Graduates	%	Female	Male	Value
STEM		34.96	65.04	0.54
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		60.24	39.76	1.51
Business, Admin. & Law		54.12	45.88	1.18
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		79.92	20.08	3.98
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		55.67	44.33	1.26
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	Female	Male	Parity
Vocational training		10.59	18.81	14.82
PhD graduates		0.96	1.30	1.12
Graduates from tertiary education		52.94	29.85	41.02
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			4.00
Births attended by skilled personnel	% live births			96.40
Maternal mortality	deaths per 100,000 live births			7.00
Total fertility rate	births per woman			1.64
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy				Equal rights

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

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

Nicaragua

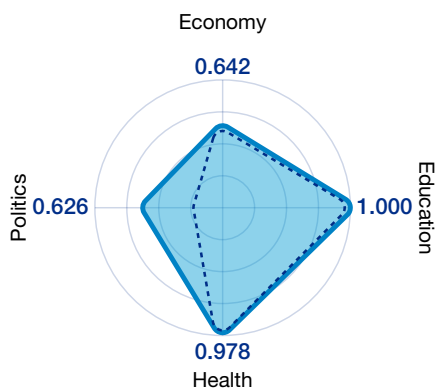
0.811

6th

2024

Global Gender Gap Index 2024 Edition

Nicaragua score
average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.811	6th	0.811	7th
Economic Participation and Opportunity	0.642	100th	0.640	98th
Educational Attainment	1.000	32nd	1.000	1st
Health and Survival	0.978	34th	0.978	34th
Political Empowerment	0.626	5th	0.626	6th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	100th	0.642		-			-
Labour-force participation rate %	125th	0.577		-35.29	48.05	83.34	0-100
Wage equality for similar work 1-7 (best)	115th	0.547		-	-	-	-
Estimated earned income int'l \$ 1,000	41st	0.704		-2.03	4.82	6.85	0-150
Legislators, senior officials and managers %	71st	0.543		-29.59	35.21	64.79	0-100
Professional and technical workers %	1st	1.000		9.12	45.44	54.56	0-100
Educational Attainment	32nd	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	86th	0.999		-0.04	49.98	50.02	0-200
Enrolment in tertiary education %	1st	1.000		5.05	17.40	22.45	0-200
Health and Survival	34th	0.978		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	44th	1.056		-	-	-	-
Political Empowerment	5th	0.626		-	-	-	-
Women in parliament %	1st	1.000		7.80	46.10	53.90	0-100
Women in ministerial positions %	1st	1.000		25.00	37.50	62.50	0-100
Years with female/male head of state (last 50)	26th	0.155		-36.56	6.72	43.28	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			15.67
GDP per capita, PPP	constant '17, intl. \$ 1000			5.82
Population sex ratio	female/male, %			1.03
Population growth rate	%			1.42
Indicator	Million people	◆ Female	◆ Male	Value
Total population		3.52	3.42	6.95
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			26.80
Firms with female top managers	% firms			27.00
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				4.16
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.86	1.26	2.12
Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
Unemployed adults	% of labour force (15-64)	5.76	4.05	4.72
Workers employed part-time	% of employed people	n. a.	n. a.	n. a.
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Equal rights ◆		
Inheritance rights for widows and daughters		Equal rights ◆		
Access to land assets		Equal rights ◆		
Access to non-land assets		Equal rights ◆		
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			n. a.
Number of female heads of state to date	number			1
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)			Value
Access to justice		Equal rights ◆		
Freedom of movement		Equal rights ◆		
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			n. a.
Early marriage	%			22.30
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce		Equal rights ◆		
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		84.00	7.00	0
Education and skills				
Graduates	%	◆ Female	◆ Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		2.13	2.53	2.33
PhD graduates		n. a.	n. a.	n. a.
Graduates from tertiary education		n. a.	n. a.	n. a.
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			6.00
Births attended by skilled personnel	% live births			94.10
Maternal mortality	deaths per 100,000 live births			78.00
Total fertility rate	births per woman			2.32
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Unequal rights ◇		

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

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

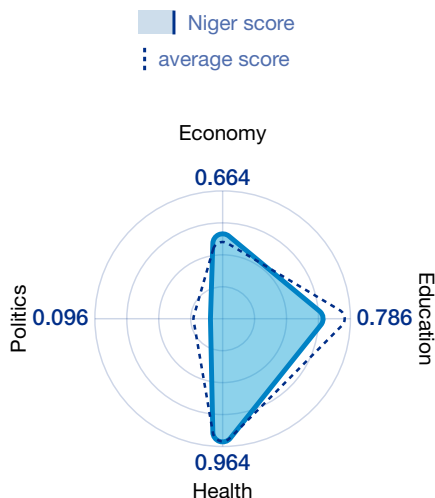
Niger

0.628

138th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.628	138th	0.622	135th
Economic Participation and Opportunity	0.664	91st	0.570	121st
Educational Attainment	0.786	141st	0.769	141st
Health and Survival	0.964	113th	0.964	113th
Political Empowerment	0.096	121st	0.185	79th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	91st	0.664		-	Min	Max	-
Labour-force participation rate %	94th	0.712		-24.89	61.57	86.46	0-100
Wage equality for similar work 1-7 (best)	-	-		-	-	-	-
Estimated earned income int'l \$ 1,000	104th	0.555		-0.73	0.91	1.63	0-150
Legislators, senior officials and managers %	10th	0.973		-1.38	49.31	50.69	0-100
Professional and technical workers %	131st	0.406		-42.27	28.87	71.13	0-100
Educational Attainment	141st	0.786		-	-	-	-
Literacy rate %	139th	0.642		-	-	-	-
Enrolment in primary education %	118th	0.945		-3.40	58.68	62.09	0-100
Enrolment in secondary education %	138th	0.748		-7.30	21.64	28.93	0-200
Enrolment in tertiary education %	133rd	0.481		-2.98	2.76	5.73	0-200
Health and Survival	113th	0.964		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	123rd	1.010		-	-	-	-
Political Empowerment	121st	0.096		-	-	-	-
Women in parliament %	-	-		-	-	-	-
Women in ministerial positions %	80th	0.267		-57.89	21.05	78.95	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			15.34
GDP per capita, PPP	constant '17, intl. \$ 1000			1.27
Population sex ratio	female/male, %			0.97
Population growth rate	%			3.71
Indicator	Million people	Female	Male	Value
Total population		12.91	13.29	26.21
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			8.90
Firms with female top managers	% firms			10.60
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				n. a.
Indicator	Million people	Female	Male	Value
Labour-force		2.47	2.91	5.39
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	84.44	68.84	73.57
Unemployed adults	% of labour force (15-64)	0.48	0.65	0.57
Workers employed part-time	% of employed people	45.62	29.01	34.05
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Unequal rights		✖
Inheritance rights for widows and daughters		Unequal rights		✖
Access to land assets		Unequal rights		✖
Access to non-land assets		Unequal rights		✖
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1960
Number of female heads of state to date	number			0
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national		Yes		Yes
Party membership quotas, voluntary		Yes		Yes
Indicator	0-1 (Equal rights)			Value
Access to justice		Restricted rights		✖
Freedom of movement		Equal rights		◆
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			19.70
Early marriage	%			65.80
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce		Restricted rights		✖
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	1.00	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		18.03	81.97	0.22
Agri., Forestry, Fisheries & Veterinary		18.72	81.28	0.23
Arts & Humanities		52.66	47.34	1.11
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		51.99	48.01	1.08
Engineering, Manuf. & Construction		7.45	92.55	0.08
Health & Welfare		31.35	68.65	0.46
Information & Comm. Technologies		22.80	77.20	0.30
Natural Sci., Mathematics & Statistics		20.68	79.32	0.26
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	Female	Male	Parity
Vocational training		0.96	1.05	1.00
PhD graduates		n. a.	n. a.	n. a.
Graduates from tertiary education		2.80	6.41	4.64
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			13.00
Births attended by skilled personnel	% live births			43.60
Maternal mortality	deaths per 100,000 live births			441.00
Total fertility rate	births per woman			6.82
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Restricted rights		✖

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

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

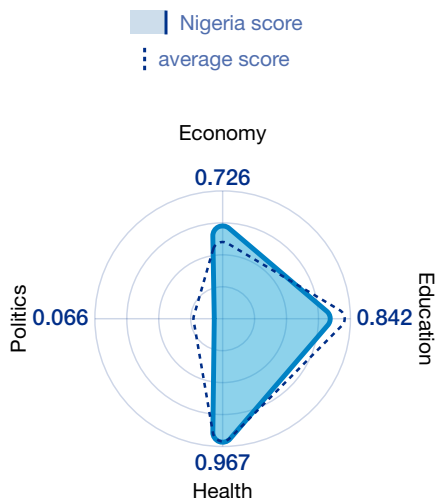
Nigeria

0.650

125th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.650	125th	0.637	130th
Economic Participation and Opportunity	0.726	49th	0.715	54th
Educational Attainment	0.842	138th	0.826	137th
Health and Survival	0.967	97th	0.967	99th
Political Empowerment	0.066	136th	0.041	142nd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	49th	0.726		-	Min	Max	-
Labour-force participation rate %	13th	0.899		-8.62	77.04	85.66	0-100
Wage equality for similar work 1-7 (best)	51st	0.683		-	-	-	-
Estimated earned income int'l \$ 1,000	117th	0.501		-3.28	3.30	6.59	0-150
Legislators, senior officials and managers %	1st	1.000		35.05	32.48	67.52	0-100
Professional and technical workers %	106th	0.626		-23.01	38.50	61.50	0-100
Educational Attainment	138th	0.842		-	-	-	-
Literacy rate %	132nd	0.739		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	97th	0.989		-0.54	46.96	47.50	0-200
Enrolment in tertiary education %	126th	0.726		-3.75	9.91	13.65	0-200
Health and Survival	97th	0.967		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	107th	1.018		-	-	-	-
Political Empowerment	136th	0.066		-	-	-	-
Women in parliament %	139th	0.041		-92.20	3.90	96.10	0-100
Women in ministerial positions %	91st	0.214		-64.71	17.65	82.35	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				Family and care						
Indicator	Unit		Value	Indicator	Unit		Value			
GDP	US\$ billions		472.62	Unmet family planning	% women 15-49		18.90			
GDP per capita, PPP	constant '17, intl. \$ 1000		4.96	Early marriage	%		12.20			
Population sex ratio	female/male, %		0.98	Mean age of women at birth of first child	years		n. a.			
Population growth rate	%		2.38	Indicator 0-1 (Equal rights)						
	Million people	◆ Female	◆ Male	Value						
Total population		108.09	110.45	218.54	Right to divorce		Uneven rights ◆			
Work participation and leadership				Education and skills						
Indicator	Unit		Value	Indicator	Shared days	◆ Female	◆ Male	Value		
Gender wage gap	% (OECD countries only)		n. a.	Length of paid parental leave		84.00	0	0		
Share of women's membership in boards	% (OECD countries only)		n. a.	Graduates %						
Firms with female majority ownership	% firms		13.20	STEM		n. a.	n. a.	n. a.		
Firms with female top managers	% firms		13.90	Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.		
	1-7 (best)			Arts & Humanities		n. a.	n. a.	n. a.		
Advancement of women to leadership roles			4.08	Business, Admin. & Law		n. a.	n. a.	n. a.		
	Million people	◆ Female	◆ Male	Value	Education		n. a.	n. a.	n. a.	
Labour-force		27.22	28.46	55.68	Engineering, Manuf. & Construction		n. a.	n. a.	n. a.	
	Unit	◆ Female	◆ Male	Value	Health & Welfare		n. a.	n. a.	n. a.	
Share of workers in informal sector	% workers		96.58	91.52	93.92	Information & Comm. Technologies		n. a.	n. a.	n. a.
Unemployed adults	% of labour force (15-64)		5.48	2.54	3.98	Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Workers employed part-time	% of employed people		1.49	2.52	2.03	Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Proportion of time spent on unpaid domestic and care work	%		n. a.	n. a.	n. a.	Graduates Attainment %				
						◆ Female	◆ Male	Parity		
Access to finance				Health						
Indicator	0-1 (Equal rights)		Value	Indicator	Unit		Value			
Access to financial services			Near-equal rights ◆	Prevalence of gender violence in lifetime	% women		13.00			
Inheritance rights for widows and daughters			Unequal rights ◆	Births attended by skilled personnel	% live births		43.30			
Access to land assets			Near-equal rights ◆	Maternal mortality	deaths per 100,000 live births		1.05			
Access to non-land assets			Near-equal rights ◆	Total fertility rate	births per woman		5.24			
Civil and political freedom				Indicator 0-1 (Equal rights)						
Indicator	Unit		Value	Reproductive autonomy			Restricted rights ◆			
Year women received right to vote	year		1960							
Number of female heads of state to date	number		0							
Seats held in upper house	% total seats		3.70							
	Yes/No									
Election list quotas for women, national			n. a.							
Party membership quotas, voluntary			Yes							
	0-1 (Equal rights)									
Access to justice			Near-equal rights ◆							
Freedom of movement			Equal rights ◆							

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

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

North Macedonia

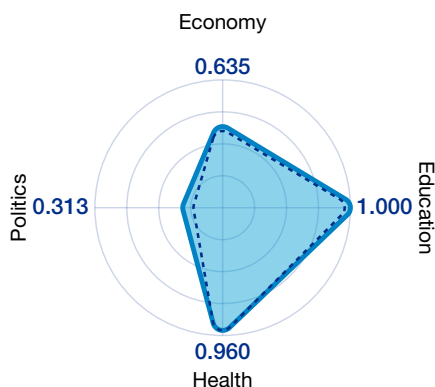
0.727

58th

2024

Global Gender Gap Index 2024 Edition

■ North Macedonia score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.727	58th	0.711	73rd
Economic Participation and Opportunity	0.635	101st	0.605	108th
Educational Attainment	1.000	1st	0.997	48th
Health and Survival	0.960	134th	0.960	134th
Political Empowerment	0.313	45th	0.283	51st

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	101st	0.635		-	Min	Max	-
Labour-force participation rate %	109th	0.665		-21.36	42.32	63.68	0-100
Wage equality for similar work 1-7 (best)	102nd	0.592		-	-	-	-
Estimated earned income int'l \$ 1,000	78th	0.625		-7.92	13.18	21.10	0-150
Legislators, senior officials and managers %	98th	0.402		-42.62	28.69	71.31	0-100
Professional and technical workers %	1st	1.000		6.58	46.71	53.29	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		1.21	90.37	91.58	0-100
Enrolment in secondary education %	1st	1.000		0.96	80.91	81.87	0-200
Enrolment in tertiary education %	1st	1.000		16.40	33.75	50.16	0-200
Health and Survival	134th	0.960		-	-	-	-
Sex ratio at birth** %	139th	0.928		-	-	-	-
Healthy life expectancy** years	78th	1.034		-	-	-	-
Political Empowerment	45th	0.313		-	-	-	-
Women in parliament %	20th	0.739		-15.00	42.50	57.50	0-100
Women in ministerial positions %	65th	0.333		-50.00	25.00	75.00	0-100
Years with female/male head of state (last 50)	73rd	0.003		-49.73	0.14	49.86	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			13.56
GDP per capita, PPP	constant '17, intl. \$ 1000			17.13
Population sex ratio	female/male, %			1.01
Population growth rate	%			-0.36
Indicator	Million people	◆ Female	◆ Male	Value
Total population		1.03	1.03	2.06
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			11.00
Firms with female top managers	% firms			21.30
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				4.29
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.31	0.44	0.74
Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	8.54	11.51	10.28
Unemployed adults	% of labour force (15-64)	12.60	16.06	14.64
Workers employed part-time	% of employed people	18.71	15.68	16.94
Proportion of time spent on unpaid domestic and care work	%	15.42	5.42	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services				Equal rights ◆
Inheritance rights for widows and daughters				Equal rights ◆
Access to land assets				Near-equal rights ◆
Access to non-land assets				Near-equal rights ◆
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			n. a.
Number of female heads of state to date	number			2
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national				Yes
Party membership quotas, voluntary				Yes
Indicator	0-1 (Equal rights)			Value
Access to justice				Equal rights ◆
Freedom of movement				Equal rights ◆
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			10.28
Early marriage	%			5.60
Mean age of women at birth of first child	years			27.10
Indicator	0-1 (Equal rights)			Value
Right to divorce				Equal rights ◆
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		270.00	2.00	0
Education and skills				
Graduates	%	◆ Female	◆ Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		39.49	60.51	0.65
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		78.09	21.91	3.56
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		74.13	25.87	2.87
Information & Comm. Technologies		35.09	64.91	0.54
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		61.44	38.56	1.59
Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		n. a.	n. a.	n. a.
PhD graduates		0.29	0.42	0.35
Graduates from tertiary education		32.37	21.08	26.51
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			4.00
Births attended by skilled personnel	% live births			100.00
Maternal mortality	deaths per 100,000 live births			3.00
Total fertility rate	births per woman			1.60
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy				Equal rights ◆

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

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

Norway

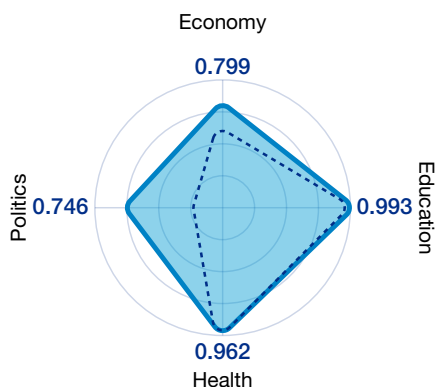
0.875

3rd

2024

Global Gender Gap Index 2024 Edition

■ Norway score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.875	3rd	0.879	2nd
Economic Participation and Opportunity	0.799	9th	0.800	11th
Educational Attainment	0.993	74th	0.989	84th
Health and Survival	0.962	123rd	0.961	127th
Political Empowerment	0.746	2nd	0.765	2nd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	9th	0.799		-	Min	Max	-
Labour-force participation rate %	14th	0.899		-7.06	62.53	69.59	0-100
Wage equality for similar work 1-7 (best)	-	-		-	-	-	-
Estimated earned income int'l \$ 1,000	16th	0.802		-14.74	59.86	74.60	0-150
Legislators, senior officials and managers %	82nd	0.496		-33.69	33.16	66.84	0-100
Professional and technical workers %	1st	1.000		5.46	47.27	52.73	0-100
Educational Attainment	74th	0.993		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.15	98.99	99.13	0-100
Enrolment in secondary education %	114th	0.968		-3.88	117.83	121.71	0-200
Enrolment in tertiary education %	1st	1.000		38.33	75.43	113.76	0-200
Health and Survival	123rd	0.962		-	-	-	-
Sex ratio at birth** %	116th	0.942		-	-	-	-
Healthy life expectancy** years	127th	1.008		-	-	-	-
Political Empowerment	2nd	0.746		-	-	-	-
Women in parliament %	14th	0.799		-11.20	44.40	55.60	0-100
Women in ministerial positions %	1st	1.000		5.26	47.37	52.63	0-100
Years with female/male head of state (last 50)	4th	0.568		-13.80	18.10	31.90	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	593.35		
GDP per capita, PPP	constant '17, intl. \$ 1000	67.30		
Population sex ratio	female/male, %	0.98		
Population growth rate	%	0.90		
Indicator	Million people	Female	Male	Value
Total population		2.70	2.75	5.46

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	4.48		
Share of women's membership in boards	% (OECD countries only)	43.20		
Firms with female majority ownership	% firms	n. a.		
Firms with female top managers	% firms	n. a.		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		5.69		
Indicator	Million people	Female	Male	Value
Labour-force		1.18	1.36	2.54
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	3.97	5.66	4.88
Unemployed adults	% of labour force (15-64)	3.15	3.52	3.34
Workers employed part-time	% of employed people	58.02	41.83	49.45
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	n. a.
Number of female heads of state to date	number	5
Seats held in upper house	% total seats	n. a.
Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	
Indicator	0-1 (Equal rights)	Value
Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	0.10		
Mean age of women at birth of first child	years	30.00		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Equal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		0	0	112.00

Education and skills

Graduates	%	Female	Male	Value
STEM		28.46	71.54	0.40
Agri., Forestry, Fisheries & Veterinary		55.61	44.39	1.25
Arts & Humanities		58.59	41.41	1.42
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		23.89	76.11	0.31
Health & Welfare		82.75	17.25	4.80
Information & Comm. Technologies		15.16	84.84	0.18
Natural Sci., Mathematics & Statistics		51.48	48.52	1.06
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		14.09	22.93	18.64
PhD graduates		1.26	1.34	1.30
Graduates from tertiary education		75.53	47.58	61.10

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	4.00
Births attended by skilled personnel	% live births	99.20
Maternal mortality	deaths per 100,000 live births	2.00
Total fertility rate	births per woman	1.55
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

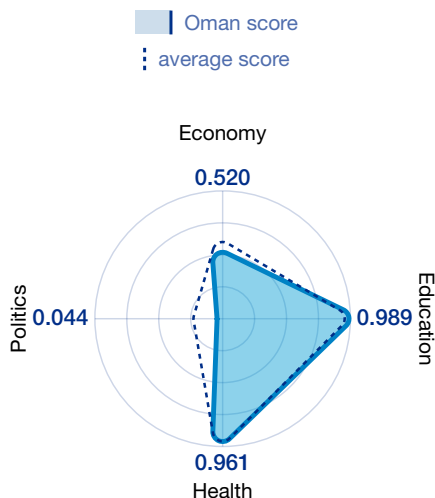
Oman

0.628

136th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.628	136th	0.614	139th
Economic Participation and Opportunity	0.520	130th	0.488	135th
Educational Attainment	0.989	89th	0.957	113th
Health and Survival	0.961	130th	0.961	129th
Political Empowerment	0.044	141st	0.051	140th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	130th	0.520		-	Min	Max	-
Labour-force participation rate %	133rd	0.462		-46.55	39.93	86.48	0-100
Wage equality for similar work 1-7 (best)	2nd	0.834		-	-	-	-
Estimated earned income int'l \$ 1,000	137th	0.240		-38.22	12.07	50.29	0-150
Legislators, senior officials and managers %	92nd	0.434		-39.50	30.25	69.75	0-100
Professional and technical workers %	128th	0.428		-40.07	29.97	70.03	0-100
Educational Attainment	89th	0.989		-	-	-	-
Literacy rate %	98th	0.962		-	-	-	-
Enrolment in primary education %	1st	1.000		0.46	88.71	89.17	0-100
Enrolment in secondary education %	100th	0.984		-1.51	91.20	92.72	0-200
Enrolment in tertiary education %	1st	1.000		17.03	35.91	52.95	0-200
Health and Survival	130th	0.961		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	139th	1.000		-	-	-	-
Political Empowerment	141st	0.044		-	-	-	-
Women in parliament %	142nd	0.000		-100.00	0	100.00	0-100
Women in ministerial positions %	103rd	0.177		-70.00	15.00	85.00	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	114.67		
GDP per capita, PPP	constant '17, intl. \$ 1000	35.34		
Population sex ratio	female/male, %	0.64		
Population growth rate	%	1.23		
Indicator	Million people	Female	Male	Value
Total population		1.79	2.79	4.58
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	n. a.		
Firms with female top managers	% firms	n. a.		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		5.53		
Indicator	Million people	Female	Male	Value
Labour-force		0.47	1.91	2.38
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
Unemployed adults	% of labour force (15-64)	9.79	1.38	2.98
Workers employed part-time	% of employed people	n. a.	n. a.	n. a.
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Near-equal rights		
Inheritance rights for widows and daughters		Unequal rights		
Access to land assets		Near-equal rights		
Access to non-land assets		Near-equal rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	n. a.		
Number of female heads of state to date	number	0		
Seats held in upper house	% total seats	20.90		
Indicator	Yes/No	Value		
Election list quotas for women, national		n. a.		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Restricted rights		
Freedom of movement				
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	17.80		
Early marriage	%	3.30		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Unequal rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	7.00	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		55.73	44.27	1.26
Agri., Forestry, Fisheries & Veterinary		81.54	18.46	4.42
Arts & Humanities		87.77	12.23	7.18
Business, Admin. & Law		60.58	39.42	1.54
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		43.16	56.84	0.76
Health & Welfare		84.23	15.77	5.34
Information & Comm. Technologies		75.56	24.44	3.09
Natural Sci., Mathematics & Statistics		75.45	24.55	3.07
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	Female	Male	Parity
Vocational training		0.04	0.26	0.17
PhD graduates		0.27	0.34	0.32
Graduates from tertiary education		45.96	14.01	27.31
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	n. a.		
Births attended by skilled personnel	% live births	99.90		
Maternal mortality	deaths per 100,000 live births	17.00		
Total fertility rate	births per woman	2.62		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Restricted rights		

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

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

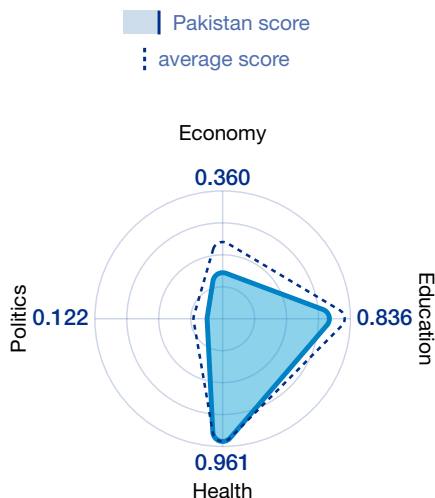
Pakistan

0.570

145th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.570	145th	0.575	142nd
Economic Participation and Opportunity	0.360	143rd	0.362	143rd
Educational Attainment	0.836	139th	0.825	138th
Health and Survival	0.961	132nd	0.961	132nd
Political Empowerment	0.122	112th	0.152	95th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	143rd	0.360		-			
Labour-force participation rate %	140th	0.304		-56.14	24.53	80.67	0-100
Wage equality for similar work 1-7 (best)	81st	0.620		-	-	-	-
Estimated earned income int'l \$ 1,000	136th	0.249		-6.43	2.13	8.57	0-150
Legislators, senior officials and managers %	140th	0.061		-88.59	5.71	94.29	0-100
Professional and technical workers %	134th	0.358		-47.23	26.39	73.61	0-100
Educational Attainment	139th	0.836		-	-	-	-
Literacy rate %	137th	0.671		-	-	-	-
Enrolment in primary education %	125th	0.876		-9.68	68.34	78.02	0-100
Enrolment in secondary education %	135th	0.843		-7.11	38.20	45.32	0-200
Enrolment in tertiary education %	111th	0.926		-1.03	12.90	13.93	0-200
Health and Survival	132nd	0.961		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	141st	0.999		-	-	-	-
Political Empowerment	112th	0.122		-	-	-	-
Women in parliament %	113th	0.193		-67.60	16.20	83.80	0-100
Women in ministerial positions %	134th	0.063		-88.24	5.88	94.12	0-100
Years with female/male head of state (last 50)	37th	0.104		-40.55	4.73	45.27	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	374.7		
GDP per capita, PPP	constant '17, intl. \$ 1000	5.38		
Population sex ratio	female/male, %	0.98		
Population growth rate	%	1.89		
Indicator	Million people	Female	Male	Value
Total population		116.86	118.96	235.82

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	2.10
Firms with female top managers	% firms	3.40

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.36

Indicator	Million people	Female	Male	Value
Labour-force		11.04	37.70	48.74

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	91.71	82.11	84.26
-------------------------------------	-----------	-------	-------	-------

Unemployed adults	% of labour force (15-64)	9.24	5.61	6.46
-------------------	---------------------------	------	------	------

Workers employed part-time	% of employed people	43.35	7.13	15.26
----------------------------	----------------------	-------	------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Near-equal rights	◆
Inheritance rights for widows and daughters	Unequal rights	◇
Access to land assets	Near-equal rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1956, 1947, 1937
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	19.00

Indicator Yes/No

Indicator	Unit	Value
Election list quotas for women, national		Yes
Party membership quotas, voluntary		Yes

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

Access to justice	Restricted rights	◇
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	17.30
Early marriage	%	13.50
Mean age of women at birth of first child	years	n. a.

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

Right to divorce	Unequal rights	◇		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		112.00	0	0

Education and skills

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

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

Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
---	--	-------	-------	-------

Arts & Humanities		n. a.	n. a.	n. a.
-------------------	--	-------	-------	-------

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

Education		n. a.	n. a.	n. a.
-----------	--	-------	-------	-------

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

Health & Welfare		n. a.	n. a.	n. a.
------------------	--	-------	-------	-------

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

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

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

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

Vocational training		0.69	1.29	1.00
---------------------	--	------	------	------

PhD graduates		0.01	0.07	0.04
---------------	--	------	------	------

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

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	16.00
Births attended by skilled personnel	% live births	68.00
Maternal mortality	deaths per 100,000 live births	154.00
Total fertility rate	births per woman	3.47

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

Reproductive autonomy	Restricted rights	◇
-----------------------	-------------------	---

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

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

Panama

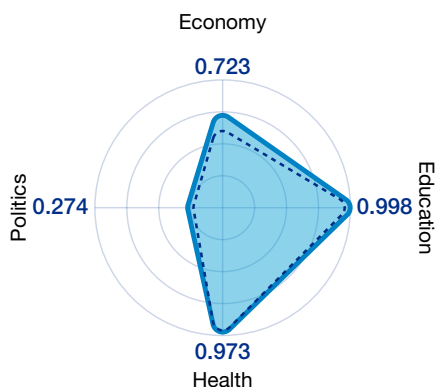
0.742

50th

2024

Global Gender Gap Index 2024 Edition

■ Panama score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.742	50th	0.724	58th
Economic Participation and Opportunity	0.723	51st	0.674	85th
Educational Attainment	0.998	42nd	0.997	49th
Health and Survival	0.973	57th	0.973	58th
Political Empowerment	0.274	56th	0.252	61st

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	51st	0.723		-			-
Labour-force participation rate %	105th	0.678		-23.94	50.37	74.31	0-100
Wage equality for similar work 1-7 (best)	103rd	0.591		-	-	-	-
Estimated earned income int'l \$ 1,000	42nd	0.702		-11.67	27.43	39.10	0-150
Legislators, senior officials and managers %	16th	0.864		-7.31	46.35	53.65	0-100
Professional and technical workers %	1st	1.000		13.36	43.32	56.68	0-100
Educational Attainment	42nd	0.998		-	-	-	-
Literacy rate %	73rd	0.992		-	-	-	-
Enrolment in primary education %	74th	1.000		-0.03	95.71	95.74	0-100
Enrolment in secondary education %	1st	1.000		3.60	81.11	84.71	0-200
Enrolment in tertiary education %	1st	1.000		24.29	41.12	65.41	0-200
Health and Survival	57th	0.973		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	67th	1.039		-	-	-	-
Political Empowerment	56th	0.274		-	-	-	-
Women in parliament %	89th	0.290		-55.00	22.50	77.50	0-100
Women in ministerial positions %	34th	0.546		-29.41	35.29	64.71	0-100
Years with female/male head of state (last 50)	36th	0.111		-39.99	5.01	44.99	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value
GDP	US\$ billions	76.52
GDP per capita, PPP	constant '17, intl. \$ 1000	33.27
Population sex ratio	female/male, %	1.00
Population growth rate	%	1.31

Indicator	Million people	Female	Male	Value
Total population		2.20	2.20	4.41

Work participation and leadership

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

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.69

Indicator	Million people	Female	Male	Value
Labour-force		0.76	1.01	1.77

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	52.52	58.67	56.13

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	8.99	5.71	7.12

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	34.90	29.14	31.52

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

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1946, 1941
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	n. a.

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

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

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	24.20
Early marriage	%	14.10
Mean age of women at birth of first child	years	n. a.

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

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	3.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		43.22	56.78	0.76
Agri., Forestry, Fisheries & Veterinary		42.86	57.14	0.75
Arts & Humanities		64.66	35.34	1.83
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		40.01	59.99	0.67
Health & Welfare		76.68	23.32	3.29
Information & Comm. Technologies		43.91	56.09	0.78
Natural Sci., Mathematics & Statistics		59.91	40.09	1.49
Social Sci., Journalism & Information		68.81	31.19	2.21

Graduates	Attainment %	Female	Male	Parity
Vocational training		6.99	7.74	7.37
PhD graduates		0.24	0.28	0.26
Graduates from tertiary education		19.30	9.64	14.40

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	8.00
Births attended by skilled personnel	% live births	95.00
Maternal mortality	deaths per 100,000 live births	50.00
Total fertility rate	births per woman	2.33

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Restricted rights	◆

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

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

Paraguay

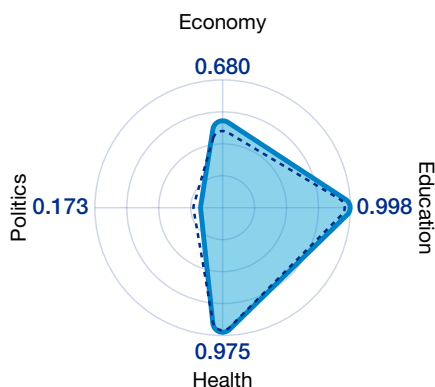
0.707

81st

2024

Global Gender Gap Index 2024 Edition

■ Paraguay score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.707	81st	0.695	91st
Economic Participation and Opportunity	0.680	79th	0.685	76th
Educational Attainment	0.998	43rd	0.997	45th
Health and Survival	0.975	53rd	0.975	54th
Political Empowerment	0.173	94th	0.125	110th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	79th	0.680		-	Min	Max	-
Labour-force participation rate %	93rd	0.714		-23.69	59.15	82.84	0-100
Wage equality for similar work 1-7 (best)	110th	0.576		-	-	-	-
Estimated earned income int'l \$ 1,000	67th	0.653		-5.68	10.68	16.36	0-150
Legislators, senior officials and managers %	48th	0.632		-22.54	38.73	61.27	0-100
Professional and technical workers %	1st	1.000		6.62	46.69	53.31	0-100
Educational Attainment	43rd	0.998		-	-	-	-
Literacy rate %	71st	0.992		-	-	-	-
Enrolment in primary education %	1st	1.000		0.12	87.99	88.12	0-100
Enrolment in secondary education %	1st	1.000		1.34	75.07	76.41	0-200
Enrolment in tertiary education %	-	-		-	-	-	-
Health and Survival	53rd	0.975		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	63rd	1.045		-	-	-	-
Political Empowerment	94th	0.173		-	-	-	-
Women in parliament %	84th	0.312		-52.40	23.80	76.20	0-100
Women in ministerial positions %	74th	0.308		-52.94	23.53	76.47	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	41.72		
GDP per capita, PPP	constant '17, intl. \$ 1000	13.53		
Population sex ratio	female/male, %	0.99		
Population growth rate	%	1.14		
Indicator	Million people	Female	Male	Value
Total population		3.38	3.40	6.78

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	18.90		
Firms with female top managers	% firms	19.60		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.17		
Indicator	Million people	Female	Male	Value
Labour-force		1.20	1.57	2.77
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	68.46	65.67	66.84
Unemployed adults	% of labour force (15-64)	7.60	4.78	5.99
Workers employed part-time	% of employed people	43.92	27.68	34.45
Proportion of time spent on unpaid domestic and care work	%	14.53	4.27	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1961
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	24.40
Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	
Indicator	0-1 (Equal rights)	Value
Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	12.13		
Early marriage	%	16.10		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Equal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		126.00	14.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		5.45	5.15	5.29
PhD graduates		0.01	0.18	0.09
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	6.00
Births attended by skilled personnel	% live births	97.70
Maternal mortality	deaths per 100,000 live births	71.00
Total fertility rate	births per woman	2.47
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Restricted rights	◆

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

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

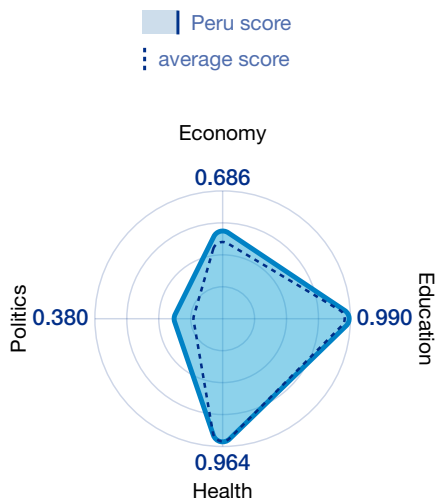
Peru

0.755

40th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.755	40th	0.764	34th
Economic Participation and Opportunity	0.686	77th	0.683	79th
Educational Attainment	0.990	86th	0.960	111th
Health and Survival	0.964	117th	0.964	117th
Political Empowerment	0.380	33rd	0.450	22nd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	77th	0.686		-	Min	Max	-
Labour-force participation rate %	64th	0.809		-15.40	65.10	80.50	0-100
Wage equality for similar work 1-7 (best)	104th	0.590		-	-	-	-
Estimated earned income int'l \$ 1,000	40th	0.704		-4.44	10.55	14.99	0-150
Legislators, senior officials and managers %	53rd	0.594		-25.51	37.24	62.76	0-100
Professional and technical workers %	95th	0.814		-10.25	44.87	55.13	0-100
Educational Attainment	86th	0.990		-	-	-	-
Literacy rate %	100th	0.949		-	-	-	-
Enrolment in primary education %	1st	1.000		0.16	98.22	98.39	0-100
Enrolment in secondary education %	1st	1.000		3.06	100.79	103.85	0-200
Enrolment in tertiary education %	1st	1.000		5.27	68.59	73.86	0-200
Health and Survival	117th	0.964		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	128th	1.008		-	-	-	-
Political Empowerment	33rd	0.380		-	-	-	-
Women in parliament %	29th	0.626		-23.00	38.50	61.50	0-100
Women in ministerial positions %	30th	0.583		-26.32	36.84	63.16	0-100
Years with female/male head of state (last 50)	39th	0.094		-41.39	4.30	45.70	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	242.63		
GDP per capita, PPP	constant '17, intl. \$ 1000	12.74		
Population sex ratio	female/male, %	1.02		
Population growth rate	%	0.99		
Indicator	Million people	Female	Male	Value
Total population		17.19	16.86	34.05
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	18.20		
Firms with female top managers	% firms	19.90		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.30		
Indicator	Million people	Female	Male	Value
Labour-force		6.96	8.51	15.47
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	74.30	69.48	71.65
Unemployed adults	% of labour force (15-64)	6.10	4.20	5.07
Workers employed part-time	% of employed people	37.41	21.00	28.39
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Equal rights		
Inheritance rights for widows and daughters		Equal rights		
Access to land assets		Equal rights		
Access to non-land assets		Equal rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	1955		
Number of female heads of state to date	number	7		
Seats held in upper house	% total seats	n. a.		
Indicator	Yes/No	Value		
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Equal rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	6.10		
Early marriage	%	9.50		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Restricted rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	10.00	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		40.60	59.40	0.68
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		58.02	41.98	1.38
Education		69.65	30.35	2.29
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		49.56	50.44	0.98
Natural Sci., Mathematics & Statistics		45.97	54.03	0.85
Social Sci., Journalism & Information		51.46	48.54	1.06
Graduates	Attainment %	Female	Male	Parity
Vocational training		0.68	0.53	0.60
PhD graduates		n. a.	n. a.	n. a.
Graduates from tertiary education		n. a.	n. a.	n. a.
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	11.00		
Births attended by skilled personnel	% live births	95.70		
Maternal mortality	deaths per 100,000 live births	69.00		
Total fertility rate	births per woman	2.19		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Restricted rights		

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

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

Philippines

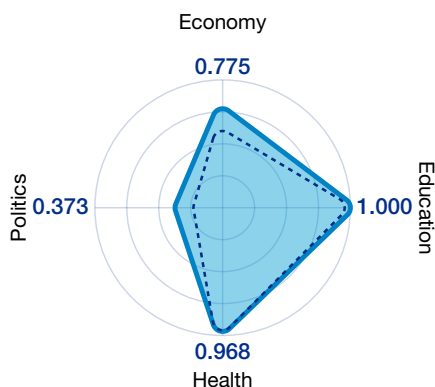
0.779

25th

2024

Global Gender Gap Index 2024 Edition

■ Philippines score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.779	25th	0.791	16th
Economic Participation and Opportunity	0.775	20th	0.789	17th
Educational Attainment	1.000	1st	0.999	32nd
Health and Survival	0.968	86th	0.968	86th
Political Empowerment	0.373	34th	0.409	30th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	20th	0.775		-	Min	Max	-
Labour-force participation rate %	98th	0.693		-22.30	50.24	72.54	0-100
Wage equality for similar work 1-7 (best)	36th	0.713		-	-	-	-
Estimated earned income int'l \$ 1,000	43rd	0.696		-3.07	7.02	10.09	0-150
Legislators, senior officials and managers %	12th	0.947		-2.73	48.63	51.37	0-100
Professional and technical workers %	1st	1.000		17.10	41.45	58.55	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		1.72	89.51	91.22	0-100
Enrolment in secondary education %	1st	1.000		7.24	90.17	97.41	0-200
Enrolment in tertiary education %	1st	1.000		10.61	29.74	40.35	0-200
Health and Survival	86th	0.968		-	-	-	-
Sex ratio at birth** %	139th	0.928		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	34th	0.373		-	-	-	-
Women in parliament %	70th	0.376		-45.40	27.30	72.70	0-100
Women in ministerial positions %	94th	0.211		-65.22	17.39	82.61	0-100
Years with female/male head of state (last 50)	8th	0.462		-18.41	15.79	34.21	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	404.28		
GDP per capita, PPP	constant '17, intl. \$ 1000	8.58		
Population sex ratio	female/male, %	0.97		
Population growth rate	%	1.46		
Indicator	Million people	Female	Male	Value
Total population		56.88	58.68	115.56
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	35.00		
Firms with female top managers	% firms	29.90		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		5.20		
Indicator	Million people	Female	Male	Value
Labour-force		16.69	23.82	40.51
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
Unemployed adults	% of labour force (15-64)	3.01	2.52	2.72
Workers employed part-time	% of employed people	31.48	28.83	29.90
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Equal rights		
Inheritance rights for widows and daughters		Uneven rights		
Access to land assets		Restricted rights		
Access to non-land assets		Restricted rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	1937		
Number of female heads of state to date	number	2		
Seats held in upper house	% total seats	29.20		
Indicator	Yes/No	Value		
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Equal rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	16.70		
Early marriage	%	8.50		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Restricted rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		105.00	7.00	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		53.37	46.63	1.14
Arts & Humanities		57.02	42.98	1.33
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		76.68	23.32	3.29
Engineering, Manuf. & Construction		24.48	75.52	0.32
Health & Welfare		71.87	28.13	2.55
Information & Comm. Technologies		48.13	51.87	0.93
Natural Sci., Mathematics & Statistics		61.97	38.03	1.63
Social Sci., Journalism & Information		69.98	30.02	2.33
Graduates	Attainment %	Female	Male	Parity
Vocational training		5.30	6.68	6.01
PhD graduates		0.21	0.14	0.17
Graduates from tertiary education		n. a.	n. a.	n. a.
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	6.00		
Births attended by skilled personnel	% live births	84.40		
Maternal mortality	deaths per 100,000 live births	78.00		
Total fertility rate	births per woman	2.75		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Unequal rights		

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

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

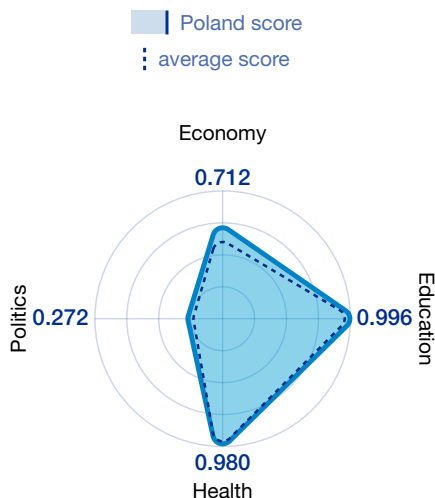
Poland

0.740

51st

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.740	51st	0.722	60th
Economic Participation and Opportunity	0.712	62nd	0.699	64th
Educational Attainment	0.996	53rd	0.997	50th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.272	57th	0.211	73rd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	62nd	0.712		-	Min	Max	-
Labour-force participation rate %	81st	0.765		-15.43	50.09	65.51	0-100
Wage equality for similar work 1-7 (best)	112th	0.567		-	-	-	-
Estimated earned income int'l \$ 1,000	49th	0.683		-14.28	30.79	45.08	0-150
Legislators, senior officials and managers %	27th	0.752		-14.18	42.91	57.09	0-100
Professional and technical workers %	1st	1.000		15.26	42.37	57.63	0-100
Educational Attainment	53rd	0.996		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.05	99.77	99.83	0-100
Enrolment in secondary education %	101st	0.984		-1.72	102.80	104.51	0-200
Enrolment in tertiary education %	1st	1.000		32.05	58.32	90.37	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	57th	0.272		-	-	-	-
Women in parliament %	57th	0.421		-40.80	29.60	70.40	0-100
Women in ministerial positions %	49th	0.429		-40.00	30.00	70.00	0-100
Years with female/male head of state (last 50)	42nd	0.082		-42.43	3.78	46.22	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	688.13		
GDP per capita, PPP	constant '17, intl. \$ 1000	37.71		
Population sex ratio	female/male, %	1.07		
Population growth rate	%	-2.48		
Indicator	Million people	Female	Male	Value
Total population		19.00	17.83	36.82
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	10.17		
Share of women's membership in boards	% (OECD countries only)	24.20		
Firms with female majority ownership	% firms	21.20		
Firms with female top managers	% firms	27.80		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.56		
Indicator	Million people	Female	Male	Value
Labour-force		7.43	8.76	16.19
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	17.94	14.21	15.94
Unemployed adults	% of labour force (15-64)	2.97	2.91	2.94
Workers employed part-time	% of employed people	26.41	15.85	20.67
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Equal rights		
Inheritance rights for widows and daughters		Equal rights		
Access to land assets		Equal rights		
Access to non-land assets		Equal rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	1918		
Number of female heads of state to date	number	3		
Seats held in upper house	% total seats	19.00		
Indicator	Yes/No	Value		
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Equal rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	1.20		
Mean age of women at birth of first child	years	28.10		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Equal rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		140.00	14.00	224.00
Education and skills				
Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		56.79	43.21	1.31
Arts & Humanities		75.21	24.79	3.03
Business, Admin. & Law		68.27	31.73	2.15
Education		86.45	13.55	6.38
Engineering, Manuf. & Construction		42.07	57.93	0.73
Health & Welfare		72.17	27.83	2.59
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		72.11	27.89	2.59
Graduates	Attainment %	Female	Male	Parity
Vocational training		21.69	29.98	25.93
PhD graduates		0.74	0.85	0.79
Graduates from tertiary education		59.83	36.05	47.66
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	3.00		
Births attended by skilled personnel	% live births	99.70		
Maternal mortality	deaths per 100,000 live births	2.00		
Total fertility rate	births per woman	1.33		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Uneven rights		

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

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

Portugal

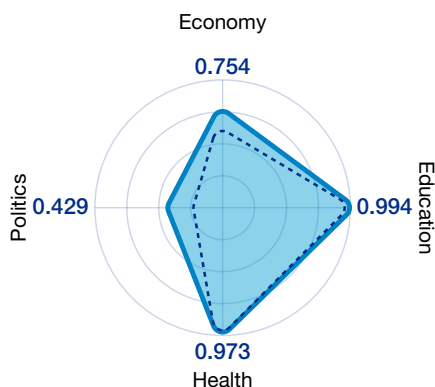
0.787

17th

2024

Global Gender Gap Index 2024 Edition

■ Portugal score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.787	17th	0.765	32nd
Economic Participation and Opportunity	0.754	27th	0.745	34th
Educational Attainment	0.994	68th	0.991	76th
Health and Survival	0.973	62nd	0.973	62nd
Political Empowerment	0.429	26th	0.352	38th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	27th	0.754		-			-
Labour-force participation rate %	36th	0.867		-8.42	54.70	63.12	0-100
Wage equality for similar work 1-7 (best)	78th	0.629		-	-	-	-
Estimated earned income int'l \$ 1,000	14th	0.805		-7.76	32.11	39.87	0-150
Legislators, senior officials and managers %	56th	0.584		-26.30	36.85	63.15	0-100
Professional and technical workers %	1st	1.000		7.59	46.21	53.79	0-100
Educational Attainment	68th	0.994		-	-	-	-
Literacy rate %	84th	0.981		-	-	-	-
Enrolment in primary education %	95th	0.994		-0.64	98.95	99.59	0-100
Enrolment in secondary education %	1st	1.000		0.81	117.93	118.74	0-200
Enrolment in tertiary education %	1st	1.000		12.71	65.63	78.34	0-200
Health and Survival	62nd	0.973		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	71st	1.039		-	-	-	-
Political Empowerment	26th	0.429		-	-	-	-
Women in parliament %	38th	0.575		-27.00	36.50	63.50	0-100
Women in ministerial positions %	1st	1.000		5.88	47.06	52.94	0-100
Years with female/male head of state (last 50)	70th	0.009		-49.15	0.42	49.58	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	255.2		
GDP per capita, PPP	constant '17, intl. \$ 1000	35.77		
Population sex ratio	female/male, %	1.12		
Population growth rate	%	0.46		
Indicator	Million people	Female	Male	Value
Total population		5.50	4.91	10.41

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	6.10
Share of women's membership in boards	% (OECD countries only)	33.30
Firms with female majority ownership	% firms	13.10
Firms with female top managers	% firms	14.00

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		5.04

Indicator	Million people	Female	Male	Value
Labour-force		2.45	2.43	4.89

Indicator Unit Female Male Value

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	5.90	5.43	5.67

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	6.63	5.75	6.19

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	35.04	26.96	30.97

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	17.81	10.24	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1931, 1976, 1934
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	n. a.

Indicator Yes/No

Indicator	Unit	Value
Election list quotas for women, national		Yes
Party membership quotas, voluntary		Yes

Indicator 0-1 (Equal rights)

Indicator	Unit	Value
Access to justice		Equal rights ◆
Freedom of movement		Equal rights ◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	0.70		
Mean age of women at birth of first child	years	30.40		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Equal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		0	35.00	78.00

Education and skills

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		58.09	41.91	1.39
Arts & Humanities		61.86	38.14	1.62
Business, Admin. & Law		60.15	39.85	1.51
Education		80.01	19.99	4.00
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		77.86	22.14	3.52
Information & Comm. Technologies		17.44	82.56	0.21
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates Attainment % Female Male Parity

Indicator	Unit	Female	Male	Parity
Vocational training		12.32	17.90	15.16
PhD graduates		0.71	0.77	0.74
Graduates from tertiary education		66.29	45.01	55.52

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	4.00
Births attended by skilled personnel	% live births	98.60
Maternal mortality	deaths per 100,000 live births	12.00
Total fertility rate	births per woman	1.38
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

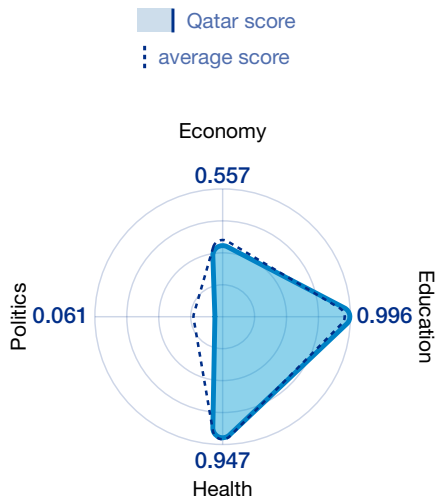
Qatar

0.640

130th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.640	130th	0.627	133rd
Economic Participation and Opportunity	0.557	123rd	0.508	132nd
Educational Attainment	0.996	58th	0.982	93rd
Health and Survival	0.947	143rd	0.947	143rd
Political Empowerment	0.061	137th	0.071	133rd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	123rd	0.557		-			
Labour-force participation rate %	111th	0.648		-33.60	61.73	95.33	0-100
Wage equality for similar work 1-7 (best)	17th	0.751		-	-	-	-
Estimated earned income int'l \$ 1,000	101st	0.571		-46.94	62.52	109.46	0-150
Legislators, senior officials and managers %	132nd	0.160		-72.45	13.78	86.22	0-100
Professional and technical workers %	133rd	0.369		-46.07	26.96	73.04	0-100
Educational Attainment	58th	0.996		-	-	-	-
Literacy rate %	63rd	0.998		-	-	-	-
Enrolment in primary education %	1st	1.000		0.08	97.84	97.92	0-100
Enrolment in secondary education %	105th	0.982		-1.94	106.68	108.62	0-200
Enrolment in tertiary education %	1st	1.000		60.87	16.47	77.34	0-200
Health and Survival	143rd	0.947		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	146th	0.955		-	-	-	-
Political Empowerment	137th	0.061		-	-	-	-
Women in parliament %	137th	0.046		-91.20	4.40	95.60	0-100
Women in ministerial positions %	101st	0.188		-68.42	15.79	84.21	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				Family and care			
Indicator	Unit		Value	Indicator	Unit		Value
GDP	US\$ billions		236.26	Unmet family planning	% women 15-49		n. a.
GDP per capita, PPP	constant '17, intl. \$ 1000		96.56	Early marriage	%		4.00
Population sex ratio	female/male, %		0.38	Mean age of women at birth of first child	years		n. a.
Population growth rate	%		0.26	Indicator 0-1 (Equal rights)			
Indicator Million people				Right to divorce		Unequal rights	◆
Total population		◆ Female ◆ Male	2.70	Indicator Shared days			
				Length of paid parental leave		◆ Female ◆ Male	Value
Work participation and leadership				Education and skills			
Indicator Unit				Graduates %			
Gender wage gap	% (OECD countries only)		n. a.	STEM		◆ Female ◆ Male	Value
Share of women's membership in boards	% (OECD countries only)		n. a.				
Firms with female majority ownership	% firms		n. a.	Agri., Forestry, Fisheries & Veterinary			
Firms with female top managers	% firms		n. a.				
Indicator 1-7 (best)				Indicator 0-1 (Equal rights)			
Advancement of women to leadership roles			5.51	Arts & Humanities		71.77 28.23	2.54
Indicator Million people				Business, Admin. & Law		65.84 34.16	1.93
Labour-force		◆ Female ◆ Male	1.94	Education		94.34 5.66	16.67
				Engineering, Manuf. & Construction		37.21 62.79	0.59
Indicator Unit				Health & Welfare		88.08 11.92	7.39
Share of workers in informal sector	% workers		n. a.	Information & Comm. Technologies		n. a. n. a.	n. a.
				Natural Sci., Mathematics & Statistics		n. a. n. a.	n. a.
Unemployed adults	% of labour force (15-64)		0.13	Social Sci., Journalism & Information		77.54 22.46	3.45
		◆ Female ◆ Male		Indicator Attainment %			
Workers employed part-time	% of employed people		1.55	Vocational training		0.12 0.37	0.31
		◆ Female ◆ Male		PhD graduates		0.62 0.58	0.59
Proportion of time spent on unpaid domestic and care work	%		n. a.	Graduates from tertiary education		46.65 3.83	12.82
				Health			
Access to finance				Indicator Unit			
Indicator 0-1 (Equal rights)				Indicator 0-1 (Equal rights)			
Access to financial services			Equal rights	◆	Reproductive autonomy		Restricted rights
Inheritance rights for widows and daughters			Unequal rights	◆			
Access to land assets			Equal rights	◆			
Access to non-land assets			Equal rights	◆			
Civil and political freedom				Indicator Unit			
Indicator Unit				Indicator 0-1 (Equal rights)			
Year women received right to vote	year		1998, 2003	Access to justice			Restricted rights
Number of female heads of state to date	number		0	Freedom of movement			
Seats held in upper house	% total seats		n. a.				
Indicator Yes/No							
Election list quotas for women, national			n. a.				
Party membership quotas, voluntary			Yes				
Indicator 0-1 (Equal rights)							
Access to justice			Restricted rights				
Freedom of movement							

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

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

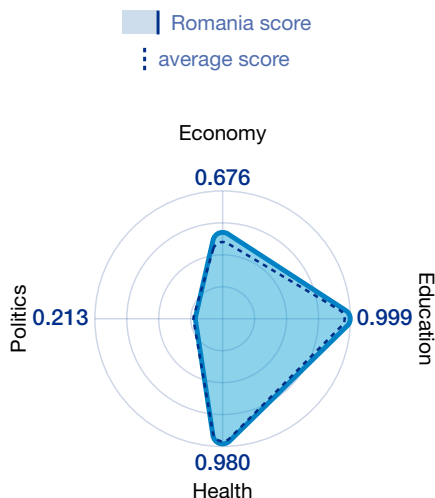
Romania

0.717

68th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.717	68th	0.697	88th
Economic Participation and Opportunity	0.676	83rd	0.693	72nd
Educational Attainment	0.999	35th	0.999	36th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.213	79th	0.117	113th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	83rd	0.676		-			
Labour-force participation rate %	101st	0.682		-19.75	42.29	62.05	0-100
Wage equality for similar work 1-7 (best)	57th	0.672		-			
Estimated earned income int'l \$ 1,000	80th	0.620		-15.37	25.06	40.43	0-150
Legislators, senior officials and managers %	83rd	0.493		-33.94	33.03	66.97	0-100
Professional and technical workers %	1st	1.000		14.41	42.80	57.20	0-100
Educational Attainment	35th	0.999		-			
Literacy rate %	1st	1.000		-			
Enrolment in primary education %	88th	0.997		-0.23	90.30	90.53	0-100
Enrolment in secondary education %	1st	1.000		0.42	85.99	86.41	0-200
Enrolment in tertiary education %	1st	1.000		14.54	48.22	62.77	0-200
Health and Survival	1st	0.980		-			
Sex ratio at birth** %	1st	0.944		-			
Healthy life expectancy** years	1st	1.060		-			
Political Empowerment	79th	0.213		-			
Women in parliament %	103rd	0.238		-61.60	19.20	80.80	0-100
Women in ministerial positions %	36th	0.500		-33.33	33.33	66.67	0-100
Years with female/male head of state (last 50)	58th	0.037		-46.47	1.76	48.24	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	300.69		
GDP per capita, PPP	constant '17, intl. \$ 1000	32.50		
Population sex ratio	female/male, %	1.07		
Population growth rate	%	-0.39		
Indicator	Million people	Female	Male	Value
Total population		9.83	9.21	19.05

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	13.64
Share of women's membership in boards	% (OECD countries only)	17.70
Firms with female majority ownership	% firms	14.50
Firms with female top managers	% firms	17.20

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.82

Indicator	Million people	Female	Male	Value
Labour-force		3.30	4.45	7.75

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
-------------------------------------	-----------	-------	-------	-------

Unemployed adults	% of labour force (15-64)	5.08	6.07	5.65
-------------------	---------------------------	------	------	------

Workers employed part-time	% of employed people	12.03	8.65	10.08
----------------------------	----------------------	-------	------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1929, 1946
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	17.80

Indicator Yes/No

Indicator	Unit	Value
Election list quotas for women, national		Yes
Party membership quotas, voluntary		Yes

Indicator 0-1 (Equal rights)

Indicator	Unit	Value
Access to justice		Equal rights ◆
Freedom of movement		Equal rights ◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	6.80		
Mean age of women at birth of first child	years	27.10		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Equal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		126.00	21.00	547.00

Education and skills

Graduates	%	Female	Male	Value
STEM		41.22	58.78	0.70
Agri., Forestry, Fisheries & Veterinary		40.65	59.35	0.69
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		67.01	32.99	2.03
Education		90.75	9.25	9.81
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		71.79	28.21	2.55
Information & Comm. Technologies		33.19	66.81	0.50
Natural Sci., Mathematics & Statistics		66.86	33.14	2.02
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		17.39	19.81	18.63
PhD graduates		0.16	0.16	0.16
Graduates from tertiary education		50.33	34.89	42.40

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	7.00
Births attended by skilled personnel	% live births	93.10
Maternal mortality	deaths per 100,000 live births	10.00
Total fertility rate	births per woman	1.80
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

Rwanda

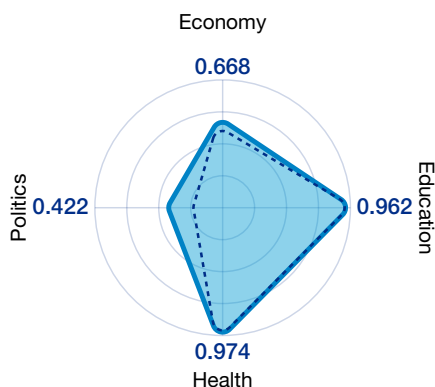
0.757

39th

2024

Global Gender Gap Index 2024 Edition

■ Rwanda score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.757	39th	0.794	12th
Economic Participation and Opportunity	0.668	86th	0.699	67th
Educational Attainment	0.962	115th	0.963	110th
Health and Survival	0.974	55th	0.974	55th
Political Empowerment	0.422	29th	0.541	9th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	86th	0.668		-	Min	Max	-
Labour-force participation rate %	55th	0.827		-11.45	54.76	66.21	0-100
Wage equality for similar work 1-7 (best)	6th	0.798		-	-	-	-
Estimated earned income int'l \$ 1,000	109th	0.536		-1.44	1.66	3.10	0-150
Legislators, senior officials and managers %	113th	0.310		-52.71	23.65	76.35	0-100
Professional and technical workers %	98th	0.756		-13.92	43.04	56.96	0-100
Educational Attainment	115th	0.962		-	-	-	-
Literacy rate %	101st	0.947		-	-	-	-
Enrolment in primary education %	1st	1.000		2.28	38.30	45.49	0-100
Enrolment in secondary education %	1st	1.000		7.19	38.30	45.49	0-200
Enrolment in tertiary education %	123rd	0.771		-1.82	6.12	7.94	0-200
Health and Survival	55th	0.974		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	65th	1.042		-	-	-	-
Political Empowerment	29th	0.422		-	-	-	-
Women in parliament %	1st	1.000		22.60	38.70	61.30	0-100
Women in ministerial positions %	49th	0.429		-40.00	30.00	70.00	0-100
Years with female/male head of state (last 50)	68th	0.015		-48.56	0.72	49.28	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	13.31		
GDP per capita, PPP	constant '17, intl. \$ 1000	2.36		
Population sex ratio	female/male, %	1.04		
Population growth rate	%	2.31		
Indicator	Million people	Female	Male	Value
Total population		7.04	6.74	13.78

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	27.20		
Firms with female top managers	% firms	21.80		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		5.69		
Indicator	Million people	Female	Male	Value
Labour-force		1.87	2.00	3.87
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	89.15	84.66	86.78
Unemployed adults	% of labour force (15-64)	17.00	13.93	15.40
Workers employed part-time	% of employed people	50.93	48.57	49.68
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Near-equal rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1961
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	34.60
Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	
Indicator	0-1 (Equal rights)	Value
Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	13.60		
Early marriage	%	3.10		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Restricted rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	7.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		35.36	64.64	0.55
Agri., Forestry, Fisheries & Veterinary		37.47	62.53	0.60
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		55.38	44.62	1.24
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		58.31	41.69	1.40
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		3.39	3.68	3.54
PhD graduates		0.06	0.12	0.09
Graduates from tertiary education		2.22	2.12	2.17

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	23.00
Births attended by skilled personnel	% live births	94.20
Maternal mortality	deaths per 100,000 live births	259.00
Total fertility rate	births per woman	3.82
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Uneven rights	◆

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

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

Saudi Arabia

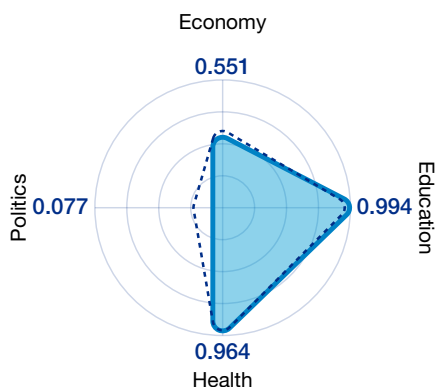
0.647

126th

2024

Global Gender Gap Index 2024 Edition

■ Saudi Arabia score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.647	126th	0.637	131st
Economic Participation and Opportunity	0.551	125th	0.521	130th
Educational Attainment	0.994	67th	0.986	87th
Health and Survival	0.964	114th	0.964	114th
Political Empowerment	0.077	128th	0.077	131st

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	125th	0.551	0 1	-	Min	Max	-
Labour-force participation rate %	136th	0.433		-45.18	34.46	79.64	0-100
Wage equality for similar work 1-7 (best)	13th	0.767		-	-	-	-
Estimated earned income int'l \$ 1,000	133rd	0.357		-44.36	24.63	68.99	0-150
Legislators, senior officials and managers %	-	-	-	-	-	-	-
Professional and technical workers %	-	-	-	-	-	-	-
Educational Attainment	67th	0.994		-	-	-	-
Literacy rate %	89th	0.974		-	-	-	-
Enrolment in primary education %	1st	1.000		0.23	97.56	97.79	0-100
Enrolment in secondary education %	94th	0.994		-0.70	119.61	120.31	0-200
Enrolment in tertiary education %	1st	1.000		8.92	69.54	78.45	0-200
Health and Survival	114th	0.964		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	124th	1.009		-	-	-	-
Political Empowerment	128th	0.077		-	-	-	-
Women in parliament %	98th	0.248		-60.20	19.90	80.10	0-100
Women in ministerial positions %	143rd	0.000		-100.00	0	100.00	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	1,108.57		
GDP per capita, PPP	constant '17, intl. \$ 1000	50.19		
Population sex ratio	female/male, %	0.74		
Population growth rate	%	1.27		
Indicator	Million people	Female	Male	Value
Total population		15.43	20.98	36.41
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	3.30		
Firms with female top managers	% firms	3.00		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		5.76		
Indicator	Million people	Female	Male	Value
Labour-force		n. a.	n. a.	n. a.
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
Unemployed adults	% of labour force (15-64)	15.50	2.69	5.69
Workers employed part-time	% of employed people	n. a.	n. a.	n. a.
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Near-equal rights		
Inheritance rights for widows and daughters		Unequal rights		
Access to land assets		Equal rights		
Access to non-land assets		Equal rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	n. a.		
Number of female heads of state to date	number	0		
Seats held in upper house	% total seats	n. a.		
Indicator	Yes/No	Value		
Election list quotas for women, national		n. a.		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Restricted rights		
Freedom of movement				
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	3.10		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Unequal rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		70.00	3.00	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		36.82	63.18	0.58
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		2.68	97.32	0.03
Health & Welfare		60.43	39.57	1.53
Information & Comm. Technologies		46.02	53.98	0.85
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	Female	Male	Parity
Vocational training		0.64	2.85	1.85
PhD graduates		0.66	1.46	1.15
Graduates from tertiary education		60.32	28.67	42.28
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	n. a.		
Births attended by skilled personnel	% live births	98.70		
Maternal mortality	deaths per 100,000 live births	16.00		
Total fertility rate	births per woman	2.43		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Restricted rights		

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

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

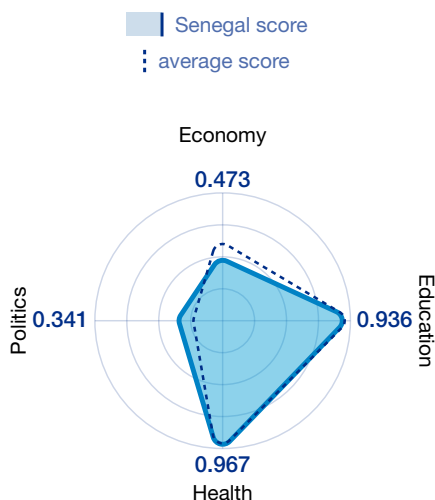
Senegal

0.679

109th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.679	109th	0.680	104th
Economic Participation and Opportunity	0.473	138th	0.475	137th
Educational Attainment	0.936	126th	0.926	125th
Health and Survival	0.967	96th	0.967	97th
Political Empowerment	0.341	39th	0.353	37th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	138th	0.473		-	Min	Max	-
Labour-force participation rate %	124th	0.581		-27.06	37.48	64.54	0-100
Wage equality for similar work 1-7 (best)	68th	0.650		-	-	-	-
Estimated earned income int'l \$ 1,000	132nd	0.362		-3.36	1.91	5.27	0-150
Legislators, senior officials and managers %	129th	0.180		-69.56	15.22	84.78	0-100
Professional and technical workers %	132nd	0.405		-42.38	28.81	71.19	0-100
Educational Attainment	126th	0.936		-	-	-	-
Literacy rate %	136th	0.682		-	-	-	-
Enrolment in primary education %	1st	1.000		11.60	67.65	79.26	0-100
Enrolment in secondary education %	1st	1.000		9.50	42.25	51.75	0-200
Enrolment in tertiary education %	106th	0.973		-0.46	16.57	17.04	0-200
Health and Survival	96th	0.967		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	106th	1.019		-	-	-	-
Political Empowerment	39th	0.341		-	-	-	-
Women in parliament %	10th	0.855		-7.80	46.10	53.90	0-100
Women in ministerial positions %	91st	0.214		-64.71	17.65	82.35	0-100
Years with female/male head of state (last 50)	54th	0.053		-44.95	2.52	47.48	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	27.68		
GDP per capita, PPP	constant '17, intl. \$ 1000	3.56		
Population sex ratio	female/male, %	1.03		
Population growth rate	%	2.57		
Indicator	Million people	Female	Male	Value
Total population		8.80	8.52	17.32

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	11.80		
Firms with female top managers	% firms	14.10		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.22		
Indicator	Million people	Female	Male	Value
Labour-force		1.50	2.30	3.80
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	91.86	89.25	90.23
Unemployed adults	% of labour force (15-64)	3.16	2.82	2.95
Workers employed part-time	% of employed people	15.27	10.22	12.12
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Uneven rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1960
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	n. a.
Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	
Indicator	0-1 (Equal rights)	Value
Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	21.70		
Early marriage	%	20.80		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Restricted rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	1.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		2.33	1.86	2.09
PhD graduates		2.25	5.90	3.98
Graduates from tertiary education		0	0	0

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	12.00
Births attended by skilled personnel	% live births	74.50
Maternal mortality	deaths per 100,000 live births	261.00
Total fertility rate	births per woman	4.39
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Restricted rights	◆

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

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

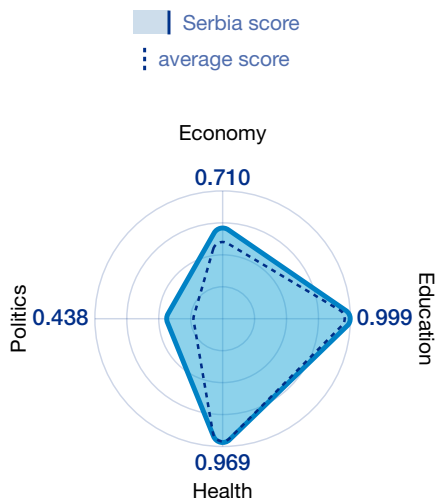
Serbia

0.779

26th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.779	26th	0.760	38th
Economic Participation and Opportunity	0.710	63rd	0.697	69th
Educational Attainment	0.999	39th	0.999	37th
Health and Survival	0.969	79th	0.969	79th
Political Empowerment	0.438	25th	0.376	32nd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	63rd	0.710		-	Min	Max	-
Labour-force participation rate %	75th	0.771		-15.13	50.97	66.10	0-100
Wage equality for similar work 1-7 (best)	59th	0.671		-	-	-	-
Estimated earned income int'l \$ 1,000	64th	0.657		-8.71	16.71	25.42	0-150
Legislators, senior officials and managers %	67th	0.550		-29.00	35.50	64.50	0-100
Professional and technical workers %	1st	1.000		11.12	44.44	55.56	0-100
Educational Attainment	39th	0.999		-	-	-	-
Literacy rate %	70th	0.992		-	-	-	-
Enrolment in primary education %	1st	1.000		0.75	88.24	88.99	0-100
Enrolment in secondary education %	1st	1.000		2.25	89.25	91.50	0-200
Enrolment in tertiary education %	1st	1.000		24.92	54.20	79.13	0-200
Health and Survival	79th	0.969		-	-	-	-
Sex ratio at birth** %	132nd	0.935		-	-	-	-
Healthy life expectancy** years	57th	1.046		-	-	-	-
Political Empowerment	25th	0.438		-	-	-	-
Women in parliament %	33rd	0.613		-24.00	38.00	62.00	0-100
Women in ministerial positions %	24th	0.667		-20.00	40.00	60.00	0-100
Years with female/male head of state (last 50)	23rd	0.189		-34.14	7.93	42.07	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	63.56		
GDP per capita, PPP	constant '17, intl. \$ 1000	20.89		
Population sex ratio	female/male, %	1.09		
Population growth rate	%	-2.52		
Indicator	Million people	Female	Male	Value
Total population		3.47	3.19	6.66

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	13.70		
Firms with female top managers	% firms	18.20		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		5.03		
Indicator	Million people	Female	Male	Value
Labour-force		1.44	1.71	3.15
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	20.72	16.93	18.64
Unemployed adults	% of labour force (15-64)	9.53	8.98	9.23
Workers employed part-time	% of employed people	18.39	13.22	15.56
Proportion of time spent on unpaid domestic and care work	%	19.17	8.69	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Near-equal rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1946
Number of female heads of state to date	number	3
Seats held in upper house	% total seats	n. a.
Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	
Indicator	0-1 (Equal rights)	Value
Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	8.81		
Early marriage	%	3.80		
Mean age of women at birth of first child	years	28.10		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Equal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		135.00	7.00	230.00

Education and skills

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		69.18	30.82	2.25
Business, Admin. & Law		60.00	40.00	1.50
Education		84.12	15.88	5.30
Engineering, Manuf. & Construction		38.53	61.47	0.63
Health & Welfare		74.91	25.09	2.99
Information & Comm. Technologies		28.55	71.45	0.40
Natural Sci., Mathematics & Statistics		71.16	28.84	2.47
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		21.97	24.25	23.14
PhD graduates		0.41	0.55	0.47
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	4.00
Births attended by skilled personnel	% live births	99.90
Maternal mortality	deaths per 100,000 live births	10.00
Total fertility rate	births per woman	1.48
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

Sierra Leone

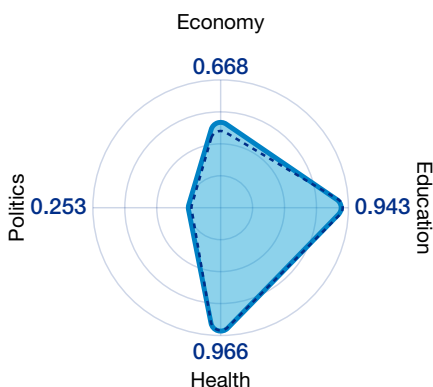
0.708

80th

2024

Global Gender Gap Index 2024 Edition

■ Sierra Leone score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.708	80th	0.667	112th
Economic Participation and Opportunity	0.668	87th	0.684	78th
Educational Attainment	0.943	122nd	0.932	124th
Health and Survival	0.966	103rd	0.966	104th
Political Empowerment	0.253	62nd	0.087	128th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	87th	0.668		-	Min	Max	-
Labour-force participation rate %	7th	0.911		-5.07	51.58	56.65	0-100
Wage equality for similar work 1-7 (best)	94th	0.605		-	-	-	-
Estimated earned income int'l \$ 1,000	29th	0.738		-0.49	1.39	1.88	0-150
Legislators, senior officials and managers %	65th	0.560		-28.17	35.91	64.08	0-100
Professional and technical workers %	126th	0.435		-39.36	30.32	69.68	0-100
Educational Attainment	122nd	0.943		-	-	-	-
Literacy rate %	133rd	0.737		-	-	-	-
Enrolment in primary education %	1st	1.000		2.68	97.29	99.97	0-100
Enrolment in secondary education %	1st	1.000		2.44	69.52	71.96	0-200
Enrolment in tertiary education %	-	-		-	-	-	-
Health and Survival	103rd	0.966		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	113th	1.015		-	-	-	-
Political Empowerment	62nd	0.253		-	-	-	-
Women in parliament %	59th	0.418		-41.00	29.50	70.50	0-100
Women in ministerial positions %	36th	0.500		-33.33	33.33	66.67	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	4.09		
GDP per capita, PPP	constant '17, intl. \$ 1000	1.63		
Population sex ratio	female/male, %	1.00		
Population growth rate	%	2.17		
Indicator	Million people	Female	Male	Value
Total population		4.29	4.31	8.61

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	13.70
Firms with female top managers	% firms	13.00

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		3.21

Indicator	Million people	Female	Male	Value
Labour-force		1.08	1.06	2.14

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	96.63	89.28	93.11
-------------------------------------	-----------	-------	-------	-------

Unemployed adults	% of labour force (15-64)	2.25	4.37	3.27
-------------------	---------------------------	------	------	------

Workers employed part-time	% of employed people	33.98	26.26	30.28
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Near-equal rights	◆
Inheritance rights for widows and daughters	Near-equal rights	◆
Access to land assets	Uneven rights	◆
Access to non-land assets	Uneven rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1961
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	n. a.

Indicator Yes/No

Indicator	Unit	Value
Election list quotas for women, national		Yes
Party membership quotas, voluntary		Yes

Indicator 0-1 (Equal rights)

Indicator	Unit	Value
Access to justice		Near-equal rights ◆
Freedom of movement		Equal rights ◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	24.80
Early marriage	%	13.90
Mean age of women at birth of first child	years	n. a.

Indicator 0-1 (Equal rights)

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

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	14.00	0

Education and skills

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

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

Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
---	--	-------	-------	-------

Arts & Humanities		n. a.	n. a.	n. a.
-------------------	--	-------	-------	-------

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

Education		n. a.	n. a.	n. a.
-----------	--	-------	-------	-------

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

Health & Welfare		n. a.	n. a.	n. a.
------------------	--	-------	-------	-------

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

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

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

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

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

PhD graduates		0	0	0
---------------	--	---	---	---

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

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	20.00
Births attended by skilled personnel	% live births	86.90
Maternal mortality	deaths per 100,000 live births	443.00
Total fertility rate	births per woman	3.98

Indicator 0-1 (Equal rights)

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Unequal rights	◆

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

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

Singapore

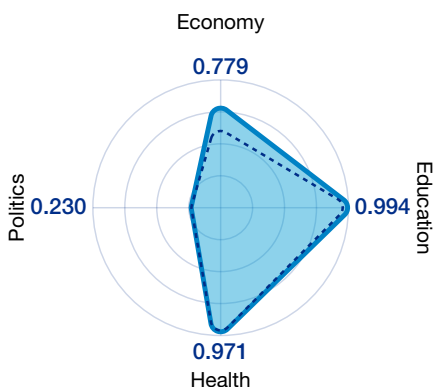
0.744

48th

2024

Global Gender Gap Index 2024 Edition

■ Singapore score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.744	48th	0.739	49th
Economic Participation and Opportunity	0.779	18th	0.774	23rd
Educational Attainment	0.994	65th	0.993	72nd
Health and Survival	0.971	65th	0.971	66th
Political Empowerment	0.230	69th	0.220	68th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	18th	0.779		-	Min	Max	-
Labour-force participation rate %	57th	0.823		-13.63	63.37	77.00	0-100
Wage equality for similar work 1-7 (best)	7th	0.794		-	-	-	-
Estimated earned income int'l \$ 1,000	31st	0.735		-32.84	90.86	123.70	0-150
Legislators, senior officials and managers %	39th	0.674		-19.45	40.28	59.72	0-100
Professional and technical workers %	86th	0.882		-6.30	46.85	53.15	0-100
Educational Attainment	65th	0.994		-	-	-	-
Literacy rate %	88th	0.975		-	-	-	-
Enrolment in primary education %	80th	0.999		-0.15	99.28	99.42	0-100
Enrolment in secondary education %	90th	0.997		-0.31	102.88	103.19	0-200
Enrolment in tertiary education %	1st	1.000		10.14	92.19	102.33	0-200
Health and Survival	65th	0.971		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	80th	1.032		-	-	-	-
Political Empowerment	69th	0.230		-	-	-	-
Women in parliament %	60th	0.414		-41.40	29.30	70.70	0-100
Women in ministerial positions %	107th	0.167		-71.43	14.29	85.71	0-100
Years with female/male head of state (last 50)	29th	0.136		-37.99	6.00	44.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	466.79		
GDP per capita, PPP	constant '17, intl. \$ 1000	108.04		
Population sex ratio	female/male, %	0.91		
Population growth rate	%	3.31		
Indicator	Million people	Female	Male	Value
Total population		2.69	2.95	5.64
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	9.20		
Firms with female top managers	% firms	n. a.		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		5.73		
Indicator	Million people	Female	Male	Value
Labour-force		1.07	1.22	2.29
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
Unemployed adults	% of labour force (15-64)	3.85	3.39	3.60
Workers employed part-time	% of employed people	14.11	7.68	10.71
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Equal rights		
Inheritance rights for widows and daughters		Uneven rights		
Access to land assets		Uneven rights		
Access to non-land assets		Uneven rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	1965		
Number of female heads of state to date	number	1		
Seats held in upper house	% total seats	n. a.		
Indicator	Yes/No	Value		
Election list quotas for women, national		n. a.		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Equal rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	0.40		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Uneven rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		84.00	14.00	28.00
Education and skills				
Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		64.96	35.04	1.85
Arts & Humanities		65.91	34.09	1.93
Business, Admin. & Law		58.27	41.73	1.40
Education		83.21	16.79	4.95
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		32.22	67.78	0.48
Natural Sci., Mathematics & Statistics		61.72	38.28	1.61
Social Sci., Journalism & Information		65.76	34.24	1.92
Graduates	Attainment %	Female	Male	Parity
Vocational training		21.92	23.92	22.95
PhD graduates		0	0	0
Graduates from tertiary education		63.52	55.06	59.10
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	2.00		
Births attended by skilled personnel	% live births	99.60		
Maternal mortality	deaths per 100,000 live births	7.00		
Total fertility rate	births per woman	1.12		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Equal rights		

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

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

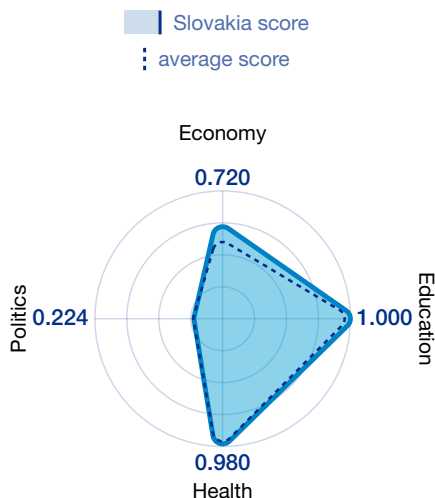
Slovakia

0.731

56th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.731	56th	0.720	63rd
Economic Participation and Opportunity	0.720	52nd	0.718	50th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.224	71st	0.183	80th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	52nd	0.720		-	Min	Max	-
Labour-force participation rate %	53rd	0.835		-11.07	56.18	67.25	0-100
Wage equality for similar work 1-7 (best)	89th	0.611		-	-	-	-
Estimated earned income int'l \$ 1,000	47th	0.687		-12.35	27.14	39.49	0-150
Legislators, senior officials and managers %	51st	0.614		-23.92	38.04	61.96	0-100
Professional and technical workers %	1st	1.000		9.30	45.35	54.65	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.15	97.07	97.22	0-100
Enrolment in secondary education %	1st	1.000		1.31	91.57	92.87	0-200
Enrolment in tertiary education %	1st	1.000		21.00	42.24	63.25	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	71st	0.224		-	-	-	-
Women in parliament %	88th	0.294		-54.60	22.70	77.30	0-100
Women in ministerial positions %	77th	0.273		-57.14	21.43	78.57	0-100
Years with female/male head of state (last 50)	28th	0.148		-37.08	6.46	43.54	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	115.46		
GDP per capita, PPP	constant '17, intl. \$ 1000	33.18		
Population sex ratio	female/male, %	1.05		
Population growth rate	%	-0.28		
Indicator	Million people	Female	Male	Value
Total population		2.78	2.65	5.43

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	13.81
Share of women's membership in boards	% (OECD countries only)	30.30
Firms with female majority ownership	% firms	11.80
Firms with female top managers	% firms	22.90

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.69

Indicator	Million people	Female	Male	Value
Labour-force		1.25	1.38	2.63

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	14.32	10.63	12.31
-------------------------------------	-----------	-------	-------	-------

Unemployed adults	% of labour force (15-64)	6.48	5.98	6.22
-------------------	---------------------------	------	------	------

Workers employed part-time	% of employed people	35.09	22.33	28.32
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1993
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	n. a.

Indicator Yes/No

Indicator	Unit	Value
Election list quotas for women, national		Yes
Party membership quotas, voluntary		Yes

Indicator 0-1 (Equal rights)

Indicator	Unit	Value
Access to justice		Equal rights ◆
Freedom of movement		Equal rights ◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	1.10		
Mean age of women at birth of first child	years	27.30		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Equal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		238.00	196.00	899.00

Education and skills

Graduates	%	Female	Male	Value
STEM		35.22	64.78	0.54
Agri., Forestry, Fisheries & Veterinary		59.28	40.72	1.46
Arts & Humanities		68.39	31.61	2.16
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		81.80	18.20	4.50
Engineering, Manuf. & Construction		28.16	71.84	0.39
Health & Welfare		77.00	23.00	3.35
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		63.71	36.29	1.76
Social Sci., Journalism & Information		70.79	29.21	2.42

Graduates	Attainment %	Female	Male	Parity
Vocational training		22.91	26.32	24.66
PhD graduates		1.04	0.85	0.95
Graduates from tertiary education		45.37	27.53	36.28

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	6.00
Births attended by skilled personnel	% live births	98.20
Maternal mortality	deaths per 100,000 live births	5.00
Total fertility rate	births per woman	1.64
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

Slovenia

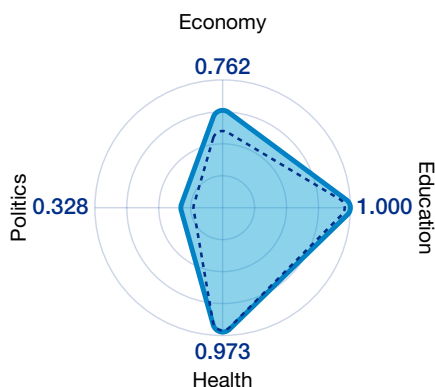
0.766

34th

2024

Global Gender Gap Index 2024 Edition

■ Slovenia score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.766	34th	0.773	29th
Economic Participation and Opportunity	0.762	23rd	0.760	30th
Educational Attainment	1.000	1st	1.000	1st
Health and Survival	0.973	60th	0.972	63rd
Political Empowerment	0.328	43rd	0.358	36th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	23rd	0.762		-	Min	Max	-
Labour-force participation rate %	29th	0.876		-8.24	58.12	66.36	0-100
Wage equality for similar work 1-7 (best)	34th	0.718		-	-	-	-
Estimated earned income int'l \$ 1,000	24th	0.745		-12.00	34.98	46.98	0-150
Legislators, senior officials and managers %	73rd	0.534		-30.42	34.79	65.21	0-100
Professional and technical workers %	1st	1.000		8.90	45.55	54.45	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.03	98.78	98.81	0-100
Enrolment in secondary education %	1st	1.000		1.78	107.01	108.79	0-200
Enrolment in tertiary education %	1st	1.000		34.14	66.23	100.37	0-200
Health and Survival	60th	0.973		-	-	-	-
Sex ratio at birth** %	124th	0.939		-	-	-	-
Healthy life expectancy** years	53rd	1.050		-	-	-	-
Political Empowerment	43rd	0.328		-	-	-	-
Women in parliament %	35th	0.608		-24.40	37.80	62.20	0-100
Women in ministerial positions %	46th	0.462		-36.84	31.58	68.42	0-100
Years with female/male head of state (last 50)	52nd	0.057		-44.62	2.69	47.31	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value
GDP	US\$ billions	60.06
GDP per capita, PPP	constant '17, intl. \$ 1000	41.02
Population sex ratio	female/male, %	0.99
Population growth rate	%	0.19

Indicator	Million people	Female	Male	Value
Total population		1.05	1.06	2.11

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	8.32
Share of women's membership in boards	% (OECD countries only)	23.10
Firms with female majority ownership	% firms	11.10
Firms with female top managers	% firms	18.80

Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.31

Indicator	Million people	Female	Male	Value
Labour-force		0.44	0.52	0.95

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	6.50	9.44	8.08

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	4.28	3.76	4.00

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	35.24	25.23	29.80

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

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1946
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	17.50

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

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

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	n. a.
Early marriage	%	0.20
Mean age of women at birth of first child	years	29.00

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

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		105.00	15.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		33.32	66.68	0.50
Agri., Forestry, Fisheries & Veterinary		58.62	41.38	1.42
Arts & Humanities		68.02	31.98	2.13
Business, Admin. & Law		65.74	34.26	1.92
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		26.73	73.27	0.36
Health & Welfare		77.69	22.31	3.48
Information & Comm. Technologies		14.08	85.92	0.16
Natural Sci., Mathematics & Statistics		61.44	38.56	1.59
Social Sci., Journalism & Information		70.44	29.56	2.38

Graduates	Attainment %	Female	Male	Parity
Vocational training		29.44	36.94	33.36
PhD graduates		3.06	3.20	3.13
Graduates from tertiary education		61.29	33.24	46.38

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	3.00
Births attended by skilled personnel	% live births	n. a.
Maternal mortality	deaths per 100,000 live births	5.00
Total fertility rate	births per woman	1.64

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

South Africa

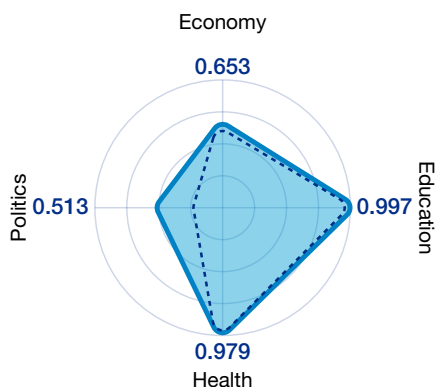
0.785

18th

2024

Global Gender Gap Index 2024 Edition

■ South Africa score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.785	18th	0.787	20th
Economic Participation and Opportunity	0.653	96th	0.676	81st
Educational Attainment	0.997	48th	0.998	43rd
Health and Survival	0.979	29th	0.979	29th
Political Empowerment	0.513	9th	0.497	13th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	96th	0.653		-	Min	Max	-
Labour-force participation rate %	59th	0.820		-11.63	52.90	64.53	0-100
Wage equality for similar work 1-7 (best)	113th	0.563		-	-	-	-
Estimated earned income int'l \$ 1,000	107th	0.540		-8.12	9.52	17.65	0-150
Legislators, senior officials and managers %	81st	0.499		-33.41	33.30	66.70	0-100
Professional and technical workers %	1st	1.000		5.00	47.50	52.50	0-100
Educational Attainment	48th	0.997		-	-	-	-
Literacy rate %	79th	0.986		-	-	-	-
Enrolment in primary education %	1st	1.000		8.94	88.37	97.31	0-100
Enrolment in secondary education %	1st	1.000		11.47	106.17	117.64	0-200
Enrolment in tertiary education %	1st	1.000		12.21	19.34	31.55	0-200
Health and Survival	29th	0.979		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	39th	1.057		-	-	-	-
Political Empowerment	9th	0.513		-	-	-	-
Women in parliament %	8th	0.859		-7.60	46.20	53.80	0-100
Women in ministerial positions %	1st	1.000		0	50.00	50.00	0-100
Years with female/male head of state (last 50)	79th	0.000		-49.99	0.00	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	405.27		
GDP per capita, PPP	constant '17, intl. \$ 1000	13.48		
Population sex ratio	female/male, %	1.05		
Population growth rate	%	0.84		
Indicator	Million people	Female	Male	Value
Total population		30.73	29.17	59.89
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	34.40		
Firms with female majority ownership	% firms	8.70		
Firms with female top managers	% firms	38.50		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.64		
Indicator	Million people	Female	Male	Value
Labour-force		10.75	12.28	23.04
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	42.37	40.70	41.46
Unemployed adults	% of labour force (15-64)	30.70	26.84	28.63
Workers employed part-time	% of employed people	17.48	11.00	13.94
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Equal rights		
Inheritance rights for widows and daughters		Uneven rights		
Access to land assets		Near-equal rights		
Access to non-land assets		Equal rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	1984, 1994, 1930		
Number of female heads of state to date	number	1		
Seats held in upper house	% total seats	44.40		
Indicator	Yes/No	Value		
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Equal rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	14.90		
Early marriage	%	3.10		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Uneven rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		120.00	10.00	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		42.76	57.24	0.75
Agri., Forestry, Fisheries & Veterinary		52.22	47.78	1.09
Arts & Humanities		61.96	38.04	1.63
Business, Admin. & Law		57.28	42.72	1.34
Education		76.12	23.88	3.19
Engineering, Manuf. & Construction		32.24	67.76	0.48
Health & Welfare		74.89	25.11	2.98
Information & Comm. Technologies		38.43	61.57	0.62
Natural Sci., Mathematics & Statistics		56.35	43.65	1.29
Social Sci., Journalism & Information		68.30	31.70	2.15
Graduates	Attainment %	Female	Male	Parity
Vocational training		5.70	3.67	4.67
PhD graduates		0	0	0
Graduates from tertiary education		16.15	8.98	12.52
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	13.00		
Births attended by skilled personnel	% live births	96.70		
Maternal mortality	deaths per 100,000 live births	127.00		
Total fertility rate	births per woman	2.37		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Equal rights		

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

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

South Korea

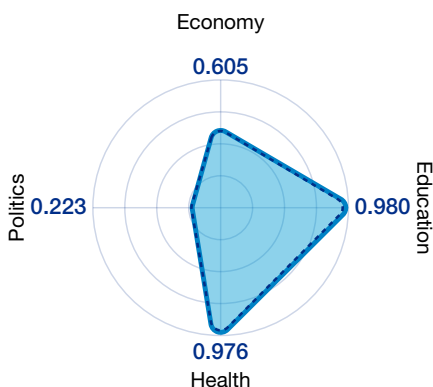
0.696

94th

2024

Global Gender Gap Index 2024 Edition

■ South Korea score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.696	94th	0.680	105th
Economic Participation and Opportunity	0.605	112th	0.597	114th
Educational Attainment	0.980	100th	0.977	104th
Health and Survival	0.976	47th	0.976	46th
Political Empowerment	0.223	72nd	0.169	88th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	112th	0.605		-	Min	Max	-
Labour-force participation rate %	82nd	0.764		-17.32	56.07	73.39	0-100
Wage equality for similar work 1-7 (best)	84th	0.617		-	-	-	-
Estimated earned income int'l \$ 1,000	114th	0.503		-30.14	30.51	60.66	0-150
Legislators, senior officials and managers %	127th	0.195		-67.38	16.31	83.69	0-100
Professional and technical workers %	1st	1.000		0.32	49.84	50.16	0-100
Educational Attainment	100th	0.980		-	-	-	-
Literacy rate %	72nd	0.992		-	-	-	-
Enrolment in primary education %	87th	0.998		-0.21	98.82	99.03	0-100
Enrolment in secondary education %	93rd	0.995		-0.48	97.67	98.15	0-200
Enrolment in tertiary education %	115th	0.861		-15.43	95.23	110.66	0-200
Health and Survival	47th	0.976		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	56th	1.047		-	-	-	-
Political Empowerment	72nd	0.223		-	-	-	-
Women in parliament %	103rd	0.238		-61.60	19.20	80.80	0-100
Women in ministerial positions %	52nd	0.417		-41.18	29.41	70.59	0-100
Years with female/male head of state (last 50)	37th	0.104		-40.55	4.73	45.27	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	1,673.92		
GDP per capita, PPP	constant '17, intl. \$ 1000	45.56		
Population sex ratio	female/male, %	1.00		
Population growth rate	%	-0.23		
Indicator	Million people	Female	Male	Value
Total population		25.85	25.77	51.63
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	31.24		
Share of women's membership in boards	% (OECD countries only)	12.80		
Firms with female majority ownership	% firms	n. a.		
Firms with female top managers	% firms	n. a.		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.27		
Indicator	Million people	Female	Male	Value
Labour-force		12.19	15.91	28.10
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	31.03	23.58	26.62
Unemployed adults	% of labour force (15-64)	2.71	2.65	2.68
Workers employed part-time	% of employed people	33.81	18.13	25.03
Proportion of time spent on unpaid domestic and care work	%	14.10	4.38	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Equal rights		
Inheritance rights for widows and daughters		Near-equal rights		
Access to land assets		Equal rights		
Access to non-land assets		Equal rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	1948		
Number of female heads of state to date	number	3		
Seats held in upper house	% total seats	n. a.		
Indicator	Yes/No	Value		
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Equal rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	0.20		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Equal rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		90.00	10.00	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		25.22	74.78	0.34
Agri., Forestry, Fisheries & Veterinary		44.83	55.17	0.81
Arts & Humanities		66.04	33.96	1.94
Business, Admin. & Law		49.02	50.98	0.96
Education		77.27	22.73	3.40
Engineering, Manuf. & Construction		20.05	79.95	0.25
Health & Welfare		71.48	28.52	2.51
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		49.20	50.80	0.97
Social Sci., Journalism & Information		60.17	39.83	1.51
Graduates	Attainment %	Female	Male	Parity
Vocational training		9.17	13.56	11.45
PhD graduates		0.51	1.10	0.80
Graduates from tertiary education		63.94	51.73	57.56
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	8.00		
Births attended by skilled personnel	% live births	100.00		
Maternal mortality	deaths per 100,000 live births	8.00		
Total fertility rate	births per woman	0.81		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Equal rights		

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

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

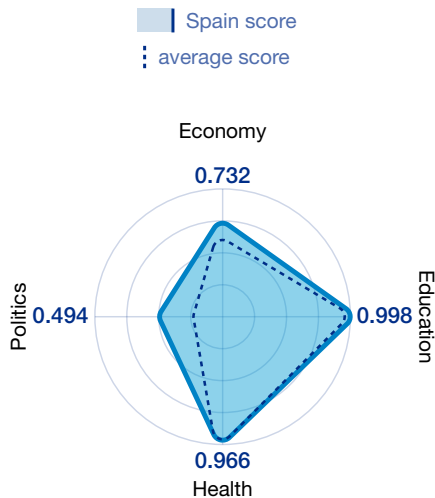
Spain

0.798

10th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.798	10th	0.791	18th
Economic Participation and Opportunity	0.732	45th	0.722	48th
Educational Attainment	0.998	41st	0.998	39th
Health and Survival	0.966	100th	0.967	98th
Political Empowerment	0.494	13th	0.475	18th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	45th	0.732		-			-
Labour-force participation rate %	46th	0.846		-9.67	53.19	62.86	0-100
Wage equality for similar work 1-7 (best)	47th	0.688		-	-	-	-
Estimated earned income int'l \$ 1,000	52nd	0.676		-15.60	32.58	48.18	0-150
Legislators, senior officials and managers %	74th	0.532		-30.58	34.71	65.30	0-100
Professional and technical workers %	1st	1.000		1.58	49.21	50.79	0-100
Educational Attainment	41st	0.998		-			-
Literacy rate %	74th	0.992		-	-	-	-
Enrolment in primary education %	1st	1.000		0.18		98.05	98.24
Enrolment in secondary education %	1st	1.000		4.61	116.88	121.50	0-200
Enrolment in tertiary education %	1st	1.000		22.37	83.79	106.15	0-200
Health and Survival	100th	0.966		-			-
Sex ratio at birth** %	116th	0.942		-	-	-	-
Healthy life expectancy** years	100th	1.022		-	-	-	-
Political Empowerment	13th	0.494		-			-
Women in parliament %	15th	0.795		-11.40	44.30	55.70	0-100
Women in ministerial positions %	1st	1.000		0	50.00	50.00	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	1,417.8		
GDP per capita, PPP	constant '17, intl. \$ 1000	40.22		
Population sex ratio	female/male, %	1.04		
Population growth rate	%	0.76		
Indicator	Million people	Female	Male	Value
Total population		24.36	23.42	47.78

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	6.72
Share of women's membership in boards	% (OECD countries only)	35.70
Firms with female majority ownership	% firms	10.10
Firms with female top managers	% firms	17.60

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		5.14

Indicator	Million people	Female	Male	Value
Labour-force		10.32	11.48	21.79

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	5.28	5.12	5.20
-------------------------------------	-----------	------	------	------

Unemployed adults	% of labour force (15-64)	14.87	11.36	13.02
-------------------	---------------------------	-------	-------	-------

Workers employed part-time	% of employed people	44.16	27.79	35.35
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Near-equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1931
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	42.30

Indicator Yes/No

Indicator	Value
Election list quotas for women, national	Yes
Party membership quotas, voluntary	Yes

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

Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	n. a.
Early marriage	%	4.00
Mean age of women at birth of first child	years	31.60

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

Right to divorce	Equal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		112.00	112.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		29.56	70.44	0.42

Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n. a.
---	-------	-------	-------

Arts & Humanities	59.05	40.95	1.44
-------------------	-------	-------	------

Business, Admin. & Law	55.87	44.13	1.27
------------------------	-------	-------	------

Education	76.10	23.90	3.18
-----------	-------	-------	------

Engineering, Manuf. & Construction	26.61	73.39	0.36
------------------------------------	-------	-------	------

Health & Welfare	72.59	27.41	2.65
------------------	-------	-------	------

Information & Comm. Technologies	12.97	87.03	0.15
----------------------------------	-------	-------	------

Natural Sci., Mathematics & Statistics	49.94	50.06	1.00
--	-------	-------	------

Social Sci., Journalism & Information	63.97	36.03	1.78
---------------------------------------	-------	-------	------

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

Vocational training		15.37	19.50	17.49
---------------------	--	-------	-------	-------

PhD graduates		0.74	0.82	0.78
---------------	--	------	------	------

Graduates from tertiary education		55.96	34.99	45.15
-----------------------------------	--	-------	-------	-------

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	3.00
Births attended by skilled personnel	% live births	99.90
Maternal mortality	deaths per 100,000 live births	3.00
Total fertility rate	births per woman	1.19

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

Reproductive autonomy	Equal rights	◆
-----------------------	--------------	---

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

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

Sri Lanka

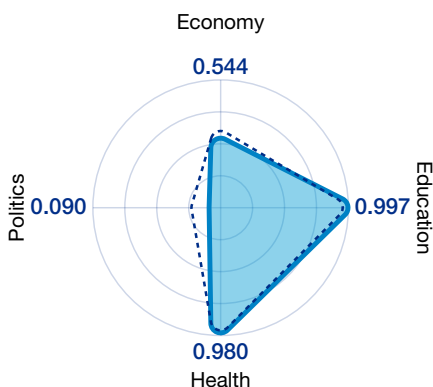
0.653

122nd

2024

Global Gender Gap Index 2024 Edition

■ Sri Lanka score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.653	122nd	0.663	115th
Economic Participation and Opportunity	0.544	127th	0.555	124th
Educational Attainment	0.997	49th	0.988	85th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.090	123rd	0.130	106th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	127th	0.544		-	Min	Max	-
Labour-force participation rate %	135th	0.454		-38.47	31.98	70.46	0-100
Wage equality for similar work 1-7 (best)	52nd	0.682		-	-	-	-
Estimated earned income int'l \$ 1,000	130th	0.374		-11.31	6.75	18.07	0-150
Legislators, senior officials and managers %	118th	0.287		-55.35	22.32	77.68	0-100
Professional and technical workers %	77th	0.968		-1.63	49.18	50.82	0-100
Educational Attainment	49th	0.997		-	-	-	-
Literacy rate %	82nd	0.983		-	-	-	-
Enrolment in primary education %	1st	1.000		2.14	95.72	97.87	0-100
Enrolment in secondary education %	1st	1.000		4.37	88.86	93.22	0-200
Enrolment in tertiary education %	1st	1.000		11.42	17.33	28.75	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	123rd	0.090		-	-	-	-
Women in parliament %	135th	0.056		-89.40	5.30	94.70	0-100
Women in ministerial positions %	137th	0.053		-90.00	5.00	95.00	0-100
Years with female/male head of state (last 50)	30th	0.136		-38.05	5.97	44.03	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	74.4		
GDP per capita, PPP	constant '17, intl. \$ 1000	12.20		
Population sex ratio	female/male, %	1.08		
Population growth rate	%	0.11		
Indicator	Million people	Female	Male	Value
Total population		11.50	10.68	22.18

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.
Indicator	1-7 (best)	Value
Advancement of women to leadership roles		4.68

Indicator	Million people	Female	Male	Value
Labour-force		2.66	5.06	7.72

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	58.96	71.21	67.04
Unemployed adults	% of labour force (15-64)	6.58	3.88	4.83
Workers employed part-time	% of employed people	36.15	29.36	31.67
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Near-equal rights	◆
Inheritance rights for widows and daughters	Unequal rights	◆
Access to land assets	Restricted rights	◆
Access to non-land assets	Restricted rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1948
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	n. a.
Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	
Indicator	0-1 (Equal rights)	Value
Access to justice	Near-equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	7.50		
Early marriage	%	6.00		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Restricted rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		84.00	0	0

Education and skills

Graduates	%	Female	Male	Value
STEM		40.57	59.43	0.68
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		72.85	27.15	2.68
Engineering, Manuf. & Construction		28.44	71.56	0.40
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		37.64	62.36	0.60
Natural Sci., Mathematics & Statistics		56.87	43.13	1.32
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		3.30	4.07	3.69
PhD graduates		0	0	0
Graduates from tertiary education		16.90	9.48	13.14

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	4.00
Births attended by skilled personnel	% live births	99.50
Maternal mortality	deaths per 100,000 live births	29.00
Total fertility rate	births per woman	1.99
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Restricted rights	◆

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

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

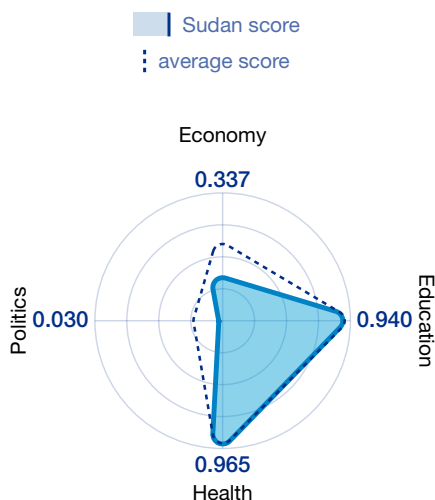
Sudan

0.568

146th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	Score	Rank
Global Gender Gap Index	0.568	146th
Economic Participation and Opportunity	0.337	145th
Educational Attainment	0.940	124th
Health and Survival	0.965	107th
Political Empowerment	0.030	144th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male	Min Max
Economic Participation and Opportunity	145th	0.337		-	Min - Max	-
Labour-force participation rate %	143rd	0.233		-47.47	14.39 - 61.87	0-100
Wage equality for similar work 1-7 (best)	-	-		-	-	-
Estimated earned income int'l \$ 1,000	142nd	0.169		-5.07	1.04 - 6.11	0-150
Legislators, senior officials and managers %	112th	0.320		-51.52	24.24 - 75.76	0-100
Professional and technical workers %	93rd	0.833		-9.13	45.43 - 54.57	0-100
Educational Attainment	124th	0.940		-	-	-
Literacy rate %	120th	0.857		-	-	-
Enrolment in primary education %	121st	0.930		-4.83	63.68 - 68.51	0-100
Enrolment in secondary education %	1st	1.000		0.77	47.98 - 48.75	0-200
Enrolment in tertiary education %	1st	1.000		0.18	17.11 - 17.30	0-200
Health and Survival	107th	0.965		-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-
Healthy life expectancy** years	117th	1.012		-	-	-
Political Empowerment	144th	0.030		-	-	-
Women in parliament %	-	-		-	-	-
Women in ministerial positions %	127th	0.083		-84.62	7.69 - 92.31	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0 - 50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			51.66
GDP per capita, PPP	constant '17, intl. \$ 1000			3.57
Population sex ratio	female/male, %			1.00
Population growth rate	%			2.63
Indicator	Million people	◆ Female	◆ Male	Value
Total population		23.45	23.42	46.87
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			2.30
Firms with female top managers	% firms			3.40
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				n. a.
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		1.55	6.11	7.66
Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	92.26	94.87	94.40
Unemployed adults	% of labour force (15-64)	14.82	6.45	8.09
Workers employed part-time	% of employed people	24.31	11.97	14.18
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Near-equal rights ◆		
Inheritance rights for widows and daughters		Unequal rights ◆		
Access to land assets		Unequal rights ◆		
Access to non-land assets		Unequal rights ◆		
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1964
Number of female heads of state to date	number			0
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national				Yes
Party membership quotas, voluntary				Yes
Indicator	0-1 (Equal rights)			Value
Access to justice		Restricted rights ◆		
Freedom of movement				
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			26.58
Early marriage	%			21.20
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce		Unequal rights ◆		
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		56.00	0	0
Education and skills				
Graduates	%	◆ Female	◆ Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		n. a.	n. a.	n. a.
PhD graduates		n. a.	n. a.	n. a.
Graduates from tertiary education		n. a.	n. a.	n. a.
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			17.00
Births attended by skilled personnel	% live births			77.70
Maternal mortality	deaths per 100,000 live births			270.00
Total fertility rate	births per woman			4.46
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Restricted rights ◆		

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

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

Suriname

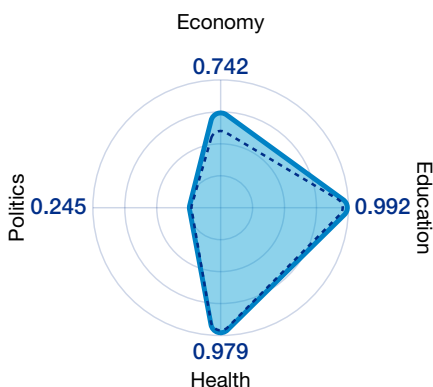
0.739

53rd

2024

Global Gender Gap Index 2024 Edition

Suriname score
average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.739	53rd	0.736	52nd
Economic Participation and Opportunity	0.742	35th	0.740	37th
Educational Attainment	0.992	80th	0.993	70th
Health and Survival	0.979	31st	0.979	31st
Political Empowerment	0.245	66th	0.232	66th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	35th	0.742		-	Min	Max	-
Labour-force participation rate %	107th	0.673		-22.00	45.34	67.34	0-100
Wage equality for similar work 1-7 (best)	-	-		-	-	-	-
Estimated earned income int'l \$ 1,000	69th	0.648		-6.43	11.85	18.28	0-150
Legislators, senior officials and managers %	26th	0.762		-13.51	43.25	56.75	0-100
Professional and technical workers %	1st	1.000		13.65	43.17	56.83	0-100
Educational Attainment	80th	0.992		-	-	-	-
Literacy rate %	93rd	0.968		-	-	-	-
Enrolment in primary education %	94th	0.995		-0.41	80.30	80.71	0-100
Enrolment in secondary education %	1st	1.000		9.88	60.74	70.62	0-200
Enrolment in tertiary education %	1st	1.000		5.77	5.94	11.71	0-200
Health and Survival	31st	0.979		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	41st	1.057		-	-	-	-
Political Empowerment	66th	0.245		-	-	-	-
Women in parliament %	53rd	0.458		-37.20	31.40	68.60	0-100
Women in ministerial positions %	52nd	0.417		-41.18	29.41	70.59	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	3.62		
GDP per capita, PPP	constant '17, intl. \$ 1000	15.05		
Population sex ratio	female/male, %	1.01		
Population growth rate	%	0.82		
Indicator	Million people	Female	Male	Value
Total population		0.31	0.31	0.62

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	15.30
Firms with female top managers	% firms	11.90

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		3.79

Indicator	Million people	Female	Male	Value
Labour-force		0.07	0.10	0.18

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	45.68	56.36	52.11
-------------------------------------	-----------	-------	-------	-------

Unemployed adults	% of labour force (15-64)	11.32	5.65	8.00
-------------------	---------------------------	-------	------	------

Workers employed part-time	% of employed people	21.19	9.15	13.77
----------------------------	----------------------	-------	------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Uneven rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1975
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	n. a.

Indicator Yes/No

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

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

Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	28.43
Early marriage	%	34.60
Mean age of women at birth of first child	years	n. a.

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

Right to divorce	Unequal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		112.00	8.00	0

Education and skills

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

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

Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
---	--	-------	-------	-------

Arts & Humanities		n. a.	n. a.	n. a.
-------------------	--	-------	-------	-------

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

Education		n. a.	n. a.	n. a.
-----------	--	-------	-------	-------

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

Health & Welfare		n. a.	n. a.	n. a.
------------------	--	-------	-------	-------

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

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

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

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

Vocational training		16.78	20.05	18.43
---------------------	--	-------	-------	-------

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

Graduates from tertiary education		2.53	1.68	2.10
-----------------------------------	--	------	------	------

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	8.00
Births attended by skilled personnel	% live births	98.40
Maternal mortality	deaths per 100,000 live births	96.00
Total fertility rate	births per woman	2.35

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

Reproductive autonomy	Unequal rights	◆
-----------------------	----------------	---

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

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

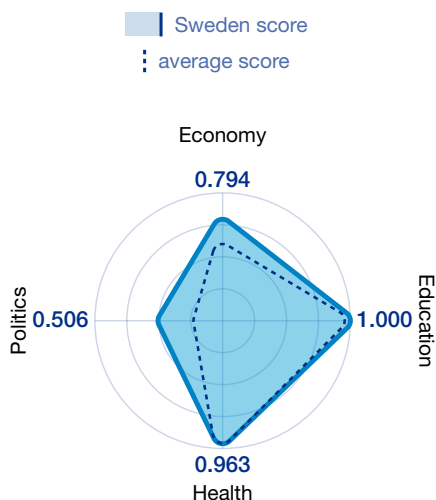
Sweden

0.816

5th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.816	5th	0.815	5th
Economic Participation and Opportunity	0.794	12th	0.795	15th
Educational Attainment	1.000	29th	1.000	1st
Health and Survival	0.963	118th	0.963	118th
Political Empowerment	0.506	11th	0.503	11th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	12th	0.794		-	Min	Max	-
Labour-force participation rate %	10th	0.905		-6.70	63.68	70.38	0-100
Wage equality for similar work 1-7 (best)	40th	0.707		-	-	-	-
Estimated earned income int'l \$ 1,000	22nd	0.756		-15.40	47.60	63.00	0-150
Legislators, senior officials and managers %	33rd	0.715		-16.63	41.70	58.32	0-100
Professional and technical workers %	1st	1.000		3.57	48.21	51.78	0-100
Educational Attainment	29th	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	72nd	1.000		-0.01	99.43	99.44	0-100
Enrolment in secondary education %	1st	1.000		18.60	130.39	148.99	0-200
Enrolment in tertiary education %	1st	1.000		46.02	62.31	108.33	0-200
Health and Survival	118th	0.963		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	130th	1.006		-	-	-	-
Political Empowerment	11th	0.506		-	-	-	-
Women in parliament %	7th	0.876		-6.60	46.70	53.30	0-100
Women in ministerial positions %	14th	0.917		-4.35	47.83	52.17	0-100
Years with female/male head of state (last 50)	66th	0.018		-48.24	0.88	49.12	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	591.72		
GDP per capita, PPP	constant '17, intl. \$ 1000	55.36		
Population sex ratio	female/male, %	0.98		
Population growth rate	%	0.68		
Indicator	Million people	Female	Male	Value
Total population		5.20	5.29	10.49

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	7.65
Share of women's membership in boards	% (OECD countries only)	35.20
Firms with female majority ownership	% firms	8.60
Firms with female top managers	% firms	14.00

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		5.30

Indicator	Million people	Female	Male	Value
Labour-force		2.36	2.65	5.01

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	3.72	4.88	4.35
-------------------------------------	-----------	------	------	------

Unemployed adults	% of labour force (15-64)	8.10	7.15	7.60
-------------------	---------------------------	------	------	------

Workers employed part-time	% of employed people	53.42	41.00	46.81
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	n. a.
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	n. a.

Indicator Yes/No

Indicator	Value
Election list quotas for women, national	Yes
Party membership quotas, voluntary	Yes

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

Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	8.50		
Early marriage	%	0.30		
Mean age of women at birth of first child	years	29.80		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Equal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		0	14.00	300.00

Education and skills

Graduates	%	Female	Male	Value
STEM		35.48	64.52	0.55
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		62.80	37.20	1.69
Business, Admin. & Law		64.36	35.64	1.81
Education		79.71	20.29	3.93
Engineering, Manuf. & Construction		32.77	67.23	0.49
Health & Welfare		80.80	19.20	4.21
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		12.21	15.62	13.99
PhD graduates		1.55	2.16	1.86
Graduates from tertiary education		64.60	28.65	44.79

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	6.00
Births attended by skilled personnel	% live births	n. a.
Maternal mortality	deaths per 100,000 live births	5.00
Total fertility rate	births per woman	1.67

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

Reproductive autonomy	Equal rights	◆
-----------------------	--------------	---

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

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

Switzerland

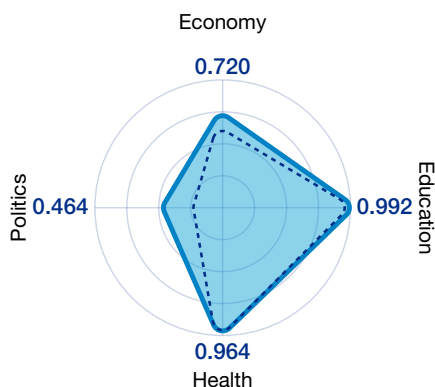
0.785

20th

2024

Global Gender Gap Index 2024 Edition

Switzerland score
average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.785	20th	0.783	21st
Economic Participation and Opportunity	0.720	53rd	0.700	63rd
Educational Attainment	0.992	77th	0.978	102nd
Health and Survival	0.964	115th	0.964	115th
Political Empowerment	0.464	19th	0.491	14th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	53rd	0.720		-	Min	Max	-
Labour-force participation rate %	41st	0.855		-10.45	61.49	71.94	0-100
Wage equality for similar work 1-7 (best)	12th	0.770		-	-	-	-
Estimated earned income int'l \$ 1,000	99th	0.579		-38.62	53.10	91.72	0-150
Legislators, senior officials and managers %	90th	0.442		-38.69	30.65	69.35	0-100
Professional and technical workers %	76th	0.970		-1.50	49.25	50.75	0-100
Educational Attainment	77th	0.992		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.07	99.70	99.77	0-100
Enrolment in secondary education %	116th	0.965		-3.64	101.52	105.16	0-200
Enrolment in tertiary education %	1st	1.000		9.15	69.74	78.89	0-200
Health and Survival	115th	0.964		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	125th	1.009		-	-	-	-
Political Empowerment	19th	0.464		-	-	-	-
Women in parliament %	29th	0.626		-23.00	38.50	61.50	0-100
Women in ministerial positions %	19th	0.750		-14.29	42.86	57.14	0-100
Years with female/male head of state (last 50)	22nd	0.190		-34.03	7.98	42.02	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	818.43		
GDP per capita, PPP	constant '17, intl. \$ 1000	72.28		
Population sex ratio	female/male, %	1.01		
Population growth rate	%	0.81		
Indicator	Million people	Female	Male	Value
Total population		4.42	4.36	8.78

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	15.24
Share of women's membership in boards	% (OECD countries only)	33.50
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		5.59

Indicator	Million people	Female	Male	Value
Labour-force		2.03	2.32	4.35

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	2.27	1.06	1.62
-------------------------------------	-----------	------	------	------

Unemployed adults	% of labour force (15-64)	4.68	4.20	4.43
-------------------	---------------------------	------	------	------

Workers employed part-time	% of employed people	49.16	19.98	33.59
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	17.31	11.47	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1971
Number of female heads of state to date	number	8
Seats held in upper house	% total seats	34.80

Indicator Yes/No

Indicator	Value
Election list quotas for women, national	Yes
Party membership quotas, voluntary	Yes

Indicator 0-1 (Equal rights)

Indicator	Value
Access to justice	Equal rights ◆
Freedom of movement	Equal rights ◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	0.30		
Mean age of women at birth of first child	years	31.20		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Equal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	14.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		22.32	77.68	0.29
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		61.06	38.94	1.57
Business, Admin. & Law		44.59	55.41	0.80
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		15.99	84.01	0.19
Health & Welfare		73.83	26.17	2.82
Information & Comm. Technologies		9.93	90.07	0.11
Natural Sci., Mathematics & Statistics		41.92	58.08	0.72
Social Sci., Journalism & Information		68.53	31.47	2.18

Graduates	Attainment %	Female	Male	Parity
Vocational training		19.64	26.17	23.01
PhD graduates		2.29	4.02	3.14
Graduates from tertiary education		63.65	58.72	61.10

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	2.00
Births attended by skilled personnel	% live births	n. a.
Maternal mortality	deaths per 100,000 live births	7.00
Total fertility rate	births per woman	1.52
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

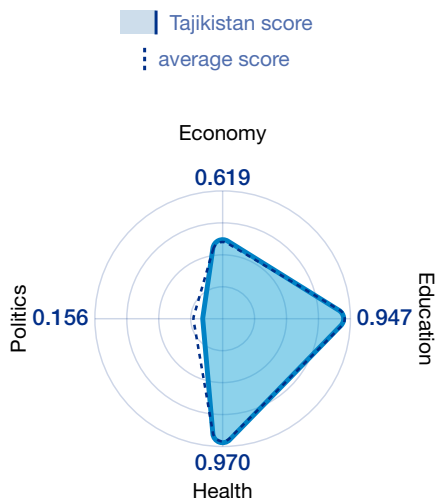
Tajikistan

0.673

112th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.673	112th	0.672	111th
Economic Participation and Opportunity	0.619	108th	0.618	105th
Educational Attainment	0.947	120th	0.942	121st
Health and Survival	0.970	69th	0.970	70th
Political Empowerment	0.156	101st	0.156	93rd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	108th	0.619		-	Min	Max	-
Labour-force participation rate %	120th	0.617		-20.23	32.64	52.87	0-100
Wage equality for similar work 1-7 (best)	31st	0.723		-	-	-	-
Estimated earned income int'l \$ 1,000	120th	0.473		-2.96	2.65	5.61	0-150
Legislators, senior officials and managers %	-	-	-	-	-	-	-
Professional and technical workers %	-	-	-	-	-	-	-
Educational Attainment	120th	0.947		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	107th	0.983		-1.64	95.15	96.79	0-100
Enrolment in secondary education %	-	-	-	-	-	-	-
Enrolment in tertiary education %	125th	0.727		-9.84	26.19	36.03	0-200
Health and Survival	69th	0.970		-	-	-	-
Sex ratio at birth** %	119th	0.941		-	-	-	-
Healthy life expectancy** years	74th	1.038		-	-	-	-
Political Empowerment	101st	0.156		-	-	-	-
Women in parliament %	73rd	0.370		-46.00	27.00	73.00	0-100
Women in ministerial positions %	107th	0.167		-71.43	14.29	85.71	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	10.49		
GDP per capita, PPP	constant '17, intl. \$ 1000	4.14		
Population sex ratio	female/male, %	0.99		
Population growth rate	%	2.06		
Indicator	Million people	Female	Male	Value
Total population		4.94	5.01	9.95

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	6.20		
Firms with female top managers	% firms	6.60		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.99		
Indicator	Million people	Female	Male	Value
Labour-force		0.73	1.12	1.84

Indicator 1-7 (best)

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

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Near-equal rights	◆
Inheritance rights for widows and daughters	Near-equal rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1991
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	25.80
Indicator	Yes/No	Value
Election list quotas for women, national		n. a.
Party membership quotas, voluntary		Yes
Indicator	0-1 (Equal rights)	Value
Access to justice	Near-equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	22.70		
Early marriage	%	12.60		
Mean age of women at birth of first child	years	23.20		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Restricted rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		140.00	0	0

Education and skills

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates Attainment %

Graduates	Attainment %	Female	Male	Parity
Vocational training		n. a.	n. a.	n. a.
PhD graduates		3.19	7.79	5.47
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	14.00
Births attended by skilled personnel	% live births	94.80
Maternal mortality	deaths per 100,000 live births	17.00
Total fertility rate	births per woman	3.19
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

Thailand

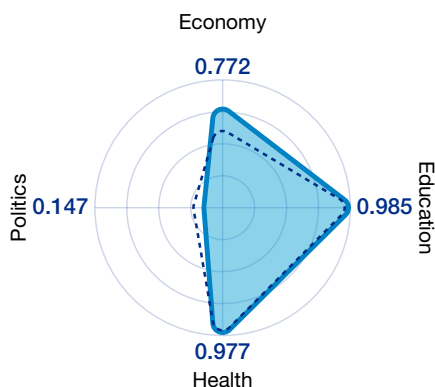
0.720

65th

2024

Global Gender Gap Index 2024 Edition

Thailand score
average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.720	65th	0.711	74th
Economic Participation and Opportunity	0.772	21st	0.772	24th
Educational Attainment	0.985	95th	0.995	61st
Health and Survival	0.977	42nd	0.977	42nd
Political Empowerment	0.147	102nd	0.101	120th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	21st	0.772		-			
Labour-force participation rate %	69th	0.788		-16.11	59.86	75.96	0-100
Wage equality for similar work 1-7 (best)	25th	0.737		-			
Estimated earned income int'l \$ 1,000	11th	0.809		-3.72	15.70	19.42	0-150
Legislators, senior officials and managers %	55th	0.584		-26.25	36.88	63.12	0-100
Professional and technical workers %	1st	1.000		17.08	41.46	58.54	0-100
Educational Attainment	95th	0.985		-			
Literacy rate %	91st	0.972		-			
Enrolment in primary education %	110th	0.981		-1.85	96.75	98.60	0-100
Enrolment in secondary education %	91st	0.996		-0.45	109.29	109.74	0-200
Enrolment in tertiary education %	1st	1.000		15.75	41.10	56.85	0-200
Health and Survival	42nd	0.977		-			
Sex ratio at birth** %	121st	0.940		-			
Healthy life expectancy** years	1st	1.060		-			
Political Empowerment	102nd	0.147		-			
Women in parliament %	100th	0.241		-61.20	19.40	80.60	0-100
Women in ministerial positions %	101st	0.188		-68.42	15.79	84.21	0-100
Years with female/male head of state (last 50)	49th	0.058		-44.49	2.76	47.24	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	495.42		
GDP per capita, PPP	constant '17, intl. \$ 1000	17.51		
Population sex ratio	female/male, %	1.06		
Population growth rate	%	0.13		
Indicator	Million people	Female	Male	Value
Total population		36.89	34.81	71.70

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	33.40
Firms with female top managers	% firms	64.80

Indicator 1-7 (best)

Indicator	Unit	Female	Male	Value
Advancement of women to leadership roles				5.41
Indicator	Million people	Female	Male	Value
Labour-force		16.81	19.10	35.91
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	65.56	64.50	64.98
Unemployed adults	% of labour force (15-64)	1.12	0.90	1.00
Workers employed part-time	% of employed people	18.97	18.87	18.92
Proportion of time spent on unpaid domestic and care work	%	11.83	3.75	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Uneven rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	n. a.
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	10.40
Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	
Indicator	0-1 (Equal rights)	Value
Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	8.04		
Early marriage	%	9.60		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Uneven rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		90.00	0	0

Education and skills

Graduates	%	Female	Male	Value
STEM		30.14	69.86	0.43
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		65.19	34.81	1.87
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		71.68	28.32	2.53
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		47.85	52.15	0.92
Natural Sci., Mathematics & Statistics		70.72	29.28	2.42
Social Sci., Journalism & Information		62.23	37.77	1.65

Graduates	Attainment %	Female	Male	Parity
Vocational training		9.89	13.85	11.93
PhD graduates		0.11	0.16	0.13
Graduates from tertiary education		42.27	23.81	32.85

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	9.00
Births attended by skilled personnel	% live births	99.10
Maternal mortality	deaths per 100,000 live births	29.00
Total fertility rate	births per woman	1.33
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

Timor-Leste

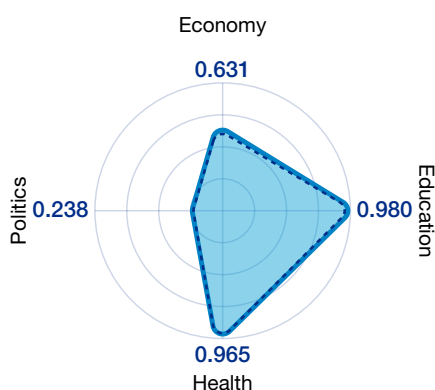
0.704

86th

2024

Global Gender Gap Index 2024 Edition

■ Timor-Leste score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.704	86th	0.693	95th
Economic Participation and Opportunity	0.631	105th	0.574	120th
Educational Attainment	0.980	99th	0.980	97th
Health and Survival	0.965	105th	0.965	106th
Political Empowerment	0.238	68th	0.253	60th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	105th	0.631	0 1	-	Min	Max	-
Labour-force participation rate %	95th	0.710		-12.13	29.75	41.88	0-100
Wage equality for similar work 1-7 (best)	-	-		-	-	-	-
Estimated earned income int'l \$ 1,000	18th	0.794		-0.90	3.48	4.39	0-150
Legislators, senior officials and managers %	117th	0.295		-54.49	22.75	77.25	0-100
Professional and technical workers %	108th	0.617		-23.73	38.14	61.86	0-100
Educational Attainment	99th	0.980		-	-	-	-
Literacy rate %	112th	0.907		-	-	-	-
Enrolment in primary education %	1st	1.000		6.68	91.74	98.42	0-100
Enrolment in secondary education %	1st	1.000		12.13	79.36	91.49	0-200
Enrolment in tertiary education %	-	-		-	-	-	-
Health and Survival	105th	0.965		-	-	-	-
Sex ratio at birth** %	134th	0.934		-	-	-	-
Healthy life expectancy** years	75th	1.037		-	-	-	-
Political Empowerment	68th	0.238		-	-	-	-
Women in parliament %	29th	0.626		-23.00	38.50	61.50	0-100
Women in ministerial positions %	103rd	0.177		-70.00	15.00	85.00	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			3.2
GDP per capita, PPP	constant '17, intl. \$ 1000			3.94
Population sex ratio	female/male, %			0.96
Population growth rate	%			1.53
Indicator	Million people	◆ Female	◆ Male	Value
Total population		0.66	0.68	1.34
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			23.40
Firms with female top managers	% firms			32.20
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				4.62
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		0.11	0.16	0.27
Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	83.56	78.59	80.59
Unemployed adults	% of labour force (15-64)	3.19	2.86	2.99
Workers employed part-time	% of employed people	43.49	35.54	38.74
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Equal rights ◆		
Inheritance rights for widows and daughters		Near-equal rights ◆		
Access to land assets		Near-equal rights ◆		
Access to non-land assets		Near-equal rights ◆		
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			n. a.
Number of female heads of state to date	number			0
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)			Value
Access to justice		Equal rights ◆		
Freedom of movement		Equal rights ◆		
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			25.30
Early marriage	%			8.20
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce		Equal rights ◆		
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		84.00	7.00	0
Education and skills				
Graduates	%	◆ Female	◆ Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		4.43	5.36	4.91
PhD graduates		0	0	0
Graduates from tertiary education		n. a.	n. a.	n. a.
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			28.00
Births attended by skilled personnel	% live births			56.70
Maternal mortality	deaths per 100,000 live births			204.00
Total fertility rate	births per woman			3.15
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Restricted rights ◆		

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

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

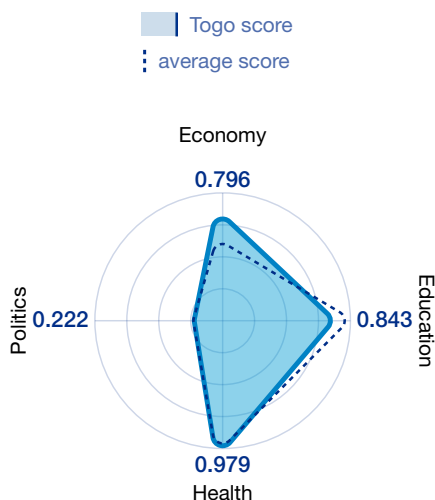
Togo

0.710

77th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.710	77th	0.696	90th
Economic Participation and Opportunity	0.796	11th	0.796	13th
Educational Attainment	0.843	137th	0.837	136th
Health and Survival	0.979	30th	0.979	30th
Political Empowerment	0.222	73rd	0.173	86th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	11th	0.796		-			
Labour-force participation rate %	6th	0.928		-5.61	72.67	78.28	0-100
Wage equality for similar work 1-7 (best)	-	-		-	-	-	-
Estimated earned income int'l \$ 1,000	9th	0.825		-0.42	1.99	2.41	0-150
Legislators, senior officials and managers %	1st	1.000		40.22	29.89	70.11	0-100
Professional and technical workers %	136th	0.276		-56.73	21.63	78.37	0-100
Educational Attainment	137th	0.843		-			
Literacy rate %	135th	0.688		-			
Enrolment in primary education %	105th	0.988		-1.22	98.26	99.48	0-100
Enrolment in secondary education %	136th	0.826		-12.28	58.08	70.36	0-200
Enrolment in tertiary education %	130th	0.570		-8.22	10.91	19.13	0-200
Health and Survival	30th	0.979		-			
Sex ratio at birth** %	1st	0.944		-			
Healthy life expectancy** years	40th	1.057		-			
Political Empowerment	73rd	0.222		-			
Women in parliament %	106th	0.233		-62.20	18.90	81.10	0-100
Women in ministerial positions %	44th	0.474		-35.71	32.14	67.86	0-100
Years with female/male head of state (last 50)	43rd	0.074		-43.15	3.42	46.58	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			8.34
GDP per capita, PPP	constant '17, intl. \$ 1000			2.20
Population sex ratio	female/male, %			0.99
Population growth rate	%			2.33
Indicator	Million people	◆ Female	◆ Male	Value
Total population		4.40	4.45	8.85
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			10.90
Firms with female top managers	% firms			11.40
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				n. a.
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		1.37	1.26	2.63
Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	95.95	83.65	90.09
Unemployed adults	% of labour force (15-64)	1.90	2.37	2.12
Workers employed part-time	% of employed people	n. a.	n. a.	n. a.
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Equal rights ◆		
Inheritance rights for widows and daughters		Near-equal rights ◆		
Access to land assets		Near-equal rights ◆		
Access to non-land assets		Near-equal rights ◆		
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1960
Number of female heads of state to date	number			1
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)			Value
Access to justice		Equal rights ◆		
Freedom of movement		Equal rights ◆		
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			34.00
Early marriage	%			11.20
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce		Unequal rights ◆		
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		98.00	2.00	0
Education and skills				
Graduates	%	◆ Female	◆ Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		2.35	3.41	2.89
PhD graduates		0.15	0.31	0.22
Graduates from tertiary education		n. a.	n. a.	n. a.
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			13.00
Births attended by skilled personnel	% live births			69.40
Maternal mortality	deaths per 100,000 live births			399.00
Total fertility rate	births per woman			4.26
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Uneven rights ◆		

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

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

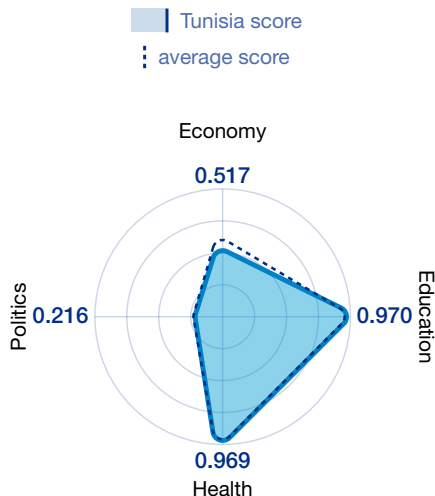
Tunisia

0.668

115th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.668	115th	0.642	128th
Economic Participation and Opportunity	0.517	131st	0.451	138th
Educational Attainment	0.970	106th	0.950	117th
Health and Survival	0.969	81st	0.969	81st
Political Empowerment	0.216	76th	0.197	77th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	131st	0.517		-			-
Labour-force participation rate %	138th	0.411		-38.22	26.68	64.89	0-100
Wage equality for similar work 1-7 (best)	58th	0.671		-	-	-	-
Estimated earned income int'l \$ 1,000	134th	0.349		-10.27	5.50	15.77	0-150
Legislators, senior officials and managers %	121st	0.275		-56.89	21.55	78.45	0-100
Professional and technical workers %	84th	0.903		-5.11	47.45	52.56	0-100
Educational Attainment	106th	0.970		-	-	-	-
Literacy rate %	123rd	0.840		-	-	-	-
Enrolment in primary education %	1st	1.000		0.86	97.87	98.73	0-100
Enrolment in secondary education %	1st	1.000		9.31	86.63	95.93	0-200
Enrolment in tertiary education %	1st	1.000		20.15	27.81	47.95	0-200
Health and Survival	81st	0.969		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	92nd	1.024		-	-	-	-
Political Empowerment	76th	0.216		-	-	-	-
Women in parliament %	114th	0.186		-68.60	15.70	84.30	0-100
Women in ministerial positions %	31st	0.571		-27.27	36.36	63.64	0-100
Years with female/male head of state (last 50)	57th	0.038		-46.39	1.81	48.19	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			46.3
GDP per capita, PPP	constant '17, intl. \$ 1000			10.57
Population sex ratio	female/male, %			1.03
Population growth rate	%			0.76
Indicator	Million people	Female	Male	Value
Total population		6.26	6.10	12.36
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			7.70
Firms with female top managers	% firms			10.40
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				4.45
Indicator	Million people	Female	Male	Value
Labour-force		1.09	2.57	3.66
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	30.32	39.30	36.91
Unemployed adults	% of labour force (15-64)	20.61	13.06	15.34
Workers employed part-time	% of employed people	17.90	12.35	13.83
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Equal rights		◆
Inheritance rights for widows and daughters		Unequal rights		◇
Access to land assets		Near-equal rights		◆
Access to non-land assets		Equal rights		◆
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1957, 1959
Number of female heads of state to date	number			1
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)			Value
Access to justice		Near-equal rights		◆
Freedom of movement		Equal rights		◆
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			19.90
Early marriage	%			0.60
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce		Restricted rights		◇
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		30.00	1.00	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		73.85	26.15	2.82
Arts & Humanities		79.91	20.09	3.98
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		75.38	24.62	3.06
Engineering, Manuf. & Construction		44.19	55.81	0.79
Health & Welfare		75.26	24.74	3.04
Information & Comm. Technologies		55.64	44.36	1.25
Natural Sci., Mathematics & Statistics		77.15	22.85	3.38
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	Female	Male	Parity
Vocational training		n. a.	n. a.	n. a.
PhD graduates		0.73	0.86	0.79
Graduates from tertiary education		35.70	15.46	25.56
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			10.00
Births attended by skilled personnel	% live births			99.50
Maternal mortality	deaths per 100,000 live births			37.00
Total fertility rate	births per woman			2.09
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Equal rights		◆

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

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

Türkiye

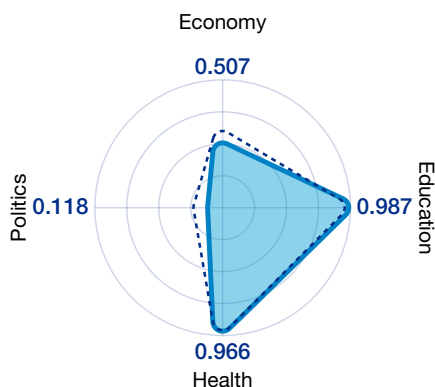
0.645

127th

2024

Global Gender Gap Index 2024 Edition

■ Türkiye score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.645	127th	0.638	129th
Economic Participation and Opportunity	0.507	133rd	0.500	133rd
Educational Attainment	0.987	90th	0.980	99th
Health and Survival	0.966	98th	0.966	100th
Political Empowerment	0.118	114th	0.106	118th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	133rd	0.507		-	Min	Max	-
Labour-force participation rate %	132nd	0.492		-36.32	35.11	71.43	0-100
Wage equality for similar work 1-7 (best)	96th	0.601		-	-	-	-
Estimated earned income int'l \$ 1,000	121st	0.453		-24.93	20.66	45.59	0-150
Legislators, senior officials and managers %	124th	0.227		-63.03	18.48	81.52	0-100
Professional and technical workers %	101st	0.737		-15.11	42.44	57.56	0-100
Educational Attainment	90th	0.987		-	-	-	-
Literacy rate %	99th	0.953		-	-	-	-
Enrolment in primary education %	1st	1.000		0.41	99.09	99.50	0-100
Enrolment in secondary education %	102nd	0.983		-1.95	113.15	115.09	0-200
Enrolment in tertiary education %	1st	1.000		1.99	124.79	126.78	0-200
Health and Survival	98th	0.966		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	108th	1.017		-	-	-	-
Political Empowerment	114th	0.118		-	-	-	-
Women in parliament %	98th	0.248		-60.20	19.90	80.10	0-100
Women in ministerial positions %	134th	0.063		-88.24	5.88	94.12	0-100
Years with female/male head of state (last 50)	50th	0.057		-44.60	2.70	47.30	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	907.12		
GDP per capita, PPP	constant '17, intl. \$ 1000	33.15		
Population sex ratio	female/male, %	1.00		
Population growth rate	%	0.98		
Indicator	Million people	Female	Male	Value
Total population		42.40	42.58	84.98
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	17.30		
Firms with female majority ownership	% firms	3.90		
Firms with female top managers	% firms	3.90		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		3.97		
Indicator	Million people	Female	Male	Value
Labour-force		9.66	19.42	29.07
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	36.32	24.18	28.10
Unemployed adults	% of labour force (15-64)	13.71	9.10	10.65
Workers employed part-time	% of employed people	25.57	14.06	17.78
Proportion of time spent on unpaid domestic and care work	%	19.15	3.71	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Equal rights		
Inheritance rights for widows and daughters		Equal rights		
Access to land assets		Equal rights		
Access to non-land assets		Equal rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	1930, 1934		
Number of female heads of state to date	number	1		
Seats held in upper house	% total seats	n. a.		
Indicator	Yes/No	Value		
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Equal rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	11.60		
Early marriage	%	4.80		
Mean age of women at birth of first child	years	26.60		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Equal rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		112.00	7.00	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		34.69	65.31	0.53
Agri., Forestry, Fisheries & Veterinary		43.62	56.38	0.77
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		47.00	53.00	0.89
Education		64.03	35.97	1.78
Engineering, Manuf. & Construction		27.13	72.87	0.37
Health & Welfare		66.97	33.03	2.03
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		53.12	46.88	1.13
Graduates	Attainment %	Female	Male	Parity
Vocational training		21.65	24.04	22.88
PhD graduates		2.28	2.77	2.52
Graduates from tertiary education		44.87	40.82	42.79
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	12.00		
Births attended by skilled personnel	% live births	97.00		
Maternal mortality	deaths per 100,000 live births	17.00		
Total fertility rate	births per woman	1.89		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Near-equal rights		

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

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

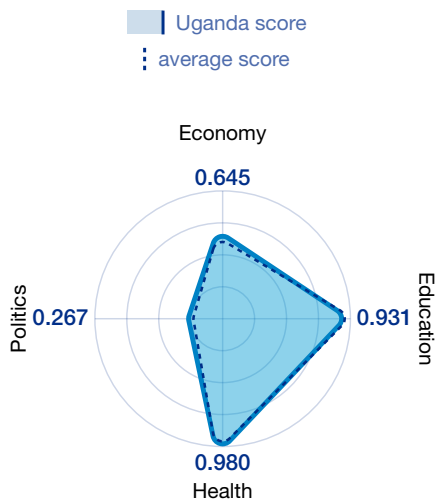
Uganda

0.706

83rd

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.706	83rd	0.706	78th
Economic Participation and Opportunity	0.645	99th	0.623	102nd
Educational Attainment	0.931	128th	0.924	126th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.267	58th	0.297	49th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	99th	0.645		-	Min	Max	-
Labour-force participation rate %	20th	0.885		-9.71	74.53	84.24	0-100
Wage equality for similar work 1-7 (best)	-	-		-	-	-	-
Estimated earned income int'l \$ 1,000	110th	0.530		-1.41	1.58	2.99	0-150
Legislators, senior officials and managers %	72nd	0.540		-29.91	35.05	64.95	0-100
Professional and technical workers %	114th	0.590		-25.81	37.10	62.90	0-100
Educational Attainment	128th	0.931		-	-	-	-
Literacy rate %	115th	0.902		-	-	-	-
Enrolment in primary education %	1st	1.000		2.19	87.36	89.56	0-100
Enrolment in secondary education %	131st	0.899		-2.55	22.73	25.28	0-200
Enrolment in tertiary education %	122nd	0.777		-1.20	4.16	5.36	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	58th	0.267		-	-	-	-
Women in parliament %	45th	0.513		-32.20	33.90	66.10	0-100
Women in ministerial positions %	65th	0.333		-50.00	25.00	75.00	0-100
Years with female/male head of state (last 50)	51st	0.057		-44.61	2.70	47.30	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	45.57		
GDP per capita, PPP	constant '17, intl. \$ 1000	2.28		
Population sex ratio	female/male, %	1.02		
Population growth rate	%	3.00		
Indicator	Million people	◆ Female	◆ Male	Value
Total population		23.85	23.40	47.25

Work participation and leadership

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

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.71

Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		6.12	6.50	12.62

Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	97.39	93.13	95.20

Indicator	Unit	◆ Female	◆ Male	Value
Unemployed adults	% of labour force (15-64)	4.15	2.96	3.54

Indicator	Unit	◆ Female	◆ Male	Value
Workers employed part-time	% of employed people	21.39	23.10	22.27

Indicator	Unit	◆ Female	◆ Male	Value
Proportion of time spent on unpaid domestic and care work	%	14.58	7.50	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Uneven rights	◆
Access to land assets	Uneven rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1962
Number of female heads of state to date	number	1
Seats held in upper house	% total seats	n. a.

Indicator Yes/No

Indicator	Unit	Value
Election list quotas for women, national		Yes
Party membership quotas, voluntary		Yes

Indicator 0-1 (Equal rights)

Indicator	Unit	Value
Access to justice		Equal rights ◆
Freedom of movement		Equal rights ◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	15.00
Early marriage	%	19.90
Mean age of women at birth of first child	years	n. a.

Indicator 0-1 (Equal rights)

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

Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		84.00	4.00	0

Education and skills

Indicator	Unit	◆ Female	◆ Male	Value
-----------	------	----------	--------	-------

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

Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
---	--	-------	-------	-------

Arts & Humanities		n. a.	n. a.	n. a.
-------------------	--	-------	-------	-------

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

Education		n. a.	n. a.	n. a.
-----------	--	-------	-------	-------

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

Health & Welfare		n. a.	n. a.	n. a.
------------------	--	-------	-------	-------

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

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

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

Indicator	Attainment %	◆ Female	◆ Male	Parity
-----------	--------------	----------	--------	--------

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

PhD graduates		0	0	0
---------------	--	---	---	---

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

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	26.00
Births attended by skilled personnel	% live births	74.20
Maternal mortality	deaths per 100,000 live births	284.00
Total fertility rate	births per woman	4.58

Indicator 0-1 (Equal rights)

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Restricted rights	◆

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

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

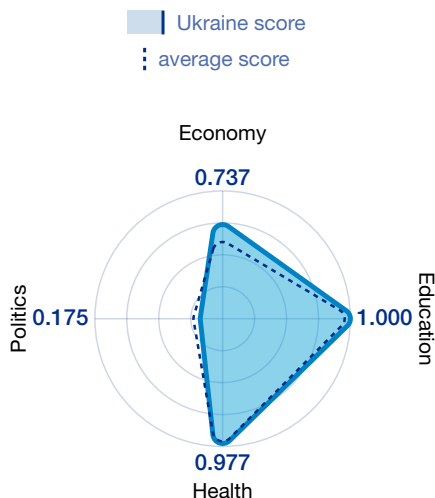
Ukraine

0.722

63rd

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.722	63rd	0.714	66th
Economic Participation and Opportunity	0.737	40th	0.714	55th
Educational Attainment	1.000	1st	0.996	56th
Health and Survival	0.977	42nd	0.976	45th
Political Empowerment	0.175	91st	0.172	87th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	40th	0.737		-	Min	Max	-
Labour-force participation rate %	83rd	0.760		-15.10	47.77	62.87	0-100
Wage equality for similar work 1-7 (best)	35th	0.713		-	-	-	-
Estimated earned income int'l \$ 1,000	74th	0.633		-4.91	8.48	13.39	0-150
Legislators, senior officials and managers %	35th	0.695		-18.00	41.00	59.00	0-100
Professional and technical workers %	1st	1.000		23.62	38.19	61.81	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.13	84.06	84.20	0-100
Enrolment in secondary education %	1st	1.000		0.78	84.28	85.05	0-200
Enrolment in tertiary education %	1st	1.000		9.25	71.42	80.68	0-200
Health and Survival	42nd	0.977		-	-	-	-
Sex ratio at birth** %	121st	0.940		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	91st	0.175		-	-	-	-
Women in parliament %	92nd	0.267		-57.80	21.10	78.90	0-100
Women in ministerial positions %	80th	0.267		-57.89	21.05	78.95	0-100
Years with female/male head of state (last 50)	48th	0.060		-44.33	2.83	47.17	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	160.5		
GDP per capita, PPP	constant '17, intl. \$ 1000	10.73		
Population sex ratio	female/male, %	1.18		
Population growth rate	%	-14.26		
Indicator	Million people	Female	Male	Value
Total population		20.55	17.45	38.00

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	15.00
Firms with female top managers	% firms	17.70

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		5.45

Indicator	Million people	Female	Male	Value
Labour-force		7.79	8.49	16.28

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
-------------------------------------	-----------	-------	-------	-------

Unemployed adults	% of labour force (15-64)	10.63	9.92	10.26
-------------------	---------------------------	-------	------	-------

Workers employed part-time	% of employed people	9.83	5.07	7.33
----------------------------	----------------------	------	------	------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	n. a.
Number of female heads of state to date	number	2
Seats held in upper house	% total seats	n. a.

Indicator Yes/No

Indicator	Unit	Value
Election list quotas for women, national		Yes
Party membership quotas, voluntary		Yes

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

Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	n. a.
Early marriage	%	6.50
Mean age of women at birth of first child	years	26.20
Indicator	0-1 (Equal rights)	Value
Right to divorce	Equal rights	◆

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		126.00	14.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		32.89	67.11	0.49
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		59.16	40.84	1.45
Education		76.57	23.43	3.27
Engineering, Manuf. & Construction		25.23	74.77	0.34
Health & Welfare		77.70	22.30	3.48
Information & Comm. Technologies		17.46	82.54	0.21
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		73.04	26.96	2.71

Graduates	Attainment %	Female	Male	Parity
Vocational training		4.58	7.01	5.84
PhD graduates		n. a.	n. a.	n. a.
Graduates from tertiary education		45.57	29.91	37.53

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	9.00
Births attended by skilled personnel	% live births	99.90
Maternal mortality	deaths per 100,000 live births	17.00
Total fertility rate	births per woman	1.16

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

Reproductive autonomy	Equal rights	◆
-----------------------	--------------	---

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

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

United Arab Emirates

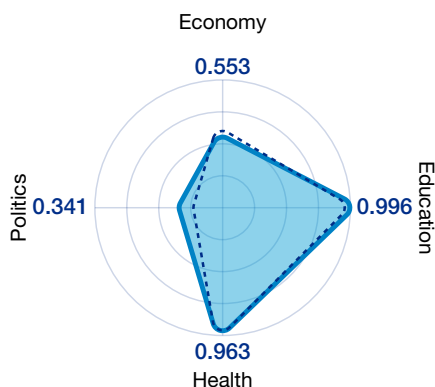
0.713

74th

2024

Global Gender Gap Index 2024 Edition

United Arab Emirates score
average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.713	74th	0.712	71st
Economic Participation and Opportunity	0.553	124th	0.536	128th
Educational Attainment	0.996	57th	0.988	86th
Health and Survival	0.963	119th	0.963	119th
Political Empowerment	0.341	40th	0.363	35th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	124th	0.553		-	Min	Max	-
Labour-force participation rate %	118th	0.618		-34.14	55.32	89.45	0-100
Wage equality for similar work 1-7 (best)	10th	0.783		-	-	-	-
Estimated earned income int'l \$ 1,000	127th	0.396		-55.50	36.43	91.93	0-150
Legislators, senior officials and managers %	114th	0.306		-53.13	23.43	76.57	0-100
Professional and technical workers %	125th	0.445		-38.43	30.79	69.21	0-100
Educational Attainment	57th	0.996		-	-	-	-
Literacy rate %	77th	0.987		-	-	-	-
Enrolment in primary education %	-	-		-	-	-	-
Enrolment in secondary education %	1st	1.000		0.32	120.19	120.52	0-200
Enrolment in tertiary education %	1st	1.000		58.13	38.25	96.38	0-200
Health and Survival	119th	0.963		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	131st	1.005		-	-	-	-
Political Empowerment	40th	0.341		-	-	-	-
Women in parliament %	1st	1.000		0	50.00	50.00	0-100
Women in ministerial positions %	116th	0.125		-77.78	11.11	88.89	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit	Value		
GDP	US\$ billions	507.06		
GDP per capita, PPP	constant '17, intl. \$ 1000	74.92		
Population sex ratio	female/male, %	0.44		
Population growth rate	%	0.81		
Indicator	Million people	Female	Male	Value
Total population		2.89	6.55	9.44
Work participation and leadership				
Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	n. a.		
Share of women's membership in boards	% (OECD countries only)	n. a.		
Firms with female majority ownership	% firms	n. a.		
Firms with female top managers	% firms	n. a.		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		5.61		
Indicator	Million people	Female	Male	Value
Labour-force		1.76	5.20	6.96
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
Unemployed adults	% of labour force (15-64)	7.08	1.46	2.89
Workers employed part-time	% of employed people	5.91	3.31	3.94
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
Access to finance				
Indicator	0-1 (Equal rights)	Value		
Access to financial services		Equal rights		
Inheritance rights for widows and daughters		Unequal rights		
Access to land assets		Equal rights		
Access to non-land assets		Equal rights		
Civil and political freedom				
Indicator	Unit	Value		
Year women received right to vote	year	2005		
Number of female heads of state to date	number	0		
Seats held in upper house	% total seats	n. a.		
Indicator	Yes/No	Value		
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)	Value		
Access to justice		Near-equal rights		
Freedom of movement		Equal rights		
Family and care				
Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	6.80		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		Unequal rights		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		60.00	0	0
Education and skills				
Graduates	%	Female	Male	Value
STEM		41.49	58.51	0.71
Agri., Forestry, Fisheries & Veterinary		80.95	19.05	4.25
Arts & Humanities		82.34	17.66	4.66
Business, Admin. & Law		43.19	56.81	0.76
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		81.09	18.91	4.29
Information & Comm. Technologies		55.39	44.61	1.24
Natural Sci., Mathematics & Statistics		85.94	14.06	6.11
Social Sci., Journalism & Information		77.44	22.56	3.43
Graduates	Attainment %	Female	Male	Parity
Vocational training		1.03	0.73	0.81
PhD graduates		0.56	1.04	0.83
Graduates from tertiary education		24.75	6.74	11.56
Health				
Indicator	Unit	Value		
Prevalence of gender violence in lifetime	% women	n. a.		
Births attended by skilled personnel	% live births	99.20		
Maternal mortality	deaths per 100,000 live births	9.00		
Total fertility rate	births per woman	1.46		
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy		Restricted rights		

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

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

United Kingdom

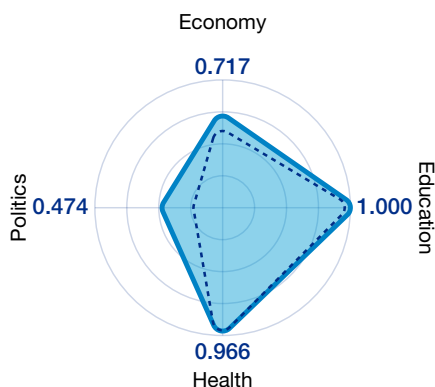
0.789

14th

2024

Global Gender Gap Index 2024 Edition

United Kingdom score
average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.789	14th	0.792	15th
Economic Participation and Opportunity	0.717	58th	0.731	43rd
Educational Attainment	1.000	1st	0.999	34th
Health and Survival	0.966	104th	0.965	105th
Political Empowerment	0.474	18th	0.472	19th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	58th	0.717		-			
Labour-force participation rate %	40th	0.858		-9.71	58.46	68.17	0-100
Wage equality for similar work 1-7 (best)	69th	0.650		-	-	-	-
Estimated earned income int'l \$ 1,000	77th	0.626		-21.95	36.74	58.69	0-150
Legislators, senior officials and managers %	57th	0.583		-26.35	36.83	63.17	0-100
Professional and technical workers %	71st	0.992		-0.41	49.79	50.21	0-100
Educational Attainment	1st	1.000		-			
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.09	96.86	96.96	0-100
Enrolment in secondary education %	1st	1.000		3.54	110.18	113.73	0-200
Enrolment in tertiary education %	1st	1.000		27.36	69.35	96.72	0-200
Health and Survival	104th	0.966		-			
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	116th	1.014		-	-	-	-
Political Empowerment	18th	0.474		-			
Women in parliament %	43rd	0.534		-30.40	34.80	65.20	0-100
Women in ministerial positions %	36th	0.500		-33.33	33.33	66.67	0-100
Years with female/male head of state (last 50)	9th	0.418		-20.51	14.74	35.26	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	3,089.07		
GDP per capita, PPP	constant '17, intl. \$ 1000	47.59		
Population sex ratio	female/male, %	1.02		
Population growth rate	%	-0.08		
Indicator	Million people	Female	Male	Value
Total population		33.88	33.09	66.97

Work participation and leadership

Indicator	Unit	Value		
Gender wage gap	% (OECD countries only)	14.48		
Share of women's membership in boards	% (OECD countries only)	40.90		
Firms with female majority ownership	% firms	n. a.		
Firms with female top managers	% firms	n. a.		
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles		4.75		
Indicator	Million people	Female	Male	Value
Labour-force		14.02	15.78	29.80
Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	23.72	25.24	24.52
Unemployed adults	% of labour force (15-64)	3.61	4.02	3.83
Workers employed part-time	% of employed people	56.23	27.56	41.11
Proportion of time spent on unpaid domestic and care work	%	12.65	6.97	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1928, 1918
Number of female heads of state to date	number	3
Seats held in upper house	% total seats	29.00
Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	
Indicator	0-1 (Equal rights)	Value
Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	3.00		
Mean age of women at birth of first child	years	29.00		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Equal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		42.00	14.00	231.00

Education and skills

Graduates	%	Female	Male	Value
STEM		38.10	61.90	0.62
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		63.30	36.70	1.72
Business, Admin. & Law		53.70	46.30	1.16
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		23.46	76.54	0.31
Health & Welfare		75.37	24.63	3.06
Information & Comm. Technologies		19.38	80.62	0.24
Natural Sci., Mathematics & Statistics		52.96	47.04	1.13
Social Sci., Journalism & Information		62.41	37.59	1.66

Graduates	Attainment %	Female	Male	Parity
Vocational training		15.65	17.53	16.61
PhD graduates		1.17	1.40	1.28
Graduates from tertiary education		64.01	46.04	54.89

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	4.00
Births attended by skilled personnel	% live births	n. a.
Maternal mortality	deaths per 100,000 live births	10.00
Total fertility rate	births per woman	1.56
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Restricted rights	◆

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

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

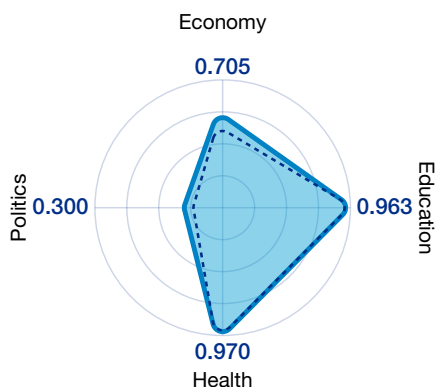
United Republic of Tanzania

0.734

54th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.734	54th	0.740	48th
Economic Participation and Opportunity	0.705	69th	0.715	53rd
Educational Attainment	0.963	114th	0.964	108th
Health and Survival	0.970	74th	0.970	75th
Political Empowerment	0.300	49th	0.309	45th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	69th	0.705		-			
Labour-force participation rate %	16th	0.896		-8.87	76.16	85.03	0-100
Wage equality for similar work 1-7 (best)	42nd	0.700		-	-	-	-
Estimated earned income int'l \$ 1,000	3rd	0.889		-0.31	2.47	2.78	0-150
Legislators, senior officials and managers %	101st	0.387		-44.18	27.91	72.09	0-100
Professional and technical workers %	124th	0.456		-37.39	31.31	68.69	0-100
Educational Attainment	114th	0.963		-	-	-	-
Literacy rate %	108th	0.920		-	-	-	-
Enrolment in primary education %	1st	1.000		3.67	83.20	86.87	0-100
Enrolment in secondary education %	1st	1.000		2.02	26.90	28.92	0-200
Enrolment in tertiary education %	118th	0.816		-1.10	4.88	5.98	0-200
Health and Survival	74th	0.970		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	88th	1.028		-	-	-	-
Political Empowerment	49th	0.300		-	-	-	-
Women in parliament %	36th	0.597		-25.20	37.40	62.60	0-100
Women in ministerial positions %	63rd	0.353		-47.83	26.09	73.91	0-100
Years with female/male head of state (last 50)	47th	0.063		-44.10	2.95	47.05	0-50

Complementary Targets and Contextual Indicators

2024

General indicators				
Indicator	Unit			Value
GDP	US\$ billions			75.73
GDP per capita, PPP	constant '17, intl. \$ 1000			2.62
Population sex ratio	female/male, %			1.02
Population growth rate	%			2.96
Indicator	Million people	◆ Female	◆ Male	Value
Total population		33.13	32.37	65.50
Work participation and leadership				
Indicator	Unit			Value
Gender wage gap	% (OECD countries only)			n. a.
Share of women's membership in boards	% (OECD countries only)			n. a.
Firms with female majority ownership	% firms			9.50
Firms with female top managers	% firms			n. a.
Indicator	1-7 (best)			Value
Advancement of women to leadership roles				4.82
Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		9.37	9.53	18.90
Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	95.86	90.87	93.32
Unemployed adults	% of labour force (15-64)	3.88	1.93	2.90
Workers employed part-time	% of employed people	48.52	34.23	41.23
Proportion of time spent on unpaid domestic and care work	%	16.46	4.24	n. a.
Access to finance				
Indicator	0-1 (Equal rights)			Value
Access to financial services		Near-equal rights ◆		
Inheritance rights for widows and daughters		Unequal rights ◆		
Access to land assets		Near-equal rights ◆		
Access to non-land assets		Near-equal rights ◆		
Civil and political freedom				
Indicator	Unit			Value
Year women received right to vote	year			1961
Number of female heads of state to date	number			1
Seats held in upper house	% total seats			n. a.
Indicator	Yes/No			Value
Election list quotas for women, national		Yes		
Party membership quotas, voluntary		Yes		
Indicator	0-1 (Equal rights)			Value
Access to justice		Near-equal rights ◆		
Freedom of movement		Equal rights ◆		
Family and care				
Indicator	Unit			Value
Unmet family planning	% women 15-49			22.10
Early marriage	%			23.00
Mean age of women at birth of first child	years			n. a.
Indicator	0-1 (Equal rights)			Value
Right to divorce		Restricted rights ◆		
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		84.00	3.00	0
Education and skills				
Graduates	%	◆ Female	◆ Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.
Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		0.04	0.09	0.06
PhD graduates		0	0	0
Graduates from tertiary education		2.65	3.79	3.21
Health				
Indicator	Unit			Value
Prevalence of gender violence in lifetime	% women			24.00
Births attended by skilled personnel	% live births			63.70
Maternal mortality	deaths per 100,000 live births			238.00
Total fertility rate	births per woman			4.73
Indicator	0-1 (Equal rights)			Value
Reproductive autonomy		Restricted rights ◆		

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

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

United States of America

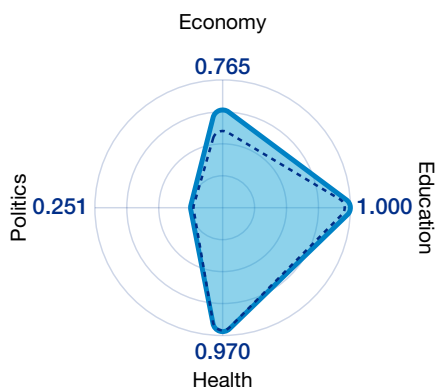
0.747

43rd

2024

Global Gender Gap Index 2024 Edition

United States of America score
average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.747	43rd	0.748	43rd
Economic Participation and Opportunity	0.765	22nd	0.780	21st
Educational Attainment	1.000	1st	0.995	59th
Health and Survival	0.970	77th	0.970	78th
Political Empowerment	0.251	63rd	0.248	63rd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	22nd	0.765		-			
Labour-force participation rate %	51st	0.842		-10.79	57.33	68.12	0-100
Wage equality for similar work 1-7 (best)	37th	0.712		-	-	-	-
Estimated earned income int'l \$ 1,000	63rd	0.658		-26.69	51.41	78.10	0-150
Legislators, senior officials and managers %	29th	0.741		-14.86	42.57	57.43	0-100
Professional and technical workers %	1st	1.000		9.18	45.41	54.59	0-100
Educational Attainment	1st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	1st	1.000		0.38	95.83	96.21	0-100
Enrolment in secondary education %	1st	1.000		2.30	96.35	98.65	0-200
Enrolment in tertiary education %	1st	1.000		30.31	64.54	94.85	0-200
Health and Survival	77th	0.970		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	91st	1.028		-	-	-	-
Political Empowerment	63rd	0.251		-	-	-	-
Women in parliament %	62nd	0.412		-41.60	29.20	70.80	0-100
Women in ministerial positions %	36th	0.500		-33.33	33.33	66.67	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	25,439.7		
GDP per capita, PPP	constant '17, intl. \$ 1000	64.62		
Population sex ratio	female/male, %	1.02		
Population growth rate	%	0.38		
Indicator	Million people	Female	Male	Value
Total population		168.27	165.02	333.29

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	16.98
Share of women's membership in boards	% (OECD countries only)	31.30
Firms with female majority ownership	% firms	n. a.
Firms with female top managers	% firms	n. a.

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		5.02

Indicator	Million people	Female	Male	Value
Labour-force		67.34	77.65	144.99

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.

Indicator	Unit	Female	Male	Value
Unemployed adults (15-64)	% of labour force	3.49	3.88	3.70

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	32.64	20.65	26.28

Indicator	Unit	Female	Male	Value
Proportion of time spent on unpaid domestic and care work	%	15.33	9.67	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1920, 1965
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	25.00

Indicator Yes/No

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

Indicator 0-1 (Equal rights)

Indicator	Unit	Value
Access to justice		Equal rights ◆
Freedom of movement		Equal rights ◆

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	7.20		
Early marriage	%	2.10		
Mean age of women at birth of first child	years	27.00		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Equal rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		0	0	0

Education and skills

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		52.03	47.97	1.08
Arts & Humanities		60.04	39.96	1.50
Business, Admin. & Law		50.51	49.49	1.02
Education		78.22	21.78	3.59
Engineering, Manuf. & Construction		20.44	79.56	0.26
Health & Welfare		81.40	18.60	4.38
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		52.45	47.55	1.10
Social Sci., Journalism & Information		65.25	34.75	1.88

Graduates	Attainment %	Female	Male	Parity
Vocational training		1.55	1.20	1.37
PhD graduates		1.92	2.48	2.20
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	6.00
Births attended by skilled personnel	% live births	99.00
Maternal mortality	deaths per 100,000 live births	21.00
Total fertility rate	births per woman	1.66
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Unequal rights	◇

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

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

Uruguay

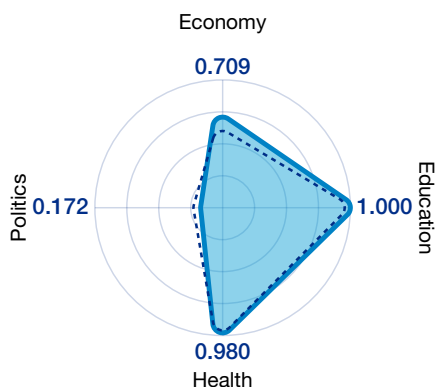
0.715

71st

2024

Global Gender Gap Index 2024 Edition

Uruguay score
average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.715	71st	0.714	67th
Economic Participation and Opportunity	0.709	64th	0.726	47th
Educational Attainment	1.000	31st	1.000	1st
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.172	95th	0.152	94th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					Min	Max	
Economic Participation and Opportunity	64th	0.709		-			-
Labour-force participation rate %	72nd	0.780		-15.73	55.65	71.38	0-100
Wage equality for similar work 1-7 (best)	60th	0.666		-	-	-	-
Estimated earned income int'l \$ 1,000	70th	0.644		-10.63	19.27	29.91	0-150
Legislators, senior officials and managers %	64th	0.563		-28.00	36.00	64.00	0-100
Professional and technical workers %	1st	1.000		9.59	45.21	54.79	0-100
Educational Attainment	31st	1.000		-	-	-	-
Literacy rate %	1st	1.000		-	-	-	-
Enrolment in primary education %	76th	0.999		-0.07	99.38	99.45	0-100
Enrolment in secondary education %	1st	1.000		14.86	113.50	128.36	0-200
Enrolment in tertiary education %	1st	1.000		42.89	54.16	97.05	0-200
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	95th	0.172		-	-	-	-
Women in parliament %	80th	0.339		-49.40	25.30	74.70	0-100
Women in ministerial positions %	77th	0.273		-57.14	21.43	78.57	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	71.18		
GDP per capita, PPP	constant '17, intl. \$ 1000	24.43		
Population sex ratio	female/male, %	1.06		
Population growth rate	%	-0.10		
Indicator	Million people	Female	Male	Value
Total population		1.76	1.66	3.42

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	11.60
Firms with female top managers	% firms	10.60

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.81

Indicator	Million people	Female	Male	Value
Labour-force		0.73	0.85	1.57

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	20.77	23.27	22.13
-------------------------------------	-----------	-------	-------	-------

Unemployed adults	% of labour force (15-64)	9.19	7.09	8.06
-------------------	---------------------------	------	------	------

Workers employed part-time	% of employed people	49.98	27.77	37.84
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1932
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	32.30

Indicator	Yes/No	Value
-----------	--------	-------

Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	

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

Access to justice	Equal rights	◆
Freedom of movement	Equal rights	◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	n. a.
Early marriage	%	7.40
Mean age of women at birth of first child	years	n. a.

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

Right to divorce	Restricted rights	◆
------------------	-------------------	---

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	13.00	0

Education and skills

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

STEM		43.96	56.04	0.78
------	--	-------	-------	------

Agri., Forestry, Fisheries & Veterinary		39.68	60.32	0.66
---	--	-------	-------	------

Arts & Humanities		n. a.	n. a.	n. a.
-------------------	--	-------	-------	-------

Business, Admin. & Law		62.72	37.28	1.68
------------------------	--	-------	-------	------

Education		84.86	15.14	5.60
-----------	--	-------	-------	------

Engineering, Manuf. & Construction		45.92	54.08	0.85
------------------------------------	--	-------	-------	------

Health & Welfare		77.54	22.46	3.45
------------------	--	-------	-------	------

Information & Comm. Technologies		17.66	82.34	0.21
----------------------------------	--	-------	-------	------

Natural Sci., Mathematics & Statistics		70.69	29.31	2.41
--	--	-------	-------	------

Social Sci., Journalism & Information		74.33	25.67	2.90
---------------------------------------	--	-------	-------	------

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

Vocational training		8.66	12.52	10.63
---------------------	--	------	-------	-------

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

Graduates from tertiary education		20.66	12.35	16.43
-----------------------------------	--	-------	-------	-------

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	4.00
Births attended by skilled personnel	% live births	100.00
Maternal mortality	deaths per 100,000 live births	19.00
Total fertility rate	births per woman	1.49

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

Reproductive autonomy	Equal rights	◆
-----------------------	--------------	---

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

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

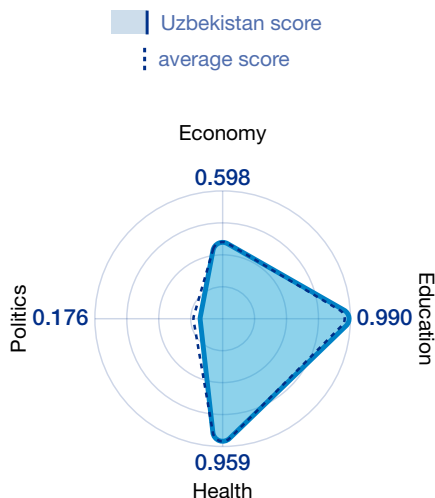
Uzbekistan

0.681

108th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex

	2024 Score	2024 Rank
Global Gender Gap Index	0.681	108th
Economic Participation and Opportunity	0.598	115th
Educational Attainment	0.990	87th
Health and Survival	0.959	136th
Political Empowerment	0.176	89th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male	Min Max
Economic Participation and Opportunity	115th	0.598		-	Min - Max	-
Labour-force participation rate %	127th	0.546		-33.23	39.92 vs 73.14	0-100
Wage equality for similar work 1-7 (best)	9th	0.792		-	-	-
Estimated earned income int'l \$ 1,000	131st	0.372		-7.39	4.38 vs 11.76	0-150
Legislators, senior officials and managers %	-	-	-	-	-	-
Professional and technical workers %	-	-	-	-	-	-
Educational Attainment	87th	0.990		-	-	-
Literacy rate %	1st	1.000		-	-	-
Enrolment in primary education %	83rd	0.998		-0.16	95.96 vs 96.12	0-100
Enrolment in secondary education %	96th	0.990		-0.93	87.94 vs 88.87	0-200
Enrolment in tertiary education %	110th	0.940		-2.54	39.87 vs 42.41	0-200
Health and Survival	136th	0.959		-	-	-
Sex ratio at birth** %	142nd	0.925		-	-	-
Healthy life expectancy** years	76th	1.036		-	-	-
Political Empowerment	89th	0.176		-	-	-
Women in parliament %	44th	0.529		-30.80	34.60 vs 65.40	0-100
Women in ministerial positions %	139th	0.050		-90.48	4.76 vs 95.24	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0 vs 50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	80.39		
GDP per capita, PPP	constant '17, intl. \$ 1000	8.07		
Population sex ratio	female/male, %	1.00		
Population growth rate	%	2.08		
Indicator	Million people	◆ Female	◆ Male	Value
Total population		17.81	17.84	35.65

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	11.90
Firms with female top managers	% firms	12.40
Indicator	1-7 (best)	Value
Advancement of women to leadership roles		5.06

Indicator	Million people	◆ Female	◆ Male	Value
Labour-force		4.39	7.80	12.20

Indicator	Unit	◆ Female	◆ Male	Value
Share of workers in informal sector	% workers	n. a.	n. a.	n. a.
Unemployed adults	% of labour force (15-64)	7.68	3.96	5.30
Workers employed part-time	% of employed people	n. a.	n. a.	n. a.
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights ◆	
Inheritance rights for widows and daughters	Near-equal rights ◆	
Access to land assets	Near-equal rights ◆	
Access to non-land assets	Near-equal rights ◆	

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	n. a.
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	24.40
Indicator	Yes/No	Value
Election list quotas for women, national	Yes	
Party membership quotas, voluntary	Yes	
Indicator	0-1 (Equal rights)	Value
Access to justice	Near-equal rights ◆	
Freedom of movement	Equal rights ◆	

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	11.90		
Mean age of women at birth of first child	years	23.70		
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Restricted rights ◆			
Indicator	Shared days	◆ Female	◆ Male	Value
Length of paid parental leave		126.00	0	674.00

Education and skills

Graduates	%	◆ Female	◆ Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	◆ Female	◆ Male	Parity
Vocational training		8.80	7.73	8.25
PhD graduates		n. a.	n. a.	n. a.
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	n. a.
Births attended by skilled personnel	% live births	100.00
Maternal mortality	deaths per 100,000 live births	30.00
Total fertility rate	births per woman	3.17
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights ◆	

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

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

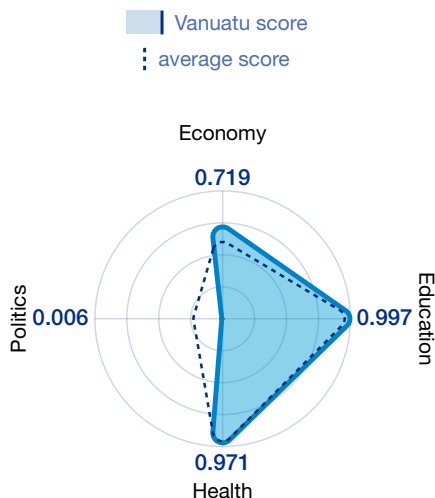
Vanuatu

0.673

111th

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.673	111th	0.678	108th
Economic Participation and Opportunity	0.719	55th	0.742	35th
Educational Attainment	0.997	51st	0.991	74th
Health and Survival	0.971	64th	0.971	65th
Political Empowerment	0.006	146th	0.006	145th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	55th	0.719		-	Min	Max	-
Labour-force participation rate %	68th	0.791		-10.03	37.91	47.94	0-100
Wage equality for similar work 1-7 (best)	-	-		-	-	-	-
Estimated earned income int'l \$ 1,000	92nd	0.598		-1.40	2.08	3.48	0-150
Legislators, senior officials and managers %	59th	0.573		-27.14	36.43	63.57	0-100
Professional and technical workers %	1st	1.000		2.41	48.79	51.21	0-100
Educational Attainment	51st	0.997		-	-	-	-
Literacy rate %	80th	0.984		-	-	-	-
Enrolment in primary education %	1st	1.000		0.29	91.71	91.99	0-100
Enrolment in secondary education %	1st	1.000		1.94	74.48	76.42	0-200
Enrolment in tertiary education %	-	-		-	-	-	-
Health and Survival	64th	0.971		-	-	-	-
Sex ratio at birth** %	132nd	0.935		-	-	-	-
Healthy life expectancy** years	45th	1.054		-	-	-	-
Political Empowerment	146th	0.006		-	-	-	-
Women in parliament %	141st	0.020		-96.00	2.00	98.00	0-100
Women in ministerial positions %	143rd	0.000		-100.00	0	100.00	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	1.06		
GDP per capita, PPP	constant '17, intl. \$ 1000	2.79		
Population sex ratio	female/male, %	0.99		
Population growth rate	%	2.35		
Indicator	Million people	Female	Male	Value
Total population		0.16	0.16	0.33

Work participation and leadership

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

Indicator 1-7 (best)

Indicator	Unit	Value		
Advancement of women to leadership roles		n. a.		
Indicator	Million people	Female	Male	Value
Labour-force		0.03	0.04	0.06

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	73.84	71.22	72.40
Unemployed adults	% of labour force (15-64)	4.28	4.14	4.20
Workers employed part-time	% of employed people	61.82	55.63	58.38
Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services		n. a.
Inheritance rights for widows and daughters		n. a.
Access to land assets		n. a.
Access to non-land assets		n. a.

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1975, 1980
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	n. a.
Indicator	Yes/No	Value
Election list quotas for women, national		n. a.
Party membership quotas, voluntary		Yes
Indicator	0-1 (Equal rights)	Value
Access to justice		n. a.
Freedom of movement		n. a.

Family and care

Indicator	Unit	Value		
Unmet family planning	% women 15-49	n. a.		
Early marriage	%	n. a.		
Mean age of women at birth of first child	years	n. a.		
Indicator	0-1 (Equal rights)	Value		
Right to divorce		n. a.		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		84.00	0	0

Education and skills

Graduates	%	Female	Male	Value
STEM		n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		n. a.	n. a.	n. a.
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		n. a.	n. a.	n. a.
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		n. a.	n. a.	n. a.
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		0.65	0.68	0.66
PhD graduates		0.03	0.08	0.06
Graduates from tertiary education		n. a.	n. a.	n. a.

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	29.00
Births attended by skilled personnel	% live births	n. a.
Maternal mortality	deaths per 100,000 live births	94.00
Total fertility rate	births per woman	3.73
Indicator	0-1 (Equal rights)	Value
Reproductive autonomy		n. a.

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

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

Viet Nam

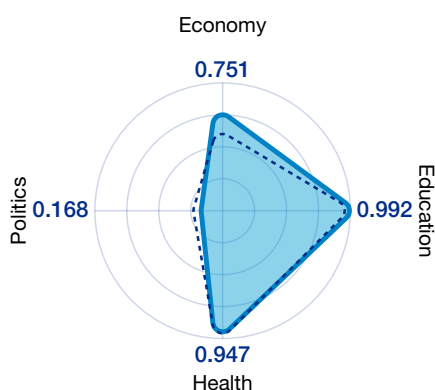
0.715

72nd

2024

Global Gender Gap Index 2024 Edition

■ Viet Nam score
⋮ average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.715	72nd	0.711	72nd
Economic Participation and Opportunity	0.751	29th	0.749	31st
Educational Attainment	0.992	76th	0.985	89th
Health and Survival	0.947	144th	0.946	144th
Political Empowerment	0.168	96th	0.166	89th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	29th	0.751		-	Min	Max	-
Labour-force participation rate %	26th	0.881		-9.29	68.54	77.84	0-100
Wage equality for similar work 1-7 (best)	28th	0.726		-	-	-	-
Estimated earned income int'l \$ 1,000	17th	0.799		-2.54	10.14	12.68	0-150
Legislators, senior officials and managers %	105th	0.351		-48.02	25.99	74.01	0-100
Professional and technical workers %	1st	1.000		12.11	43.94	56.06	0-100
Educational Attainment	76th	0.992		-	-	-	-
Literacy rate %	86th	0.978		-	-	-	-
Enrolment in primary education %	-	-	-	-	-	-	-
Enrolment in secondary education %	1st	1.000		0.07	97.22	97.29	0-200
Enrolment in tertiary education %	1st	1.000		2.65	40.93	43.58	0-200
Health and Survival	144th	0.947		-	-	-	-
Sex ratio at birth** %	144th	0.898		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	96th	0.168		-	-	-	-
Women in parliament %	54th	0.441		-38.80	30.60	69.40	0-100
Women in ministerial positions %	116th	0.125		-77.78	11.11	88.89	0-100
Years with female/male head of state (last 50)	74th	0.002		-49.82	0.09	49.91	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	408.8		
GDP per capita, PPP	constant '17, intl. \$ 1000	11.40		
Population sex ratio	female/male, %	1.02		
Population growth rate	%	0.73		
Indicator	Million people	Female	Male	Value
Total population		49.69	48.50	98.19

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	19.70
Firms with female top managers	% firms	22.40

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.95

Indicator	Million people	Female	Male	Value
Labour-force		24.06	25.81	49.87

Indicator	Unit	Female	Male	Value
Share of workers in informal sector	% workers	66.20	70.86	68.62

Indicator	Unit	Female	Male	Value
Unemployed adults	% of labour force (15-64)	1.53	1.71	1.62

Indicator	Unit	Female	Male	Value
Workers employed part-time	% of employed people	22.10	18.91	20.44

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

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Near-equal rights	◆
Access to land assets	Equal rights	◆
Access to non-land assets	Equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1946
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	n. a.

Indicator Yes/No

Indicator	Unit	Value
Election list quotas for women, national		Yes
Party membership quotas, voluntary		Yes

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

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	10.10
Early marriage	%	7.40
Mean age of women at birth of first child	years	n. a.

Indicator 0-1 (Equal rights)

Indicator	0-1 (Equal rights)	Value		
Right to divorce	Restricted rights	◆		
Indicator	Shared days	Female	Male	Value
Length of paid parental leave		180.00	5.00	0

Education and skills

Graduates	%	Female	Male	Value
STEM		36.51	63.49	0.58
Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
Arts & Humanities		n. a.	n. a.	n. a.
Business, Admin. & Law		59.53	40.47	1.47
Education		n. a.	n. a.	n. a.
Engineering, Manuf. & Construction		n. a.	n. a.	n. a.
Health & Welfare		58.72	41.28	1.42
Information & Comm. Technologies		n. a.	n. a.	n. a.
Natural Sci., Mathematics & Statistics		50.59	49.41	1.02
Social Sci., Journalism & Information		n. a.	n. a.	n. a.

Graduates	Attainment %	Female	Male	Parity
Vocational training		9.94	19.72	14.96
PhD graduates		0.03	0.09	0.06
Graduates from tertiary education		22.75	14.02	18.30

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	10.00
Births attended by skilled personnel	% live births	96.10
Maternal mortality	deaths per 100,000 live births	46.00
Total fertility rate	births per woman	1.94

Indicator 0-1 (Equal rights)

Indicator	0-1 (Equal rights)	Value
Reproductive autonomy	Equal rights	◆

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

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

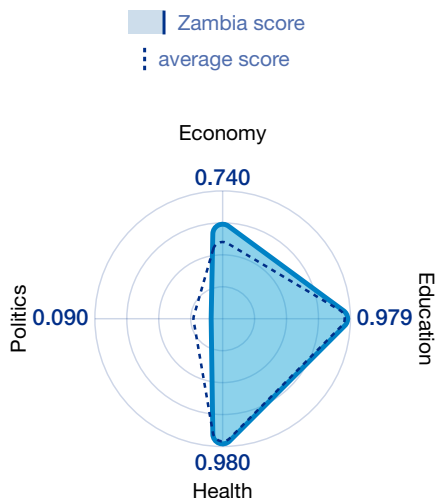
Zambia

0.697

92nd

2024

Global Gender Gap Index 2024 Edition



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.697	92nd	0.699	85th
Economic Participation and Opportunity	0.740	38th	0.734	40th
Educational Attainment	0.979	101st	0.979	101st
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.090	124th	0.102	119th

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male		Min Max
					◆ Female	◆ Male	
Economic Participation and Opportunity	38th	0.740		-	Min	Max	-
Labour-force participation rate %	56th	0.827		-11.33	54.00	65.33	0-100
Wage equality for similar work 1-7 (best)	54th	0.678		-	-	-	-
Estimated earned income int'l \$ 1,000	33rd	0.727		-1.06	2.84	3.91	0-150
Legislators, senior officials and managers %	14th	0.883		-6.21	46.90	53.10	0-100
Professional and technical workers %	111th	0.598		-25.13	37.43	62.57	0-100
Educational Attainment	101st	0.979		-	-	-	-
Literacy rate %	107th	0.926		-	-	-	-
Enrolment in primary education %	1st	1.000		2.07	84.52	86.59	0-100
Enrolment in secondary education %	-	-	-	-	-	-	-
Enrolment in tertiary education %	-	-	-	-	-	-	-
Health and Survival	1st	0.980		-	-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-	-
Political Empowerment	124th	0.090		-	-	-	-
Women in parliament %	116th	0.177		-70.00	15.00	85.00	0-100
Women in ministerial positions %	112th	0.143		-75.00	12.50	87.50	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0	50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	29.16		
GDP per capita, PPP	constant '17, intl. \$ 1000	3.37		
Population sex ratio	female/male, %	1.03		
Population growth rate	%	2.76		
Indicator	Million people	Female	Male	Value
Total population		10.14	9.88	20.02

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	16.50
Firms with female top managers	% firms	12.90

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.87

Indicator	Million people	Female	Male	Value
Labour-force		2.25	2.60	4.85

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	90.04	81.71	85.56
-------------------------------------	-----------	-------	-------	-------

Unemployed adults	% of labour force (15-64)	6.54	5.95	6.22
-------------------	---------------------------	------	------	------

Workers employed part-time	% of employed people	17.76	15.82	16.72
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Near-equal rights	◆
Inheritance rights for widows and daughters	Near-equal rights	◆
Access to land assets	Uneven rights	◆
Access to non-land assets	Uneven rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1962
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	n. a.

Indicator Yes/No

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

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

Access to justice	Equal rights	◆
-------------------	--------------	---

Freedom of movement

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	19.70
Early marriage	%	14.60
Mean age of women at birth of first child	years	n. a.

Indicator 0-1 (Equal rights)

Right to divorce	Uneven rights	◆
------------------	---------------	---

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	0	0

Education and skills

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

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

Agri., Forestry, Fisheries & Veterinary		n. a.	n. a.	n. a.
---	--	-------	-------	-------

Arts & Humanities		n. a.	n. a.	n. a.
-------------------	--	-------	-------	-------

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

Education		n. a.	n. a.	n. a.
-----------	--	-------	-------	-------

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

Health & Welfare		n. a.	n. a.	n. a.
------------------	--	-------	-------	-------

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

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

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

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

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

PhD graduates		0	0	0
---------------	--	---	---	---

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

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	28.00
Births attended by skilled personnel	% live births	80.40
Maternal mortality	deaths per 100,000 live births	135.00
Total fertility rate	births per woman	4.31

Indicator 0-1 (Equal rights)

Reproductive autonomy	Restricted rights	◆
-----------------------	-------------------	---

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

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

Zimbabwe

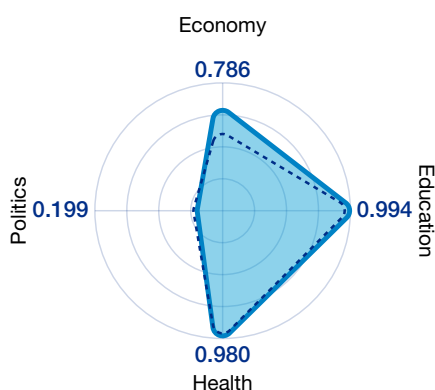
0.740

52nd

2024

Global Gender Gap Index 2024 Edition

Zimbabwe score
average score



Overview

Index and Subindex	2024		2023	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.740	52nd	0.746	45th
Economic Participation and Opportunity	0.786	14th	0.801	10th
Educational Attainment	0.994	64th	0.991	77th
Health and Survival	0.980	1st	0.980	1st
Political Empowerment	0.199	83rd	0.214	72nd

Global Gender Gap Index Indicators

2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male	Min Max
Economic Participation and Opportunity	14th	0.786		-	Min - Max	-
Labour-force participation rate %	54th	0.834		-11.93	59.71 vs 71.63	0-100
Wage equality for similar work 1-7 (best)	20th	0.744		-	-	-
Estimated earned income int'l \$ 1,000	2nd	0.895		-0.25	2.09 vs 2.34	0-150
Legislators, senior officials and managers %	58th	0.581		-26.52	36.74 vs 63.26	0-100
Professional and technical workers %	87th	0.866		-7.17	46.42 vs 53.58	0-100
Educational Attainment	64th	0.994		-	-	-
Literacy rate %	1st	1.000		-	-	-
Enrolment in primary education %	75th	1.000		-0.03	86.42 vs 86.45	0-100
Enrolment in secondary education %	-	-		-	-	-
Enrolment in tertiary education %	108th	0.962		-0.38	9.54 vs 9.92	0-200
Health and Survival	1st	0.980		-	-	-
Sex ratio at birth** %	1st	0.944		-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-
Political Empowerment	83rd	0.199		-	-	-
Women in parliament %	65th	0.391		-43.80	28.10 vs 71.90	0-100
Women in ministerial positions %	72nd	0.316		-52.00	24.00 vs 76.00	0-100
Years with female/male head of state (last 50)	80th	0.000		-50.00	0 vs 50.00	0-50

Complementary Targets and Contextual Indicators

2024

General indicators

Indicator	Unit	Value		
GDP	US\$ billions	27.37		
GDP per capita, PPP	constant '17, intl. \$ 1000	2.21		
Population sex ratio	female/male, %	1.12		
Population growth rate	%	2.02		
Indicator	Million people	Female	Male	Value
Total population		8.61	7.71	16.32

Work participation and leadership

Indicator	Unit	Value
Gender wage gap	% (OECD countries only)	n. a.
Share of women's membership in boards	% (OECD countries only)	n. a.
Firms with female majority ownership	% firms	13.90
Firms with female top managers	% firms	16.30

Indicator 1-7 (best)

Indicator	Unit	Value
Advancement of women to leadership roles		4.73

Indicator	Million people	Female	Male	Value
Labour-force		2.38	2.34	4.72

Indicator	Unit	Female	Male	Value
-----------	------	--------	------	-------

Share of workers in informal sector	% workers	90.75	85.96	88.31
-------------------------------------	-----------	-------	-------	-------

Unemployed adults	% of labour force (15-64)	11.28	10.06	10.66
-------------------	---------------------------	-------	-------	-------

Workers employed part-time	% of employed people	16.25	14.71	15.46
----------------------------	----------------------	-------	-------	-------

Proportion of time spent on unpaid domestic and care work	%	n. a.	n. a.	n. a.
---	---	-------	-------	-------

Access to finance

Indicator	0-1 (Equal rights)	Value
Access to financial services	Equal rights	◆
Inheritance rights for widows and daughters	Near-equal rights	◆
Access to land assets	Near-equal rights	◆
Access to non-land assets	Near-equal rights	◆

Civil and political freedom

Indicator	Unit	Value
Year women received right to vote	year	1980, 1957
Number of female heads of state to date	number	0
Seats held in upper house	% total seats	50.00

Indicator Yes/No

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

Indicator 0-1 (Equal rights)

Indicator	Unit	Value
Access to justice		Equal rights ◆
Freedom of movement		Equal rights ◆

Family and care

Indicator	Unit	Value
Unmet family planning	% women 15-49	10.40
Early marriage	%	21.20
Mean age of women at birth of first child	years	n. a.

Indicator 0-1 (Equal rights)

Indicator	Unit	Value
Right to divorce		Equal rights ◆

Indicator	Shared days	Female	Male	Value
Length of paid parental leave		98.00	0	0

Education and skills

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

STEM		28.79	71.21	0.40
------	--	-------	-------	------

Agri., Forestry, Fisheries & Veterinary		50.86	49.14	1.03
---	--	-------	-------	------

Arts & Humanities		46.20	53.80	0.86
-------------------	--	-------	-------	------

Business, Admin. & Law		51.80	48.20	1.07
------------------------	--	-------	-------	------

Education		40.41	59.59	0.68
-----------	--	-------	-------	------

Engineering, Manuf. & Construction		20.46	79.54	0.26
------------------------------------	--	-------	-------	------

Health & Welfare		30.79	69.21	0.44
------------------	--	-------	-------	------

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

Natural Sci., Mathematics & Statistics		30.62	69.38	0.44
--	--	-------	-------	------

Social Sci., Journalism & Information		45.66	54.34	0.84
---------------------------------------	--	-------	-------	------

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

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

PhD graduates		0.13	0.18	0.16
---------------	--	------	------	------

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

Health

Indicator	Unit	Value
Prevalence of gender violence in lifetime	% women	18.00
Births attended by skilled personnel	% live births	86.00
Maternal mortality	deaths per 100,000 live births	357.00
Total fertility rate	births per woman	3.49

Indicator 0-1 (Equal rights)

Indicator	Unit	Value
Reproductive autonomy		Uneven rights ◆

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

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

Contributors and Acknowledgements

At the World Economic Forum Centre for the New Economy and Society

Kusum Kali Pal

Insight Specialist, Diversity, Equity, and Inclusion

Kim Piaget

Insights Lead, Diversity, Equity, and Inclusion

Silja Baller

Head of Mission, Diversity, Equity, and Inclusion

Saadia Zahidi

Managing Director

Acknowledgements

We are extremely grateful to our colleagues in the Centre for the New Economy and Society for their inputs and support, especially to Mauricio Baez-Sedeno, Attilio Di Battista, Eoin O’Cathasaigh, Julia Hakspiel, Kateryna Karusnka, Ricky Li, Dorsey Lockhart, and Ignacio Moreno.

We are immensely grateful to Professor Ricardo Hausmann, Director of the Growth Lab at Harvard University’s Center for International Development; Rafik Hariri, Professor of the Practice of International Political Economy at Harvard Kennedy School; and Professor Laura D’Andrea Tyson, Distinguished Professor of the Graduate School at the Haas School of Business, University of California, Berkeley and Chairperson of the Board of Trustees at UC Berkeley’s Blum Center for Developing Economies, for their longstanding guidance and support.

A special thank you to Michael Fisher for his excellent copyediting work and to Accurat for their outstanding graphic designing and layout of the report, as well as for its outstanding work to create the report’s Economy Profiles and online dashboard, and Floris Landi and Bianca Gay-Fulconis, for creating the cover.

For more information, please contact cnes@weforum.org.

Collaborations

The Centre for the New Economy and Society aims to empower decision-making among leaders in business and policy by providing fresh, actionable insight through collaboration with leading experts and data-holding companies. We are pleased to have collaborated with LinkedIn and Coursera this year and thank the following contributors:

Coursera

Maria-Nicole Ikonou, Head of Global Enterprise PR & Communications

Eric Karsten, Senior Data Science Manager

Anna Zhao, Data Scientist II

Shannon Mooney, Senior Data Scientist

LinkedIn

Kristin Keveloh, Senior Lead Manager, Public Policy & Economic Graph Programmes

Silvia Lara, Data Scientist, Economic Graph Team

Matthew Baird, Senior Staff Economist, Economic Graph Team

PwC

Andrea Plasschaert, Director Global Corporate Affairs & Communications

James Morris, Global Director of Corporate Affairs and Advocacy

Centre for the New Economy and Society Business Partners

The World Economic Forum would like to thank the Business Partners of the Centre for the New Economy and Society for their guidance and support.

Accenture	Crescent Enterprises	Indiavidual Learning Ltd
Adecco Group AG	Crescent Petroleum	Indorama Ventures Public Company Limited
Agility	Dassault Systèmes SE	Indus Group
AIG	Deel Inc.	Infosys Ltd
Al Dabbagh Group Holding Co. Ltd	Dell Technologies	Ingka Group (IKEA)
Al Futtaim Private Company LLC	Deloitte	Intel Corporation
AlixPartners	Dentsu Group Inc.	Intercorp Peru Ltd
AllHere	Deutsche Bank AG	Invesco Ltd
Allianz SE	Deutsche Post AG	Itaú Unibanco SA
Amazon	DIO	JBS S/A
AMTD Group	Dogan Şirketler Grubu Holding A.S	Jerónimo Martins SGPS SA
APCO	DP World Limited	JLL
Apna Time Inc.	dsm-firmenich	Johnson & Johnson
Automatic Data Processing Inc. (ADP)	e&	Kearney
Bahrain Economic Development Board	Egon Zehnder International (Schweiz) AG	KYU Collective
Bain & Company Inc.	Eurasian Resources Group Sàrl	LGT Group Foundation
Bajaj Holdings & Investment Limited	Euroclear SA/NV	Limak Holding
Banco Bradesco SA	EY	LinkedIn Corporation
Bank of America	FEMSA	Lord, Abbett & Co. LLC
Bank of Montreal	Fortinet Inc.	L'Oréal
Barclays Bank Plc	Frontiers Media S.A.	Manchester United Football Club Limited
BC Energy Investments Corp.	Giftolexia Solutions	ManpowerGroup Inc.
Benepass	Globalization Partners	Marsh McLennan
Betterfly	Goodwall SA	Mayo Clinic
BetterUp Inc	Google Inc.	McKinsey & Company, Inc. UNITED STATES
BHP Group Limited	Grupo Mariposa-Apex	Medtronic Plc
BigSpring	Grupo Salinas	Merck KGaA
Bill & Melinda Gates Foundation	Hackensack Meridian Health	Microsoft Corp.
Bloomberg LP	Heidrick & Struggles	Mogul
BNY Mellon	HEINEKEN NV	Mohammed Bin Salman Foundation (MiSK)
BorgWarner Inc.	Henry Schein Inc.	Morgan, Lewis & Bockius LLP
BRANDi and Companies	Hewlett Packard Enterprise	MUFG Bank Ltd
Burda GmbH	Hitachi Ltd	Multiverse Group Ltd
Capgemini	Hologic Inc.	NBCUniversal Media, LLC
Carlsberg A/S	Holtzbrinck Publishing Group	Nestlé
Chanel Limited	Hong Kong Exchanges and Clearing Limited (HKEX)	Network for Teaching Entrepreneurship (NFTE)
Check Point Software Technologies Ltd	HP Inc.	Nexthink SA
Chegg, Inc.	HSBC Holdings Plc	Nielsen
Cisco Systems, Inc.	hundo	Novartis International AG
Coursera Inc.	IBM Corporation	NYSE Group Inc.
Cognizant Technology Solutions Corporation	Ifood.Com Agencia de Restaurantes Online S.A	

Old Mutual Emerging Markets Limited	Salesforce, Sàrl	Telefonica SA
Omnicom Group	Sanofi	The Estée Lauder Companies, Inc.
OnLoop	SAP SE	The New York Times Company
Open Society Institute	Saudi Arabian Mining Company (Ma'aden)	The Samuel Group
Owl Ventures	Saudi Aramco	The Standard Bank Group Limited
PAG Holdings Limited	Sempra	Trip.com Group Ltd
Paradox, Inc.	Sequoia Capital Operations LLC	Uber Technologies Inc.
PayPal	ServiceNow, Inc.	Unilever
PepsiCo Inc.	Shell Plc	Upfield Group BV
Petroleo Brasileiro SA - PETROBRAS	Siemens AG	Verizon Communications
Pladis Foods Limited	Skillssoft	Visa Inc.
PricewaterhouseCoopers LLP	SkyHive Technologies Inc.	Wellcome Trust
PT Bank Rakyat Indonesia (BRI)	SONAE SGPS SA	Wilco
Publicis Groupe SA	Standard Chartered Bank	Wipro Limited
QI Group	State Street Corporation	Workday Inc.
Randstad N.V.	StockKnowledge	WorkWhile
RBC Financial Group	Takeda Pharmaceutical Company Limited	WorldQuant LLC
Recruit Holdings Co. Ltd	Teachers Insurance and Annuity Association (TIAA)	Yunzhanghu (Tianjin) Sharing Economy Information Consulting Co., Ltd
Regeneron Pharmaceuticals	TechWolf	Zoom Video Communications, Inc.
Reliance Industries Limited	Teck Resources Limited	Zurich Insurance Company LTD
RMZ Corporation		
Russell Reynolds Associates Inc.		

Partner Institutes

The World Economic Forum's Centre for the New Economy and Society is pleased to acknowledge and thank the following organizations as its valued Partner Institutes, without which the realization of the *Global Gender Gap Report* would not have been feasible:

Albania

[Institute for Contemporary Studies & Tirana Business University and College](#)

Helton Cevi, Project Coordinator
Artan Hoxha, President of ISB and Administrator of TBU
Oltjon Valisi, Assistant Project Coordinator

Algeria

[Centre de Recherche En Economie Appliquée Pour Le Développement - CREAD](#)

Yacine Belarbi, Director
Khaled Menna, Director of Macroeconomics and Economic Integration

Angola

[Jobartis](#)

João Freitas, Country Manager
Luis Verdeja, Director

Argentina

[IAE Business School, Universidad Austral](#)

Eduardo Fracchia, Director of Academic Department of Economics
Martin Calveira, Research Economist

Armenia

[Economy and Values Research Center](#)

Sevak Hovhannisyán, Board Member and Senior Associate

Australia, Belgium, Canada, Indonesia, Italy, Sweden, United Kingdom, United States

[Dynata](#)

Thomas Huff, Senior Project Manager
Steffen Bott, Vice President, Sales
Valentyana Chuikina, Associate Account Director

Austria

[Austrian Institute of Economic Research - WIFO](#)

Gabriel Felbermayr, Director
Michael Peneder, Project Lead
Alexandros Charos, Survey Expert

Bahamas

[The Government and Public Policy Institute, University of the Bahamas](#)

Zhivargo Laing, Executive Director
Jeannie D. Gibson, Policy Assistant

Bahrain

[Bahrain Economic Development Board](#)

Khalid Humaidan, Chief Executive
Nada Al-Saeed, Executive Director
Rima AlKilani, Executive Director
Fatema Alatbi, Senior Executive
Sara Ishaq, Senior Executive

Bangladesh

[Centre for Policy Dialogue - CPD](#)

Dr Fahmida Khatun, Executive Director
Dr Khondaker Golam Moazzem, Research Director
Ratia Rehnuma, Research Associate
Chowdhury Fariha, Research Intern

Barbados

[University of West Indies](#)

Jonathan G. Lashley, Senior Fellow
Don Marshall, Professor
Kenisha Chase, Research Assistant

Benin

[Institut de Recherche Empirique en Economie Politique - IREEP](#)

Leonard Wantchekon, President
Stéphanie Houngan, Research Associate

Bolivia (Plurinational State of), Costa Rica, Dominican Republic, El Salvador, Honduras, Panama

[INCAE Business School](#)

Ronald Arce, Researcher
Enrique Bolaños, President
Octavio Martínez, Director

Bosnia and Herzegovina

[School of Economics and Business, University of Sarajevo](#)

Jasmina Selimovic, Dean
Zlatko Lagumdžija, Professor
Amra Kapo, Associate Professor

Botswana

[Botswana National Productivity Centre](#)

Letsogile Batsetswe, Research Consultant and Statistician
Zelda Okatch, Information and Research Services Manager
Christopher Diswai, Executive Director

Brazil**Fundação Dom Cabral**

Carlos Arruda, Professor of Innovation and Competitiveness

Hugo Tadeu, Professor of Innovation

Miguel Costa, Research Assistant

Bulgaria**Center for Economic Development**

Maria Prohaska, Director

Ivalina Simeonova, Project Manager

Cambodia**Nuppun Research and Consulting Co., Ltd**

Pisey Khin, Director

Chanthan Tha, Researcher

Dalen Vyla, Research Assistant

Cameroon**Compétitivité Cameroon**

Hermann Fotie Ii, Permanent Secretary

Tanankem Belmondo Voufo, Expert Investment Climate

Jean Baptiste Nsoe Nkouli, Competitiveness Observatory Expert

Cape Verde**INOVE Research**

Frantz Tavares, Chief Executive Officer

Jerónimo Freire, Project Manager

Júlio Delgado, Director

Chad**Groupe de Recherches Alternatives Et de Monitoring Du Projet Pétrole-Tchad-Cameroun**

Simael Mbairassem, Economist in charge of Research and Public Policies

Maoundonodji Gilbert, Managing Director

Chile**School of Government, University Adolfo Ibañez**

Carolina Apablaza, Director

Patricio Aroca, Professor

Isabella Cuneo, Doctoral Student

China, People's Republic of**Dataway Horizon**

Lingling Qiao, General Manager

Yuming Zhi, Research Director

Zhuyu Yao, Senior Project Manager

Colombia**National Planning Department of Colombia****Consejo Privado de Competitividad**

Jorge Ivan Gonzalez, General Director, Department of National Planning

Camilo Rivera Perez, Technical Director, Innovation and Private Sector Development

Sara Patricia Rivera, Adviser, Innovation and Private Sector Development

Congo, Democratic Republic of**Congo-Invest Consulting**

Teza Bila Minlangu, Administrator

Faila Tabu Ngandi, Managing Director

Bertin Muderhwa, Head of Service in charge

of Studies and Statistics at the Federation of Businesses of Congo

Côte d'Ivoire**Centre de Promotion des Investissements en Côte D'Ivoire - CEPICI**

Solange Amichia, CEO

Ramatou Fall, Director of Business Climate

Simon Meledje, Head of Planning and Monitoring

Bernadine Yeble N'Guessan, Research officer

Cyprus**Cyprus Employers and Industry Confederation - OEB**

Antonis Frangoudis, Director Business Development and Economic Affairs Department

Bank of Cyprus

Kyriacos Antoniou, Governance Officer

Andreas Alexandrou, Manager Strategy and

Customer Insights

Czechia**CMC Graduate School of Business**

Tomáš Janča, Executive Director

Denmark**Danish Technological Institute**

Stig Yding Sørensen, Senior Specialist

Andreas Bjerre Lunkeit, Consultant

Ecuador**ESPAE Graduate School of Management - ESPOL**

Sara Wong, Professor

Tania Tenesaca, Project Coordinator

Xavier Ordeñana, Dean

Egypt**Egyptian Center for Economic Studies - ECES**

Abla Abdel Latif, Executive Director, and Director of Research

Salma Bahaa El Din, Senior Economist

Ahmed Maged, Research Assistant

Hossam Khater, Research Assistant

Mohamed Khater, Research Assistant

Estonia**Estonian Institute of Economic Research -EKI**

Marje Josing, Directorw

Finland**ETLA Research Institute of the Finnish Economy**

Aki Kangasharju, Managing Director

Päivi Puonti, Head of Forecasting

Ville Kaitila, Researcher

France**Business France**

Cassagnes Louise, Economist

Marcias Manuel, Head of Service: Economic studies

Georgia**TSU Center for Analysis and Forecasting**

Vakhtang Charaia, Director

Otar Anguridze, Head of the Board

Shota Gulbani, Expert
Mariam Lashkhi, Project Manager
Mamuka Tsereteli, Expert

Germany

[Institute for Innovation and Technology within the VDI/VDE Innovation + Technik GmbH](#)

Michael Nerger, Project Leader

Ghana

[Association of Ghana Industries](#)

Yaw Adu-Gyamfi, President
Seth Twum-Akwaboah, Chief Executive Officer
John Defor, Director, Policy and Research

Greece

[SEV Hellenic Federation of Enterprises](#)

Michael Mitsopoulos, Director - Business Environment and Regulatory Affairs
Athanasios Printsipas, Senior Advisor - SEV Business Council for Sustainable Development

Guatemala

[FUNDESA](#)

Juan Carlos Paiz, President of the Board of Directors
Juan Carlos Zapata, Chief Executive Officer
Fernando Spross, Associate Researcher
Priscilla González, Corporate Affairs Coordinator

Hong Kong SAR, China

[Hong Kong General Chamber of Commerce](#)

Simon Ngan, Director, Policy and Research
Wilson Chong, Senior Economist

Hungary

[KOPINT-TÁRKI Economic Research Ltd](#)

Peter Vakhal, Senior Research Associate
Éva Palócz, CEO

Iceland

[The Icelandic Centre for Future Studies](#)

Karl Friðriksson, Manager Director

India

[LeadCap Knowledge Solutions Pvt Ltd - LeadCap Ventures](#)

Sangeeth Varghese, Managing Director and CEO
Vidyadhar Prabhudesai, Director and COO

Ireland

[Irish Business and Employers Confederation - IBEC](#)

Geraldine Anderson, Head of Research

Israel

[Manufacturers' Association of Israel - MAI](#)

Ron Tomer, President
Ruby Ginel, CEO
Dan Catarivas, General Manager, Foreign Trade and International Relations Division
Itai Nakash, Deputy General Manager, Foreign Trade and International Relations Division

Jamaica

[Mona School of Business and Management -](#)

[MSBM, The University of the West Indies, Mona](#)

David McBean, Executive Director
Franklin Johnston, Director
Yvette Cameron-Harris, Project Administrator
[Jamaica Promotions Corporation - JAMPRO](#)
Shulette Cox, Vice President, Research, Advocacy, and Project Implementation
[National Competitiveness Council Jamaica](#)
Sharifa Powell, Consultant Project Manager

Japan

[Waseda University](#)

Jusuke Ikegami, Professor
Mitsuyo Tsubayama, Coordinator
Shoko Miya, Coordinator

Jordan

[Ministry of Planning and International Cooperation of Jordan](#)

Hadram Al Fayes, Director
Ghada Issa, Head of Competitiveness Division
Thamer Masarweh, Researcher

Kazakhstan

[Center for Strategic Initiatives LPP](#)

Olzhas Khudaibergenov, Senior Partner
Yerbol Tulegenov, Associate Partner
Symbat Aliaskarova, Consultant

Kenya

[University of Nairobi](#)

Karuti Kanyinga, Research Professor and Director, IDS
Vincent Mugo, Project Assistant IDS
Paul Kamau, Associate Research Professor, IDS

Korea, Rep.

[Korea Development Institute](#)

Inho Song, Executive Director, Economic Information and Education Center
Joohee Cho, Head, Public Opinion Analysis Unit
Boyoung Han, Senior Research Associate, Public Opinion Analysis Unit

Kosovo*, North Macedonia

[Economic Chamber of North-West Macedonia](#)

Drilon Iseni, Executive Director
Durim Zekiri, Operations Manager
Miranda Ajdini, Legal associate

Kuwait

[Kuwait University](#)

Fahad Al-Rashid, Committee Chair
Adel Al-Husainan, Committee Member
Majed Jamal Al-Deen, Committee Member

Kyrgyz Republic

[Economic Policy Institute](#)

Marat Tazabekov, Chairman

Lao PDR

[Enterprise and Development Consultants Co. Ltd - EDC](#)

Buakhai Phimmavong, Managing Partner
Thipphasone Inthachack, Office administrator

Latvia**Stockholm School of Economics in Riga**

Arnīs Sauka, Head of the Centre for Sustainable Development

Lesotho**Private Sector Foundation of Lesotho - PSFL**

Thabo Qhesi, CEO

Bokang Tsoanamatsie, Public Relations Officer
Qothoase Khofane, Researcher

Liberia, Sierra Leone**GQRDOTCOM Limited - GQR**

Omodele Jones, Chief Executive Officer

Lithuania**Innovation Agency Lithuania**

Jone Kalėdienė, Head of Research and Analysis Division

Irena Karelina, Analyst

Luxembourg**Luxembourg Chamber of Commerce**

Christel Chatelain, Director of the Economic Affairs Department

Jean-Baptiste Nivet, Sr Economist

Sidonie Paris, Economist

Malawi**Malawi Confederation of Chambers of Commerce and Industry**

Chancellor Kaferapanjira, Chief Executive

Madalitso Kazembe, Director, Business Environment and Policy Advocacy

Manfred Maguru, Economic Analyst

Chancy Mkandawire, Economic Analyst

Malaysia**Malaysia Productivity Corporation**

Dato' Abdul Latif Abu Seman, Director General

Zahid Ismail, Deputy Director General

Dr Mazrina Mohamed Ibramsah, Deputy Director General

Wan Fazlin Nadia Wan Osman, Director

Mali**Mali Applied and Theoretical Economics Research Group - GREAT**

Massa Coulibaly, Executive Director

Wélé Fatoumata Binta Sow, Researcher

Badiégué Diallo, Administrative and Financial Assistant

Malta**Competitive Malta - Foundation for National Competitiveness**

Adrian Said, Associate

Matthew Castillo, Associate

Mauritius**Economic Development Board**

Sanroy Seechurn, Head of Department

Ken Poonosamy, CEO

Dooshala Ramjutun-Ramlal, Manager

Mexico**Instituto Mexicano para la Competitividad - IMCO**

Valeria Moy, General Director

Ivania Mazari, Program Manager

Ministry of the Economy

Jorge Eduardo Arreola Cavazos, General Director for Competitiveness and Competition

Carlos Rubén Altamirano Márquez, Director

Fernando Tonatihu Parra Calvo, Underdirector for Competitiveness

Mongolia**Open Society Forum - OSF**

Erdenejargal Perenlei, Executive Director

Oyunbadam Davaakhuu, Program Manager

Montenegro**The Institute for Strategic Studies and Prognoses - ISSP**

Maja Drakic Grgur, Project Coordinator

Veselin Vukotic, President

Morocco**The Policy Centre for the New South**

Dr Karim El Aynaoui, Executive President

Asmaa Tahraoui, Senior Knowledge Manager

Abdelaaziz Ait Ali, Head Economics Research Department

Namibia**Institute for Public Policy Research - IPPR**

Ndapunikwa Fikameni, Research Associate

Salmi Shigwedha, Research Associate

Graham Hopwood, Director

Nepal**Competitiveness and Development Institute - CODE**

Dr Ramesh C. Chitrakar, Project Director/ Country Coordinator

Abhinandan Baniya, Associate Team Member

Menaka Shrestha, Team Member

Netherlands**Amsterdam Centre for Business Innovation, University of Amsterdam**

Henk Volberda, Director and Professor

Kevin Heij, Senior Innovation Researcher

Pieter van den Brink, Research Assistant

Nina Versluijs, Research Assistant

Jochem Bouman, Research Assistant

New Zealand**BusinessNZ**

Kirk Hope, CEO

Kathryn Asare, Manager Communications

Nigeria**Nigerian Economic Summit Group - NESG**

Laoye Jaiyeola, Chief Executive Officer

Dr Olusegun Omisakin, Director of Research and Development

Sodik Olofin, Economist

Oman**National Competitiveness Office - NCO**

Dr Salim Abdullah Al Shaikh, Acting Chief of NCO
Juhaina Saleh Al Balushi, Economic Researcher
Jawaher Sultan Al Habsi, Business Analyst

Pakistan**Mishal Pakistan**

Amir Jahangir, Chief Executive Officer
Puruesh Chaudhary, Director
Amna Sabahat Bhutta, Director

Paraguay**Paraguayan Foundation for Cooperation and Development**

Martin Burt, CEO
Luis Fernando Sanabria, CEO
Sol Urbieto, Management Assistant

Peru**Industrial Development Center of the National Society of Industries**

Luis Tenorio, Executive Director
Maria Elena Baraybar, Project Assistant
Benoni Sanchez, Head of Systems

Philippines**Makati Business Club - MBC**

Roxanne Lu, Programs Director
Trisha Teope, Foreign Programs Officer

Poland**National Bank of Poland**

Piotr Boguszewski, Economic Advisor
Piotr Szpunar, Director

Portugal**Business Administrators Forum - FAE**

Paulo Carmona, President
Mariana Marques dos Santos, Member of the Board

PROFORUM Association for the Development of Engineering

Ilidio De Ayala Serôdio, Vice-President
Helena Roquette, Secretary

Qatar**Qatari Businessmen Association - QBA
Social and Economic Survey Research Institute,
Qatar University**

Issa Abdull Salam Abu Issa, Secretary General
Sarah Abdallah, Deputy General Manager
Maria Jusay, Executive Secretary
Prof. Kaltham Al Ghanim, Director, Social and Economic Survey Research Institute
Raymond Carasig, Senior Survey Support Specialist

Romania**Association for Women Entrepreneurship
Development - ADAF
The Chamber of Commerce and Industry of
Romania**

Rotaru Cornelia, President
Rotaru Gela, Business Analyst
Savu Cristina, Communication Expert

Rwanda**Rwanda Development Board**

Delphine Uwase, Ag. Head of Strategy and Competitiveness Department
Kennedy Kalisa, Strategy Analyst
Richard Kayibanda, Ag. Chief Strategy and Compliance Officer

Saudi Arabia**Alfaisal University**

Mohammed Kafaji, Vice Dean for Quality Assurance and Accreditation
National Competitiveness Centre
Eiman Habbas Al-Mutairi, CEO of the National Competitiveness Centre
Waleed Al-Rudaian, Deputy CEO of the National Competitiveness Centre
Salman Al-Tukhaifi, General manager
Abdulrahman M. Al-Ghamdi, Project Manager

Senegal**Université Cheikh Anta Diop of Dakar**

Thierno Thioune, Directeur du Centre de Recherches Economiques Appliquées

Serbia**Foundation for the Advancement of Economics - FREN**

Aleksandar Radivojević, Coordinator
Dejan Molnar, Director

Singapore**Singapore Economic Development Board**

Cheng Wai San, Director and Head
Teo Xinyu, Executive Officer, Senior

Slovakia**Business Alliance of Slovakia - PAS**

Peter Serina, Executive Director
Robert Kičina, Member of the Board

Slovenia**Institute for Economic Research**

Peter Stanovnik, Professor
Sonja Uršič, Senior Research Assistant
University of Ljubljana, Faculty of Economics
Mateja Drnovšek, Full Professor

South Africa**Business Unity South Africa**

Tyson Thamsanqa Sibanda, Economic Policy Manager
Olivier Serrao, Economic Policy Executive Director
Cas Coovadia, Chief Executive Officer

Spain**IESE Business School**

Pascual Berrone, Professor, Director of the International Center for Competitiveness
María Luisa Blázquez, Research Associate

Sri Lanka**Institute of Policy Studies of Sri Lanka - IPS**

Kithmina Hewage, Research Economist
Tharindu Udayanga, Research Assistant

Switzerland**University of St.Gallen, Center for Financial Services Innovation**

Tobias Trütsch, Managing Director

Taiwan, China**Taiwan Institute of Economic Research**

Chen, Yi-Man, Research Fellow

Tsuo, I-Chun, Assistant Research Fellow

Tanzania**REPOA Ltd**

Donald Mmari, Executive Director

Lucas Katera, Director of Collaborations and Capacity Building

Cornel Jahari, Researcher and Field Manager

Thailand**Chulalongkorn Business School**

Kanyarat (Lek) Sanoran, Assistant Professor and Assistant Dean at Dean's Office

Wilert Puriwat, Professor and Dean

Nat Kulvanich, Assistant Professor

Trinidad and Tobago**Arthur Lok Jack Global School of Business**

Raynardo Hassanally, Alumni Relations Coordinator

Balraj Kistow, Programme Director

Ron Sookram, Academic Coordinator

Tunisia**Institut Arabe des Chefs d'Entreprises**

Majdi Hassen, Executive Director

Hager KARAA, Head of Studies Department

Türkiye**TÜSIAD, Sabanci University Competitiveness Forum - REF**

Esra Durceylan Kaygusuz, Director

Sezen Uğurlu Sum, Project Specialist

Ukraine**CASE Ukraine, Center for Social and Economic Research**

Dmytro Boyarchuk, Executive Director

Vladimir Dubrovskiy, Leading Economist

Oksana Kuziakiv, Senior Adviser

United Arab Emirates**Federal Competitiveness and Statistics Centre**

Hanan Ahli, Director General of Federal Competitiveness and Statistics Centre

Rashed Abdulkarim Al Blooshi, Undersecretary of Department of Economic Development, Abu Dhabi

Hend Abdulla, Analyst

Uruguay**Universidad ORT Uruguay**

Isidoro Hodara, Professor

Bruno Gilli, Professor

Federico Monetti, Professor

Venezuela, Bolivarian Republic of**Venezuelan Council for Investment Promotion**

Jennyn Osorio, Economics Affairs Manager

Jorge García, Business Intelligence Manager

Viet Nam**Ho Chi Minh City Institute for Development Studies - HIDS**

Tran Hoang Ngan, Director

Trieu Thanh Son, Head of Rereach Management

Nguyen Manh Quan, Researcher

Yemen**Yemeni Business Club - YBC**

Fathi Abdulwase Hayel Saeed, Chairman

Ghadeer Ahmed Almaqhafi, Executive Director

Safa Abdullah Alsayaghi, Projects Manager

Zambia**University of Zambia**

Joseph Simbaya, Director

Chitalu Chama Chiliba, Assistant Director and Senior Research Fellow

Patricia Funjika, Research Fellow

Zimbabwe**National Competitiveness Commission**

Phillip Phiri, Executive Director

Brighton Shayanewako, Director, Competitiveness

Douglas Muzimba, Chief Economist, International Competitiveness

Elizabeth Magwaza, Economist



COMMITTED TO
IMPROVING THE STATE
OF THE WORLD

The World Economic Forum, committed to improving the state of the world, is the International Organization for Public-Private Cooperation.

The Forum engages the foremost political, business and other leaders of society to shape global, regional and industry agendas.

World Economic Forum
91–93 route de la Capite
CH-1223 Cologny/Geneva
Switzerland

Tel.: +41 (0) 22 869 1212
Fax: +41 (0) 22 786 2744
contact@weforum.org
www.weforum.org